Annual EEO Public File Report Form

Stations WXTV – WFUT – WFTY – WQBU-FM-WADO-AM-WXNY-FM

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): Stations WXTV-DT – WFUT-DT – WFTY-DT – WQBU-FM – WADO(AM) – WXNY-FM and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning February 1, 2019 to and including January 31, 2020 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;

2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;

3. The recruitment source that referred the hire for each full-time vacancy during the Applicable Period;

4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and

5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hire accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person and/or over the telephone.
Appendix 1 to
Annual EEO Public File Report Form

Covering the Period from **February 1, 2019 to and including January 31, 2020**

Station(s) Comprising Station Employment Unit: WXTV-DT/WFUT-DT /WFTY-DT /WQBU-FM/WADO (AM)/WXNY-FM

Section 1: Vacancy Information

<table>
<thead>
<tr>
<th>Full-time Positions Filled by Job Title</th>
<th>Recruitment Source of Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>01- News Room Coordinator</td>
<td>UCI Career Site</td>
</tr>
<tr>
<td>02-A Marketing Coordinator</td>
<td>UCI Career Site</td>
</tr>
<tr>
<td>02-B Marketing Coordinator</td>
<td>UCI Career Site</td>
</tr>
<tr>
<td>03-A On-Air Talent / Producer</td>
<td>UCI Career Site</td>
</tr>
<tr>
<td>03-B On-Air Talent/Producer</td>
<td>UCI Career Site</td>
</tr>
<tr>
<td>03-C On-Air Talent/Producer</td>
<td>UCI Career Site</td>
</tr>
<tr>
<td>04-A Multi-Media Journalist</td>
<td>UCI Career Site</td>
</tr>
<tr>
<td>04-B Multi-Media Journalist</td>
<td>UCI Career Site</td>
</tr>
<tr>
<td>05 Sr. Account Executive</td>
<td>UCI Career Site</td>
</tr>
<tr>
<td>06 Account Executive</td>
<td>Internal Transfer</td>
</tr>
<tr>
<td>08 Anchor Reporter</td>
<td>UCI Career Site</td>
</tr>
<tr>
<td>11 NY Business Strategy Analyst</td>
<td>UCI Career Site</td>
</tr>
</tbody>
</table>
**Section 4:** The total number of interviewees during the reporting period: 86

Appendix 2 to

**Annual EEO Public File Report Form**

*(February 1, 2019 to and including January 31, 2020)*

**Section 1:** Recruitment source information used by Stations WXTV-DT, WFUT-DT WFTY-DT - WQBU-FM – WADO(AM) – WXNY-FM

<table>
<thead>
<tr>
<th>Recruitment Source (Name, Address, Telephone Number, Contact Person)</th>
<th>Total Number of Interviewees This Source Has Provided During This Period (If Any)</th>
<th>Full-time Positions for Which This Source Was Utilized</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>A</strong></td>
<td>Local Web Site (via <strong>UCI Career Site</strong>, Univision Human Resources Glenpointe Centre West 500 Frank W. Burr Blvd., 6th Floor Teaneck, NJ 07666-6802)</td>
<td>8 8 21 16 9 8 8 8</td>
</tr>
<tr>
<td><strong>B</strong></td>
<td>Internal Board Posting <strong>UTG/TTG 500 Frank W Burr Blvd. Teaneck, NJ</strong></td>
<td>0</td>
</tr>
<tr>
<td><strong>C</strong></td>
<td>LinkedIn</td>
<td>5</td>
</tr>
<tr>
<td><strong>D</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
| Employee Referrals | | | News Room Coordinator  
| | | Marketing Coordinator  
| | | On-Air Talent/Producer  
| | | Multimedia Journalist  
| | | Sr. Account Executive  
| | | Account Executive  
| | | Anchor / Reporter  
| | | Business Strategy Analyst  
| E | GLASSDOOR | 0 | News Room Coordinator  
| | | Marketing Coordinator  
| | | On-Air Talent/Producer  
| | | Multimedia Journalist  
| | | Sr. Account Executive  
| | | Account Executive  
| | | Anchor / Reporter  
| | | Business Strategy Analyst  
| F | INDEED | 0 | News Room Coordinator  
| | | Marketing Coordinator  
| | | On-Air Talent/Producer  
| | | Multimedia Journalist  
| | | Sr. Account Executive  
| | | Account Executive  
| | | Anchor / Reporter  
| | | Business Strategy Analyst  
| G | *Connecticut School of Broadcasting Media Park  
| | | 130 Birdseye Road  
| | | Farmington, CT 06032  
| | | Att: Kevin Weiss  
| | | (860)232-9988  
| | | Kdub@gocsb.com  
| | | 0 | News Room Coordinator  
| | | Marketing Coordinator  
| | | On-Air Talent/Producer  
| | | Multimedia Journalist  
| | | Sr. Account Executive  
| | | Account Executive  
| | | Anchor / Reporter  
| | | Business Strategy Analyst  
| H | Asian American Federation of NY  
| | | 120 Wall Street 3rd floor  
| | | New York, NY 10005  
| | | Att: Julie Chen  
| | | 0 | News Room Coordinator  
| | | Marketing Coordinator  
| | | On-Air Talent / Producer  
| | | Multimedia Journalist  
| | | Sr. Account Executive  
| | | Account Executive  
| | | Anchor / Reporter  
| | | Business Strategy Analyst  


| I | Women in the Arts and Media Coalition Inc. | 0 | News Room Coordinator  
Marketing Coordinator  
On-Air Talent/Producer  
Multimedia Journalist  
Sr. Account Executive  
Account Executive  
Anchor / Reporter  
Business Strategy Analyst |
|---|---------------------------------------------|---|--------------------------------------------------|
| J | National Association of Broadcasters  
Att; Career Center  
NAB 1771 N Street  
NW Washington DC  
20036  
202-429-5497 | 0 | News Room Coordinator  
Marketing Coordinator  
On-Air Talent/Producer  
Multimedia Journalist  
Sr. Account Executive  
Account Executive  
Anchor / Reporter  
Business Strategy Analyst |
| K | NJ Broadcasters Association  
Broadcast House  
7 Centre Dr. Suite 12  
Monroe Township, NJ  
08831  
609-860-0111 | 0 | News Room Coordinator  
Marketing Coordinator  
On-Air Talent/Producer  
Multimedia Journalist  
Sr. Account Executive  
Account Executive  
Anchor/Reporter  
Business Strategy Analyst |
| L | Asociacion de Cronistas de Arte  
Att: Miguel A Rodriguez Journalists  
68 Summit Avenue  
New Milford, NJ  
07646  
917-440-33878 | 0 | News Room Coordinator  
Marketing Coordinator  
On-Air Talent/Producer  
Multimedia Journalist  
Sr. Account Executive  
Account Executive  
Anchor/Reporter  
Business Strategy Analyst |
| M | City College of NY  
Department of Communications, Film and Video  
Media Arts Production  
160 Convent Avenue  
New York, NY 10031 | 0 | News Room Coordinator  
Marketing Coordinator  
On-Air Talent/Producer  
Multimedia Journalist  
Sr. Account Executive  
Account Executive  
Anchor / Reporter  
Business Strategy Analyst |
| N | City College  
Att: Barbara Lindberg, Job Placement Coordinator  
646-312-4671 | 0 | News Room Coordinator  
Marketing Coordinator  
On-Air Talent/Producer  
Multimedia Journalist  
Sr. Account Executive  
Account Executive |
<table>
<thead>
<tr>
<th></th>
<th>Anchor/Reporter Business Strategy Analyst</th>
</tr>
</thead>
</table>
| O | NYS Broadcasters Association Inc.  
  Att: Carolyn Jung  
  1805 Western Avenue  
  Albany, NY 12203  
  518-456-8888  
  Joe Reilly |
| P | New York Women in Communications Inc. (NYWICI)  
  355 Lexington Avenue, 17th Floor  
  New York, NY 10017  
  212-297-2133 |
| Q | Pace University  
  41 Park Row, 14th Floor  
  New York, NY 10038  
  lburg@pace.edu |

* Indicates sources that have requested notification of job openings.
Appendix 3 to
Annual EEO Public File Report Form
Covering the Period from February 1, 2019 to January 31, 2020
Station(s) Comprising Station Employment Unit: WXTV-DT/WFUT-DT/WFTY-DT/WQBU-FM/WADO (AM)/WXNY-FM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

Appendix 3 to Annual EEO Public File Report Form Covering the Period from February 1, 2019 to January 31, 2020 Station(s) Comprising Station Employment Unit: WXTV-DT/WFUT-DT/WFTY-DT/WQBU-FM/WADO (AM)/WXNY-FM Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken 1. Student Tour Program: The student tours program provides students in the area with information about career opportunities in the communications/media field. It includes a tour of the station and brief summary of the departments. The station conducts instructional school tours for students/schools throughout the metropolitan area, on a regular basis. Tours are usually conducted by a station manager.

   a) March 11th, 2019 – Plainfield High School tour of TV and Radio facilities
   b) March 12th, 2019 Bronx Prep School tour of TV and Radio facilities
   c) March 15th, 2019 – The Village School, Waldwick NJ tour of TV and Radio facilities
   d) July 12th 2019 – Rutgers University – Diversity Program Newark Campus tour of TV and Radio facilities
   e) August 8th 2019 – Rose 2 Hope tour of TV and Radio facilities
   f) October 19th 2019 After School All Stars Program, Newark NJ tour of TV and Radio facilities

2. Participated in the following Educational/Career focused programs:

   (a) Participated in a Seton Hall Spring Career Fair on behalf of WXTV, WFUTTV/WFTY-TV and WQBU-FM/WADO (AM)/WXNY-FM - Radio.
   The event was attended by 1000 college students and recent graduates in search of a career path in broadcasting. The event was held on March 27th at the South Orange campus of Seton Hall University. Representatives from UnivisionNY Human Resource office were at hand sharing information to students about career and internship opportunities with UnivisionNY.

   (b) Participated in a mentoring and leadership program with the Paterson School District. High level executives, radio personalities and TV reporters led a day of discussion on career paths in the broadcast industry. Students, grammar school and High School students, received first hand training and mentoring on all aspects of TV and Radio. Univision representatives visited Rosa Parks High School, East Side High School and School #4
The event took place on September 20th, 2018.

(c) Participated in the 2019 National Hispanic Medical Association Event on November 29, 2019 on behalf of WXTV, WFUT-TV/WFTY-TV and WQBU- 11 FM/WADO (AM)/WXNY-FM – . The event was a discussion and award ceremony on health related matters for the Hispanic Community. The event was attended by approximately 150 members of the medical industry including doctors, students and nurses. Our own Mariela Salgado, general assignment reporter hosted the event.

(d) Participated in the 2019 Back to School Forum held on August 20th 2019 held at the Queens Hall of Science on behalf of WXTV, WFUT-TV/WFTY-TV and WQBU- 11 FM/WADO (AM)/WXNY-FM – . The event was a discussion on how to prepare students and parents for the new school year in NYC. About 500 attendees packed the auditorium which included parents, students, elected officials and community leaders. Our news reporter Mariela Salgado hosted the ceremony.

(e) Participated in a Career Fair at La Guardia Community College on behalf of WXTV, WFUTTV/WFTY-TV and WQBU-FM/WADO (AM)/WXNY-FM - Radio. The event was attended by 300 college students and recent graduates in search of a career path in broadcasting. The event was held on May 1st 2019 at the campus of La Guardia Community College. Representatives from UnivisionNY Human Resource office were at hand sharing information to students about career and internship opportunities with UnivisionNY.