

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

Full-time Positions Filled by Job Title		Recruitment Source of Hiree
01-	News Room Coordinator	UCI Career Site
02-A	Marketing Coordinator	UCI Career Site
02-B	Marketing Coordinator	UCI Career Site
03-A	On- Air Talent / Producer	UCI Career Site
03-B	On-Air Talent/Producer	UCI Career Site
03-C	On-Air Talent/Producer	UCI Career Site
04-A	Multi-Media Journalist	UCI Career Site
04-B	Multi-Media Journalist	UCI Career Site
05	Sr. Account Executive	UCI Career Site
06	Account Executive	Internal Transfer
08	Anchor Reporter	UCI Career Site
11	NY Business Strategy Analyst	UCI Career Site

Section 4: The total number of interviewees during the reporting period: 86

Appendix 2 to

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(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**

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
A	Local Web Site (via UCI Career Site , Univision Human Resources Glenpointe Centre West 500 Frank W. Burr Blvd., 6 th Floor Teaneck, NJ 07666-6802	8 8 21 16 9 8 8 8	News Room Coordinator Marketing Coordinator On-Air Talent/ Producer Multimedia Journalist Sr. Account Executive Account Executive Anchor /Reporter Business Strategy Analyst
B	Internal Board Posting UTG/TTG 500 Frank W Burr Blvd. Teaneck, NJ	0	News Room Coordinator Marketing Coordinator On-Air Talent/Producer Multimedia Journalist Sr. Account Executive Account Executive Anchor/ Reporter Business Strategy Analyst
C	LinkedIn	5	News Room Coordinator Marketing Coordinator On-Air Talent/Producer Multimedia Journalist Sr. Account Executive Account Executive Anchor /Reporter Business Strategy Analyst
D			

	Employee Referrals	0	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 3 rd 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. Shellen Lubin & Avis Boone, Co-Presidents 244 Fifth Ave, Suite 2932 New York, NY 10010 wamcoalition@gmail.com	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 Cronista 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

			Anchor/Reporter Business Strategy Analyst
O	NYS Broadcasters Association Inc. Att: Carolyn Jung 1805 Western Avenue Albany, NY12203 518-456-8888 Joe Reilly	0	News Room Coordinator Marketing Coordinator On-Air Talent/Producer Multimedia Journalist Sr. Account Executive Account Executive Anchor/Reporter Business Strategy Analyst
P	New York Women in Communications Inc. (NYWICI) 355 Lexington Avenue, 17 th Floor New York, NY 10017 212-297-2133	0	News Room Coordinator Marketing Coordinator On-Air Talent/Producer Multimedia Journalist Sr. Account Executive Account Executive Anchor/Reporter Business Strategy Analyst
Q	Pace University 41 Park Row, 14 th Floor New York, NY 10038 lburg@pace.edu	0	News Room Coordinator Marketing Coordinator On-Air Talent/Producer Multimedia Journalist Sr. Account Executive Account Executive Anchor/Reporter Business Strategy Analyst

* 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.