

WESH-TV, WKCF-TV
EEO PUBLIC FILE REPORT
September 24, 2020 - September 30, 2021

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive Open Date: 1/24/2020 Hire Date: 2/1/2021	1-14, 16-17, 19, 21, 23, 25-31, 33, 36, 38-40, 42, 44-45, 47, 49-52, 54-55, 57, 61-65, 67-68	16
Meteorologist Open Date: 5/8/2020 Hire Date: 3/22/2021	2-14, 17, 19, 21, 23, 25-31, 33-34, 36, 38-42, 44-45, 47, 50-52, 54-55, 57, 61- 65, 67-68	34
Managing Editor Open Date: 7/21/2020 Hire Date: 10/5/2020	1-14, 17, 19, 21, 23, 25-31, 33, 36, 38- 40, 42, 44-45, 47, 50, 52, 54-55, 57, 61- 65, 67-68	9
Building Maintenance Associate Open Date: 8/11/2020 Hire Date: 11/23/2020	2-6, 8-14, 17, 19, 21-23, 25-31, 33, 36, 38-40, 42, 44, 47, 50, 52, 54-55, 57, 61- 62, 65, 67-68	22
Anchor Reporter Open Date: 9/3/2020 Hire Date: 12/6/2020	2-6, 8-14, 17-19, 21, 23, 25-33, 36, 38- 40, 42, 44-45, 47, 50, 52, 54-57, 59-60, 58, 61-68	58
Photographer Open Date: 9/30/2020 Hire Date: 3/29/2021	2-6, 8-12, 14, 17, 25-31, 33, 35, 38-40, 42-45, 50, 52, 54-55, 57, 61-65, 67-68	9
Reporter Open Date: 9/30/2020 Hire Date: 1/17/2021	2-5, 8-14, 17, 25-31, 33, 38-40, 42, 44- 46, 50, 52, 54-55, 57, 61-65, 67-68	46
Anchor/Reporter Open Date: 1/13/2021 Hire Date: 4/12/2021	1-2, 4-6, 8-15, 17, 24-30, 33, 38-40, 42, 44-46, 50-52, 54-55, 57, 61-65, 67-68	46
Account Executive Open Date: 1/27/2021 Hire Date: 6/9/2021	2, 4-6, 8-15, 17, 20, 22, 24-30, 33, 37- 40, 42, 44-45, 48, 50-52, 54-55, 57, 61- 65, 67-68	22
Producer Open Date: 2/1/2021 Hire Date: 6/1/2021	1-2, 4-6, 8-14, 17, 24-30, 33, 38-40, 42, 44-45, 50-52, 54-55, 57, 61-65, 67-68	9
Producer Open Date: 2/1/2021 Hire Date: 6/16/2021	1-2, 4-6, 8-14, 17, 24-30, 33, 38-40, 42, 44-45, 50-52, 54-55, 57, 61-65, 67-68	9
Operations Technician Open Date: 3/10/2021 Hire Date: 4/3/2021	2, 4, 6, 8-14, 16-17, 24-30, 33, 35, 38- 40, 42, 44-45, 50-55, 61-65, 67-68	16
Master Control Operator Open Date: 3/29/2021 Hire Date: 6/27/2021	1-2, 4, 6, 8, 10-14, 17, 24-30, 33, 35, 38 -40, 42, 44-45, 50-55, 61-65, 67-68	35
Digital Media Manager Open Date: 4/12/2021 Hire Date: 6/27/2021	1-2, 4-6, 8-14, 17, 24-30, 33, 38-40, 42, 44-45, 50-52, 54-55, 57, 61-65, 67-68	9

WESH-TV, WKCF-TV
EEO PUBLIC FILE REPORT
September 24, 2020 - September 30, 2021

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Reporter Open Date: 4/26/2021 Hire Date: 7/19/2021	2, 4-6, 8-14, 17, 24-30, 33, 38-40, 42, 44-45, 50-52, 54-55, 57, 61-65, 67-68	9
Anchor/Reporter Open Date: 4/26/2021 Hire Date: 9/15/2021	2, 4-6, 8-14, 16-17, 24-30, 33, 38-40, 42, 44-45, 50-52, 54-55, 57, 59, 61-65, 67-68	9
Master Control Operator Open Date: 6/30/2021 Hire Date: 9/1/2021	2, 4, 6, 8, 10-14, 17, 22, 24-30, 33, 38- 40, 42, 44-45, 50-55, 61-65, 67-68	22

WESH-TV, WKCF-TV
EEO PUBLIC FILE REPORT

September 24, 2020 - September 30, 2021

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	602 Communications 1011 Lyndhurst Falls Lane Knightdale, North Carolina 27545 Phone : 919/217-4438 Email : gnewell@602tv.graemenewell.com Sandy Lizik	N	0
2	Alabama State University 915 S. Jackson Street Montgomery, Alabama 36104 Phone : 334/229-4493 Url : http://www.alasu.edu Email : dokeowo@alasu.edu Fax : 1-334-229-4976 David Okeowo	Y	0
3	All About People 4767 New Broad Street Suite 308 Orlando, Florida 32814 Phone : 407 751-7146 Url : http://www.allaboutpeople.net/ Fax : 1-602-955-6646 Gary Staudt	N	0
4	American Business Women's Association 2834 South Roanoke Springfield, Missouri 65807 Phone : 417-883-2259 Email : mba@mbaweb.org Fax : 1-417-883-2259 Donnie Harris	N	0
5	Asian American Journalists Association (AAJA) 5 Third Street, Ste. 1108 San Francisco, California 94103 Phone : 415-346-2051 Url : http://www.aaja.org Asian American Journalists Association Manual Posting	N	0
6	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : rrobinson@batestech.edu Roland Robinson	N	0

WESH-TV, WKCF-TV
EEO PUBLIC FILE REPORT

September 24, 2020 - September 30, 2021

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	California Chicano News Media Assoc. 727 W. 27th Street Room 201 Los Angeles, California 90071 Phone : 213/821-0075 Url : http://www.ccnma.org Sylvia Wells Manual Posting	N	0
8	Career Source Central Florida 2884 South Orlando Drive Sanford, Florida 32773 Phone : 407-531-1231 x7340 Url : CareerSourceCentralFlorida.com Lupino Reed Manual Posting	Y	0
9	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Url : http://careers.hearsttelevision.com/ Email : htv.careers@hearst.com Career Services	N	28
10	Central Florida Assoc. of Black Journalist P.O.Box 745 Orlando, Florida Phone : 407/872-0656 Url : http://cfabj.wordpress.com Email : info@cfabj.org Fax : 1-407-872-5763 Chester Glover Prong 2 Ended Date: 9/29/2021	N	0
11	Central Florida Employment Council 450 Seminola Blvd Casselberry, Florida 32707 Phone : 407/834-4223 Url : http://www.cfec.org Email : cfec@cfec.org Fax : 1-407-260-2949 Paulette Weir	Y	0

WESH-TV, WKCF-TV
EEO PUBLIC FILE REPORT

September 24, 2020 - September 30, 2021

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Central Florida Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407/841-7654 Url : http://www.cful.org Email : srichardson@cful.org Fax : 1-407-841-9114 S Richardson	Y	0
13	Collective Talent 26150 Hersheyvale Franklin, Michigan 48025 Phone : 813-254-9695 Email : bille@michaelsmedia.com Michael Bille	N	0
14	Columbia University 2950 Broadway New York, New York 10027 Phone : 212/854-8608 Url : http://www.journalism.columbia.edu Melissa McLainey Manual Posting	N	0
15	Corporate Recruiter	N	2
16	Current Employee	N	4
17	Daytona State College 1200 W. International Speedway Blvd. Room 205, Bldg 100 Daytona Beach, Florida 32120 Phone : 386/506-3687 Url : http://www.daytonastate.edu Career Services Manual Posting	Y	0
18	DCA Talent 124 Ammons Drive Raleigh, North Carolina 27615 Phone : 919-868-6088 Email : steveski@dcatalent.com Steve Swienckowski	N	1

WESH-TV, WKCF-TV
EEO PUBLIC FILE REPORT

September 24, 2020 - September 30, 2021

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Eatman Media Services PO Box 102 Bedford, New York 10506 Phone : 914-234-4748 Url : http://www.eatmanmediaservices.com/ Email : emstalent@aol.com Ross Eatman	N	0
20	Eckstein Summer Armbruster & Company 565 Highway 35 Suite 9 Red Bank, New Jersey 07701 Phone : 732-530-1996 Adam Armbruster	N	1
21	Emma L. Bowen Foundation of Minority Interest in Media 524 W. 57th St New York, New York 10019 Phone : 212-975-2545 Email : Sandra.Rice@nbcuni.com Career Services	N	0
22	Employee Referral	N	3
23	EqualityMagazines.com 13351 Riverside Dr. #514 Sherman Oaks, California 91423 Phone : 818.654.0870 Jeff Palmatier Manual Posting	N	0
24	Everglades University 850 Trafalgar Court Maitland, Florida 32751 Phone : 407.277.0311 Kimberly Burns Manual Posting	N	0
25	Finding the Lost Sheep Post Office Box 770591 Winter Garden, Florida 34777 Phone : 321-354-8885 Email : info@findingthelostsheep.com Sharee Hodge	Y	0

WESH-TV, WKCF-TV
EEO PUBLIC FILE REPORT

September 24, 2020 - September 30, 2021

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Florida A & M University 100 Student Union Plaza Tallahassee, Florida 32307 Phone : 850-599-8808 Url : http://www.famu.edu Email : cecile.washington@famu.edu Cecile Washington	Y	0
27	Florida Association of Broadcasters 201 South Monroe Street Suite 201 Tallahassee, Florida 32301 Phone : 850/681-6444 Url : http://www.fab.org Email : Lvarn@fab.org Fax : 1-850-222-3957 Lindsay Varn	Y	0
28	Florida State University A-4100 University Center Tallahassee, Florida Phone : 850/644-4023 Url : http://www.fsu.edu Email : Reception@admin.fsu.edu Debbie Crowder	Y	0
29	Goodwill Industries of Central Florida, Inc. 1356 E. Vine St Kissimmee, Florida 34744 Phone : 407/847-0696 Url : http://www.goodwillcfl.org Email : dMoraza@goodwillcfl.org Fax : 1-407-847-0696 Damaris Moraza	Y	0
30	Goodwill Industries-Self-Sufficiency Job Center 515 W. Central Blvd. Orlando, Florida 32801 Phone : 407/872-0770 Url : http://www.goodwillcfl.org Email : jobconnection@goodwillcfl.org Fax : 1-407-872-0256 M Lonnquist	Y	0

WESH-TV, WKCF-TV
EEO PUBLIC FILE REPORT

September 24, 2020 - September 30, 2021

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	Goodwill Industries-Self-Sufficiency Job Center 112 S. Sanford Avenue Sanford, Florida 32771 Phone : 407/936-0469 Url : http://www.goodwillcfl.org Email : bnewkirk@goodwillcfl.org Fax : 1-407-936-0480 Belinda Newkirk Prong 2 Ended Date: 11/20/2020	N	0
32	Hart Talent Management 1026 South Orange Grove Ave #1 Los Angeles, California 90019 Phone : (310) 962-3093 Url : https://harttalentmanagement.com/ Email : Liz@HartTalentManagement.com Joe Hart	N	1
33	Howard University School of Communication 525 Bryant Street, NW Washington, District of Columbia 20059 Phone : 202/806-5806 Url : http://www.howard.edu Email : Cdudley@Howard.edu Fax : 1-202-986-2911 Carol Dudley	Y	0
34	IF Management 123 West 93rd Street Suite 3F New York, New York 10025 Phone : 212-265-7711 Url : https://www.ifmanagement.com/ Email : carol@ifmanagement.com Carol Perry	N	1
35	Indeed.com 177 Broad Street, 6th Floor Stamford, Connecticut 06901 Phone : 646 -589 -6802 Url : www.indeed.com Megan Brown Manual Posting	N	6

WESH-TV, WKCF-TV
EEO PUBLIC FILE REPORT

September 24, 2020 - September 30, 2021

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	Insight Recruiter 683 Schofield Road San Francisco, California 94129 Phone : 415-852-3621 Email : admin@insightrecruiting.com Lynn Hollis	N	0
37	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : . Url : http://www.linkedin.com Career Services Manual Posting	N	1
38	Long Island University-CW Post Campus 720 Northern Blvd Kumble Hall Brookville, New York Phone : 516-299-2251 Url : http://www.liu.net Email : post-careersuccess@liu.edu Career Services	Y	0
39	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
40	MediaLine P.O. Box 51909 Pacific Grove, California 93950 Phone : 800/237-8073 Url : http://www.medialine.com/jobshtm Email : medialine@medialine.com Mark Shilstone	N	0
41	Napoli Management Group 8844 W. Olympic Blvd Suite 100 Beverly Hills, California 90211 Phone : 310.385.8225 Email : alcorral@tvtalet.com Al Corral	N	1

WESH-TV, WKCF-TV
EEO PUBLIC FILE REPORT

September 24, 2020 - September 30, 2021

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
42	National Lesbian & Gay Journalists Association 1420 K. Street, NW Suite 910 Washington, District of Columbia 20005 Phone : 202/588-9888 ext 10 Email : info@nlgja.org Fax : 1-202-588-1818 David Barre	Y	0
43	National Press Photographers Association 3200 Croasdaile Dr Durham, North Carolina 27705 Url : https://nppa.org/post-a-job Career Services Manual Posting	N	0
44	New York University - Wasserman Ctr for Development 133 E. 12th Street 2nd Floor New York, New York 10003 Phone : 214/998-4730 Url : http://www.nyu.edu/careerdevelopment Trudy Steinfeld Manual Posting	N	0
45	Northwestern University - Medill School 1845 Sheridan Road Evanston, Illinois Phone : 847/467-1238 Url : http://www.medill.northwestern.edu Lonnie Dunlap Manual Posting	N	0
46	NWT Group 21110 Elmwood Dr Bryan, Texas 77802 Phone : 817-987-3600 Email : CarolynKane@NWTGroup.com Carolyn Kane	N	2
47	Parker & Lynch Recruiting 390 North Orange Avenue Suite 1600 Orlando, Florida 32801 Phone : 407-454-6545 Email : orlando@parkerlynch.com Daniel Clark	N	0
48	Phone Inquiry	N	1

WESH-TV, WKCF-TV
EEO PUBLIC FILE REPORT

September 24, 2020 - September 30, 2021

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
49	Producers Guild of America 8530 Wilshire Blvd Beverly Hills, California 90211 Url : https://jobs.producersguild.org/ Career Services Manual Posting	N	0
50	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
51	Rollins College Crummer Graduate School 1000 Holt Avenue Camp Box 2722 Winter Park, Florida Phone : 407/646-2335 Url : http://www.rollins.edu/careerservices Email : careerdevelopment@Rollins.edu Fax : 1-407-646-2311 Career Services	N	0
52	Seminole State College 100 Weldon Blvd. Sanford, Florida 32773 Phone : 407/708-2294 Url : http://www.seminolestate.edu/careers Career Development Center Manual Posting	Y	0
53	Society of Broadcast Engineers 9102 N Meridian St Ste 150 Indianapolis, Illinois Phone : 317-846-9000 Scott Jones Manual Posting	N	0
54	State of FL - Dept of Ed.-Division of Voc. Rehab. 3555 Maguire Blvd Suite 205 Orlando, Florida 32803 Phone : 407/897-2725 Url : http://www.fldoe.org Email : Nancy.Pritchard@vr.fldoe.org Fax : 1-407-897-2752 Nancy Pritchard	Y	0

WESH-TV, WKCF-TV
EEO PUBLIC FILE REPORT

September 24, 2020 - September 30, 2021

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
55	TVB 120 Wall Street, 15th Floor New York, New York 10005 Phone : 212-935-5631 Email : htv.careers@hearst.com Career Services	N	0
56	TVContract.com . Colorado Springs, Colorado Phone : 303-918-8414 Url : https://tvcontract.com/ Rick Carr	N	1
57	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760/754-8177 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	0
58	United Talent Agency 888 Seventh Avenue 7th FL New York, New York 10106 Phone : 212-651-5513 Email : RamageR@unitedtalent.com Rick Ramage	N	1
59	United Talent Agency 9336 Civic Center Drive Beverly Hills, California 90210 Phone : 212-659-2600 Url : https://www.unitedtalent.com/ Email : sadicarios@unitedtalent.com Steve Sadicario	N	2
60	United Talent Agency 9336 Civic Center Drive Beverly Hills, California 90210 Phone : (310) 273-6700 Email : goldbergp@unitedtalent.com Peter Goldberg	N	1

WESH-TV, WKCF-TV
EEO PUBLIC FILE REPORT

September 24, 2020 - September 30, 2021

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
61	University of Central Florida - Career Resource Center P.O.Box 160165 Admin. Bldg, Suite S124 Orlando, Florida Phone : 407/823-2361 Url : http://www.career.ucf.edu Veena Garib Manual Posting	N	3
62	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Christine Mahoney Manual Posting	Y	0
63	University of FL-College of Journalism & Communications 2081 Weimer Hall Gainesville, Florida 32611 Phone : 352/392-0463 Url : http://www.jou.ufl.edu/knight/jobintern/ David Ostroff Manual Posting	N	0
64	University of Maryland-Phillip Merrill College of Journalism 1117 Journalism Building 1 College Park, Maryland 20742 Phone : 301-405-7247 Url : http://www.journalism.umd.edu Email : charvey@jmail.umd.edu Adrienne Flynn	N	0
65	Valencia Community College - Career Placement 8600 Valencia College Lane Orlando, Florida 32825 Phone : 407/582-2726 Url : http://valenciacc.edu/careerdevelopment Merling Anglade Manual Posting	Y	0

WESH-TV, WKCF-TV
EEO PUBLIC FILE REPORT
September 24, 2020 - September 30, 2021

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
66	Walton & Associates, LLC . Mobile, Alabama Phone : 256-797-4840 Url : http://www.waltonandassociates.net/ Email : varionwalton@gmail.com Fax : 1-877-347-2278 Varion Walton	N	1
67	Western Carolina University 205 E. Killian Annex Cullowhee, North Carolina 28723 Phone : 828/227-3851 Url : http://jobs.wcu.edu Donald Connelly Manual Posting	Y	0
68	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			61

WESH-TV, WKCF-TV
EEO PUBLIC FILE REPORT

September 24, 2020 - September 30, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/1/2020	Provision of training to management	<p>During the reporting period, John Soapes, President & General Manager, WESH-TV/WKCF-TV, Department Head Managers: Kirsten Wolff, News Director, Joe Trentley, Business Manager, Christine Toldt, Director of Engineering, Kevin Orchard, GSM, WESH-TV, Lenora Boutte', Director of Programming and Public Affairs, Steve Rifkin, Creative Services Director, Dave Riva, GSM, WKCF-TV, Robin Spears, Regional Director of Finance, Hearst Television, Lindsey Lawson, LSM, WESH-TV, Sam Johnson, LSM, WKCF-TV, and Kelley Davis, DSM, WESH-TV/WKCF-TV participated in the Hearst Conscious Inclusion - Change Management Certification Program. The ZOOM sessions featured topics were: Conscious Inclusion (Part 1 & 2); Race Matters - Candid Conversations; Moments of Choice - Exploring Bias in Hiring; Promotion & Performance for Leaders; and the Wrap-Up - Intersectionality. The Hearst Conscious Inclusion program underscores the company's commitment to an equitable, inclusive, and diverse culture that speaks to the Hearst culture.</p>	12	<p>President & General Manager, WESH-TV/WKCF-TV News Director, WESH-TV Business Manager, WESH-TV/WKCF-TV Director of Programming & Public Affairs, WESH-TV/WKCF-TV</p>

WESH-TV, WKCF-TV
EEO PUBLIC FILE REPORT

September 24, 2020 - September 30, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2	Ongoing Event	Participation in events sponsored by organizations representing the community	John Soapes, President & General Manager, WESH-TV/WKCF-TV, serves on several boards and attended "virtual" meetings throughout this reporting period. He is a member of the Board of Directors for the Florida Association of Broadcasters. According to the FAB, they foster and promote the development of the art of broadcasting and encourage and promote customs and practices which are in the best interest of the public and the broadcasting industry. Mr. Soapes is also a Board of Advisors member for the Orlando Regional Chamber, they describe themselves as a core component of the Orlando Economic Partnership and serve a critical role in the region by preparing and empowering businesses through robust, future-focused programming that accelerates growth. In addition, he serves as a Board member of New Hope for Kids and supports station sponsored events like "Art of the Vine," and the "Celebrity Mascot Games." New Hope indicates that their purpose is to bring hope, healing, and happiness to children and families suffering from grief, loss, or life-threatening illnesses.	1	President & General Manager, WESH-TV/WKCF-TV

WESH-TV, WKCF-TV
EEO PUBLIC FILE REPORT

September 24, 2020 - September 30, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	10/1/2020	Participation in other activities designed by the station employment unit	From September 24, 2020 to August 31, 2021, 402 public service announcements aired between our 5 locally broadcast Central Florida stations. WESH-TV (NBC affiliate) ran 55, WKCF-TV (CW affiliate) ran 105, METV (Classic Retro Network) ran 76, True Crime Network (Crime Show Network) ran 107, and Estrella TV (Hispanic Language Network) ran 59. The on-air copy reads as follows: "WESH-TV, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies. We seek the help of local organizations in referring qualified applicants to our station. If your organization is interested in receiving notifications on job vacancies at WESH-TV, please contact Human Resources at WESH-TV 1021 North Wymore Road Winter Park, Florida 32789 or call 407-645-2222."	1	Executive Assistant, WESH-TV/WKCF-TV
4	10/13/2020	Participation in events or programs sponsored by educational institutions	Risa Quiles, WESH-TV Newsroom Administrator, participated "virtually" in the University of Florida's Communications Fair. She conducted individual interviews with 6 students with varying majors like Telecommunications, Public Relations, and Mass Communications/Political Communications. Their future aspirations included, News reporting, television production, television management, and creative service.	1	News Room Administrator, WESH-TV

WESH-TV, WKCF-TV
EEO PUBLIC FILE REPORT

September 24, 2020 - September 30, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	10/14/2020	Participation in events or programs sponsored by educational institutions	On October 14, 2020, Kevin Orchard, General Sales Manager, WESH-TV, Dave Riva, General Sales Manager & Sam Johnson, Local Sales Manager, WKCF-TV, and Neida Gotay, Sales Manager, Estrella TV, hosted 25 University of Central Florida students. It was a "virtual" meet and greet for the university's "Professional Selling Program." The participants learned about the Hearst Sales Development Program for students interested in becoming a television Account Executive. Once hired as a Sales Account Associate, they receive a defined outline with milestone goals to be completed within a 10 to 12 month timeframe.	4	General Sales Manager, WESH-TV General Sales Manager, WKCF-TV Local Sales Manager, WKCF-TV Sales Manager, Estrella TV
6	11/13/2020	Participation in events or programs sponsored by educational institutions	On November 13, 2020, Samantha Johnson, Local Sales Manager, WKCF-TV and Lindsey Lawson, Local Sales Manager & Dishon Gresham, Account Executive and former Sales Account Associate, WESH-TV, hosted a "virtual" discussion. They met with 15 students in the University of Central Florida's "Professional Selling Program." The participants learned about the Hearst Sales Development Program. Once hired as a Sales Account Associate, they participate in the comprehensive 10 to 12 month curriculum with milestone objectives that have to be met before they are hired as an Account Executive.	3	Local Sales Manager, WKCF-TV Local Sales Manager, WESH-TV Account Executive, WESH-TV
7	11/19/2020	Participation in events sponsored by organizations representing the community	On November 19, 2020, Stewart Moore, Anchor/Reporter, WESH-TV, "virtually" emceed the Orange County Bar Association Foundation's fundraiser. Providing resources and programs to organizations, it enhances the system of justice and promotes equal justice for all.	1	Anchor/Reporter, WESH-TV

WESH-TV, WKCF-TV
EEO PUBLIC FILE REPORT

September 24, 2020 - September 30, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
8	12/15/2020	Participation in events sponsored by organizations representing the community	On December 15, 2020, Stephen Ostrosky, Managing Editor, WESH-TV, was a media panelist during the "virtual" "Uproar Public Relations" event. "Uproar PR" designs custom image programs for companies in an array of markets. There were 30 attendees during the ZOOM presentation.	1	Managing Editor, WESH-TV
9	1/20/2021	Participation in events or programs sponsored by educational institutions	On January 20, 2021, WKCF-TV's Dave Riva, General Sales Manager and Samantha Johnson, Local Sales Manager, "virtually" interviewed 16 students from the University of Central Florida. The college students' were participants in the university's "Professional Selling Program" and were interested in employment in television sales. The managers specifically discussed the benefits of participating in the entry level Hearst Sales Development Program's Sales Account Associate (SAA) opportunity .	2	General Sales Manager, WKCF-TV Local Sales Manager, WKCF-TV
10	2/9/2021	Participation in events or programs sponsored by educational institutions	On February 9, 2021, Dave Riva General Sales Manager, WKCF-TV and Eric Blackstock, Executive Producer, WESH-TV, "virtually" participated in the University of Florida's "Virtual Career Showcase." Mr. Blackstock interviewed students interested in broadcast journalism and Mr. Riva interviewed students for the Hearst Sales Development Program's Sales Account Associate's entry-level position.	2	General Sales Manager, WKCF-TV Executive Producer, WESH-TV
11	2/23/2021	Participation in events sponsored by organizations representing the community	On February 23, 2021, Jim Payne, Anchor/Reporter, WESH-TV, as a "virtual" host, presented awards and honors to Junior and Senior high school students during the "Orange County Ying Expo Science Fair." Named after Dr. Nelson Ying, the Orange County Science Exposition is a 501(c)(3) educational, non-profit organization that operates exclusively for the promotion of science.	1	Anchor/Reporter, WESH-TV

WESH-TV, WKCF-TV
EEO PUBLIC FILE REPORT

September 24, 2020 - September 30, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
12	3/3/2021	Participation in events or programs sponsored by educational institutions	On March 3, 2021, Dave Riva, General Sales Manager, WKCF-TV and Kevin Orchard, General Sales Manager, WESH-TV, hosted a "virtual" "Professional Selling Program" session with University of Central Florida students. They informed them about employment opportunities within the station. The emphasis was on the Hearst Sales Development Program's Sales Account Associate (SAA) entry-level position. In order to become an Account Executive, the SAA participates in a comprehensive 10 to 12 month program with defined milestone goals that have to be met.	2	General Sales Manager, WKCF-TV General Sales Manager, WESH-TV
13	3/24/2021	Participation in events or programs sponsored by educational institutions	On March 24, 2021, Kevin Orchard, General Sales Manager, WESH-TV and Kelley Davis, Digital Sales Manager, WESH-TV/WKCF-TV, participated in the University of Florida's "Careers in Communications Fair." During this "virtual" event, they interviewed several students interested in broadcast television careers. The Sales Account Associate (SAA) position was discussed in detail. It is a 10 to 12 month comprehensive initiative with a defined outline and milestone goals that have to be met in order to qualify for an Account Executive position.	2	General Sales Manager, WESH-TV Digital Sales Manager, WESH-TV/WKCF-TV
14	3/26/2021	Participation in events sponsored by organizations representing the community	On March 26, 2021, Stewart Moore, Anchor/Reporter, WESH-TV, "virtually" emceed the African American Chamber of Commerce's "Eagle Awards." The organization recognizes small businesses and corporations that make a positive impact on the Central Florida community.	1	Anchor/Reporter, WESH-TV

WESH-TV, WKCF-TV
EEO PUBLIC FILE REPORT

September 24, 2020 - September 30, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
15	4/14/2021	Participation in events sponsored by organizations representing the community	On April 14, 2021, Amanda Dukes, Anchor/Reporter, WESH-TV, was interviewed "virtually" on the podcast "Open 9th: Conversations Beyond the Courtroom," with Moderator and Chief Judge Myers of the 9th Judicial Circuit Court of Florida. Amanda discussed covering some of Central Florida's biggest stories during her career. She recapped being contacted for jury service - the summons, the experience in the jury assembly room and courtroom, the jury pool selection process, and dismissal from jury service. https://www.ninthcircuit.org/openninth/assignment	1	Anchor/Reporter, WESH-TV
16	5/4/2021	Participation in events or programs sponsored by educational institutions	On May 4, 2021, Steve Rifkin, Creative Services Director, WESH-TV/WKCF-TV, "virtually" interviewed 10 students during Full Sail University's "Virtual Career Fair." Presented by the Career Development Department, it was designed for students and graduates to meet with potential employers.	1	Creative Services Director, WESH-TV/WKCF-TV
17	5/15/2021	Participation in events sponsored by organizations representing the community	On May 15, 2021, Jason Guy and Michelle Imperato, Anchor/Reporters, WESH-TV, co-emceed the Franklin's Friends' "8th Annual Unleashed. Uncorked. Unframed." fundraiser. WESH 2's Chief Meteorologist Tony Mainolfi and Meteorologist Kellyanne Klass were also in attendance. This "virtual" and outside hybrid event, held at the Holy Trinity Reception Center in Maitland, was in support of Central Florida animal welfare; they provide funds to local non-profit government agencies.	2	Anchor/Reporter, WESH-TV Anchor/Reporter, WESH-TV Chief Meteorologist, WESH-TV Meteorologist, WESH-TV

WESH-TV, WKCF-TV
EEO PUBLIC FILE REPORT

September 24, 2020 - September 30, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
18	5/21/2021	Participation in events sponsored by organizations representing the community	On May 21, 2021, Tony Mainolfi, Chief Meteorologist, WESH-TV, spoke to employees about preparations and expectations for the 2021 hurricane season. The meeting, for the Central Florida Hotel & Lodging Association, was held at the Wyndham Resort, Orlando. The annual hurricane season is from June 1st through November 30th.	1	Chief Meteorologist, WESH-TV
19	6/4/2021	Participation in events sponsored by organizations representing the community	On June 4, 2021, Tony Mainolfi, Chief Meteorologist, WESH-TV, spoke to local residents during the Deltona Regional Library's "Hurricane Expo." The season runs from June 1st through November 30th, and Mr. Mainolfi discussed preparations and how this year's predictions compare to previous hurricane seasons.	1	Chief Meteorologist, WESH-TV
20	6/4/2021	Participation in events sponsored by organizations representing the community	On June 4, 2021, Michelle Imperato and Jason Guy, Anchor/Reporters, WESH-TV, co-hosted the "Hats & Roses Derby Party Luncheon/Fashion Show." Funds raised will benefit the Kids Beating Cancer organization. The heart of their mission is: "Saving Children's Lives." Their main mission is to provide access to life-saving treatments while supporting children and their families throughout the journey of a cure.	2	Anchor/Reporter, WESH-TV Anchor/Reporter, WESH-TV
21	6/7/2021	Participation in events sponsored by organizations representing the community	From June 7 - June 11, 2021, Holly Ecimovic, Digital Editor, WESH-TV/WKCF-TV, served as a volunteer teacher for students pre-K to 6th grade. They participated in the Vacation Bible School program at Wekiva Presbyterian Church, Longwood. Their special projects were to create gift packs for Central Florida's homeless and goody bags for teachers at the Endeavor School.	1	Digital Editor, WESH-TV/WKCF-TV
22	6/10/2021	Participation in events sponsored by organizations representing the community	On June 10, 2021, Tony Mainolfi, Chief Meteorologist, WESH-TV, spoke to residents during the Ormond Beach Regional Library's "Hurricane Expo." He discussed the 2021 hurricane season, what to expect, and how to prepare.	1	Chief Meteorologist, WESH-TV

WESH-TV, WKCF-TV
EEO PUBLIC FILE REPORT

September 24, 2020 - September 30, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
23	6/12/2021	Participation in events sponsored by organizations representing the community	On June 12, 2021, the "5th Anniversary of the Pulse Remembrance Ceremony," was held at the Pulse Nightclub, Orlando. The purpose of the event was to reflect and commemorate the 49 victims of the Pulse Nightclub attack. Sheldon Dutes, Anchor/Reporter, WESH-TV, co-emceed the event and introduced Deputy Chief Jim Young of the Orlando Police Department.	1	Anchor/Reporter, WESH-TV
24	6/21/2021	Establishment of an intern program designed to assist members of the community	On June 21, 2021, WESH-TV/WKCF-TV welcomed an Emma Bowen Foundation Fellow. A Senior at Saint Peter's University in Jersey City, New Jersey, she gained invaluable knowledge by shadowing in the newsroom. From the Producers, Reporters, Executive Producers, and at the Assignment Desk, the Fellow learned the importance of researching, producing, and writing so that information can be reported during news broadcasts. The Emma Bowen Foundation Fellow's program provides a multi-year internship to students of color at media companies where they gain significant on the job training in their field. Students are placed in all areas of the industry and focus on 3 programming tracks - Business of Media (Sales, Public Relations, Marketing, and Human Services); Content of Media (News Production, Broadcast Journalism, and Print Journalism); and Innovation of Media (Engineering, Software Development, Digital Marketing, and Coding).	4	News Director, WESH-TV Assignment Desk Manager, WESH-TV Managing Editor, WESH-TV Executive Producer, WESH-TV

WESH-TV, WKCF-TV
EEO PUBLIC FILE REPORT

September 24, 2020 - September 30, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
25	6/28/2021	Establishment of an intern program designed to assist members of the community	The WESH-TV/WKCF-TV internship program offers a comprehensive "hands-on" experience for college students. It gives them an insiders look at the operation of a broadcast television station. Requirements for consideration in the program are: student(s) must be currently enrolled in a University, College, or Technical school; documentation must be provided indicating college credit will be earned; it must be an integral part of the college's curriculum; and there is interest in Journalism, Broadcast Communications, Sales, the Web, Sports, Meteorology, Production, or Creative Services. Due to the COVID-19 pandemic, WESH-TV/WKCF-TV did not have an internship program from mid-March 2020 until June 2021. However, several Department Head Managers and hiring managers conducted interviews during "virtual" career fairs. They sought out students for the internship program and entry-level employment opportunities. During the 2021 summer and fall semesters, the station had 2 interns; one from the University of Florida and the other from Edward Waters College, both with an interest in News. They learned the production of a Newscast; how information is received and disseminated to the News crews from the assignment desk; and how to input content on the station's website.	2	Assistant News Director, WESH-TV Executive Director, WESH-TV
26	7/16/2021	Participation in Job Fairs	On July 16, 2021 Kirsten Wolff, News Director, WESH-TV, participated in the National Association of Hispanic Journalist (NAHJ) "2021 International Training Conference and Career Fair." She "virtually" interviewed registrants for open positions within the station's News department.	1	News Director, WESH-TV

WESH-TV, WKCF-TV
EEO PUBLIC FILE REPORT

September 24, 2020 - September 30, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
27	8/14/2021	Participation in events sponsored by organizations representing the community	On August 14, 2021, Jim Payne, Anchor/Reporter, WESH-TV, attended the "Astronaut Scholarship Foundation Gala." College students, who are in STEM studies programs with an interest in NASA, will benefit from the scholarship monies raised. The festivities were held at the Orlando Hilton.	1	Anchor/Reporter, WESH-TV
28	8/19/2021	Participation in events sponsored by organizations representing the community	On August 19, 2021, Stephen Ostrosky, Managing Editor, WESH-TV, attended Orange County Mayor Jerry L. Demings's and City of Orlando Mayor Buddy Dyer's appreciation event. He received a plaque in the Board of County Commission Chambers, downtown Orlando. It was awarded to WESH 2 News in recognition of COVID-19 coverage, attendance during press conferences, and for broadcasting the message of safety to Orlando/Orange County and Central Florida viewers.	1	Managing Editor, WESH-TV
29	9/10/2021	Participation in events sponsored by organizations representing the community	On September 10, 2021, Jim Payne, Anchor/Reporter, WESH-TV, was a guest emcee during the "Patriot Day Breakfast" held at the Hilton Hotel Doubletree - SeaWorld, Orlando. The event recognized the 20 year anniversary of September 11, 2001. It also reflected and honored Central Florida's First Responders for their remarkable acts of heroism over the past year.	1	Anchor/Reporter, WESH-TV
30	9/18/2021	Participation in events sponsored by organizations representing the community	On September 18, 2021, Jim Payne, Anchor/Reporter, WESH-TV, emceed the annual "Roundup" festivities. Monies raised will help with the operating expenses of the Edgewood Children's Ranch; it's a residential facility that offers programs for Central Florida children, aged 7 to 17, who are behaviorally challenged.	1	Anchor/Reporter, WESH-TV

WESH-TV, WKCF-TV
EEO PUBLIC FILE REPORT

September 24, 2020 - September 30, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
31	9/23/2021	Participation in events or programs sponsored by educational institutions	On September 23, 2021, Kirsten Wolff, News Director, WESH-TV, was a panelist during the University of Florida's "virtual" "Diversity Meet Up Workshop." Presented by UF's Career Connections Center and the UF Disability Ambassadors group, the participants discussed diversity in the workplace, barriers to disabled job candidates, and how to improve inclusion.	1	News Director, WESH-TV
32	9/25/2021	Participation in events sponsored by organizations representing the community	On September 25, 2021 Jason Guy, Anchor/Reporter, WESH-TV, emceed the annual Kids Beating Cancer benefit - "Hats and Heroes Ball" - held at the Waldorf Astoria, Orlando. The event featured Tony Award winning songstress Idina Menzel, plus silent and live auctions. The philosophy of the Kids Beating Cancer program is: Keep Hope Alive - Fight for a Cure for Every Child - Keep the Family Together. That tied in well with their 2021 event theme: "Defying the Odds - Let Cancer Go!"	1	Anchor/Reporter, WESH-TV