

WSFL-TV
EEO PUBLIC FILE REPORT
October 1, 2018 – September 30, 2019

When the station ran the report, the BroadcastOne platform did not publish information related to the sources notified of the Senior Producer vacancy, which WSFL-TV believes to be the result of a technical or human error. Applicant flow logs related to the position do show recruitment did occur, so WSFL-TV has good faith reason to believe it is in compliance with the EEO rules by recruiting for all vacancies.

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Statement of EEO Policy

This EEO Public File Report is filed in compliance with Section 73.2080(c)(6) of the FCC's EEO Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of Station(s) WSFL-TV, Fort Lauderdale, Florida.

WSFL-TV, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies, and we seek the help of local organizations in referring qualified applicants. Organizations that wish to receive information about vacancies at the station should contact Human Resources at 954-627-7300.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer and passed a background check and drug test (if required). A person was deemed "interviewed" whether he or she was interviewed in person, over the phone or via email. The Recruitment Sources are identified by number and listed (with complete contact information) in the attachment.

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
Director, Sales	1-21	4
Producer, Sr	17	17
Executive Producer	1, 3, 5-22	7

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	American Adult Education 18350 NW 37th Ave Hialeah, Florida 33015 Phone : 305-557-3770 Email : meimer@dadeschools.net Marilyn Eimer	N	0
2	Art Institute of Ft. Lauderdale 1799 SE 17th Street Ft. Lauderdale, Florida 33316 Phone : 954-527-1799 Email : jberkshire@aia.edu Jodi Berkshire	N	0
3	Career Ctr. Of Broward Comm. College 560 NW 27th Ave Pembroke Pines, Florida 33024 Phone : 954-201-8865 Email : sthompson6@broward.edu Serena Thompson	N	0
4	Contacted by Company Recruiter/HR	N	1
5	Epilepsy Foundation of South Florida 7300 No. Kendall Dr., #700 Miami, Florida 33156 Phone : 305-670-4949 Email : ajurado@efof.org Anna Jurado	N	0
6	FAB Job Bank 800 N. Calhoun Street Tallahassee, Florida 32303 Phone : 850-681-6444 Email : lvarn@fab.org Linday Varn	N	0
7	Indeed 7501 N. Capital of Texas Hwy Bldg B Austin, Texas 78731 Phone : 203-564-2418 Url : http://www.indeed.com Online Posting Manual Posting	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Miami International University of Art Design 1501 Biscayne Blvd. Suite 100 Miami, Florida Phone : 305-428-5879 Email : spalacios@aii.edu Sandy Palacios	N	0
9	Miami-Dade Community College 11380 SW 27th Ave. Miami, Florida 33167 Phone : 305-237-8888 Email : ftoney@mdc.edu Frederick Toney	N	0
10	NAACP Broward County 1409 NW 6th Street Ft. Lauderdale, Florida 33311 Phone : 954-764-7604 Email : naacp5099@aol.com Marsha Ellison	N	0
11	NATAS Suncoast Chapter P.O. Box 840738 Pembroke Pines, Florida 33084 Phone : 954-322-3171 Email : emmysuncst@aol.com Karla McDonald	N	0
12	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0
13	SBE JobsOnline System 5900 Wilshire Blvd 31st Floor Los Angeles, California 90036 Phone : 323-655-8000 Email : kjones@sbe.org Job Listing	N	0
14	Sheridan Vo. Tech. Ctr 5400 Sheridan Street Hollywood, Florida 33021 Phone : 754-321-5514 Email : kelly.ellis@browardschools.com Kelly Ellis	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Spots N Dots 1635 Old Highway 41 NW Sutie 112-338 Kennesaw, Georgia 30152 Phone : 604-729-7331 Url : http://www.spotsndots.com Job Listing Manual Posting	N	0
16	Tribune - Intranet/Career 435 N Michigan Ave Chicago, Illinois 60611 Phone : 214-252-3485 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	N	0
17	TribuneMediaCareers.com 435 N. Michigan Ave Chicago, Illinois 60611 Url : http://www.tribunemediacareers.com Online Posting Manual Posting	N	1
18	University of Miami 1320 S. Dixie Hwy Coral Gables, Florida 33124 Phone : 305-284-5451 Email : j.adams16@miami.edu Jordan Adams	N	0
19	Urban League of Broward County 560 NW 27th Ave Ft. Lauderdale, Florida 33311 Phone : 954-584-0777 Email : westassociates@yahoo.com Jeanine West	N	0
20	Urban League of Miami 8500 NW 25th Ave. Miami, Florida 33147 Phone : 305-696-4450 Email : shenley@miamiurbanleague.org Sharon Hendley	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	WSFL Channel 39 500 E. Broward Blvd Fort Lauderdale, Florida 33394 Phone : 954-627-7305 Url : http://www.cwsfl.com Job Listing Manual Posting	N	0
22	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			4

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	7/8/2019	Participation in job banks, internet programs and other programs designed to promote outreach	This was posted on 7/8/19 to Alliance for Women in Media (https://allwomeninmedia.org/career-center/). Please note the job description and job bank was reviewed. The FCC has viewed upper level has having the ability to influence programming, so having females and minorities in those roles would lead to more diverse programming. Based on the description, legal would argue that the person filling the role will have the ability to select content stories to air, etc., and posting in the female led job bank would meet the requirement. WSFL will make sure to use them for ALL upper level openings at the station. Please refer to attachment 2 for Alliance for Women in Media posting information.	1	Talent Acquisition Manager
2	7/17/2019	Provision of training to management	Please note training courses were reviewed: EEO and preventing Unlawful Discrimination for Managers 3.1 AND Fostering a Diverse and Inclusive Workplace 1.1- Counsel would argue this meets the training requirement. All 5 managers completed both courses online via EM training. Please refer to attachment 1 for course descriptions and report of completion.	5	Director of Sales Local Sales Manager National Sales Manager Creative Services Director
3	8/30/2019	Establishment of an intern program designed to assist members of the community	WSFL hired 2 interns in the Sales Department for Summer 2019.	2	Intern Intern