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

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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director, Sales</td>
<td>1-21</td>
<td>4</td>
</tr>
<tr>
<td>Producer, Sr</td>
<td>17</td>
<td>17</td>
</tr>
<tr>
<td>Executive Producer</td>
<td>1, 3, 5-22</td>
<td>7</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSRL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>American Adult Education&lt;br&gt;18350 NW 37th Ave&lt;br&gt;Hialeah, Florida 33015&lt;br&gt;Phone : 305-557-3770&lt;br&gt;Email : <a href="mailto:meimer@dadeschools.net">meimer@dadeschools.net</a>&lt;br&gt;Marilyn Eimer</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>2</td>
<td>Art Institute of Ft. Lauderdale&lt;br&gt;1799 SE 17th Street&lt;br&gt;Ft. Lauderdale, Florida 33316&lt;br&gt;Phone : 954-527-1799&lt;br&gt;Email : <a href="mailto:jberkshire@aii.edu">jberkshire@aii.edu</a>&lt;br&gt;Jodi Berkshire</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>3</td>
<td>Career Ctr. Of Broward Comm. College&lt;br&gt;560 NW 27th Ave&lt;br&gt;Pembroke Pines, Florida 33024&lt;br&gt;Phone : 954-201-8865&lt;br&gt;Email : <a href="mailto:sthomp6s@broward.edu">sthomp6s@broward.edu</a>&lt;br&gt;Serena Thompson</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>4</td>
<td>Contacted by Company Recruiter/HR</td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td>5</td>
<td>Epilepsy Foundation of South Florida&lt;br&gt;7300 No. Kendall Dr., #700&lt;br&gt;Miami, Florida 33156&lt;br&gt;Phone : 305-670-4949&lt;br&gt;Email : <a href="mailto:ajurado@efof.org">ajurado@efof.org</a>&lt;br&gt;Anna Jurado</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>6</td>
<td>FAB Job Bank&lt;br&gt;800 N. Calhoun Street&lt;br&gt;Tallahassee, Florida 32303&lt;br&gt;Phone : 850-681-6444&lt;br&gt;Email : <a href="mailto:lvann@fab.org">lvann@fab.org</a>&lt;br&gt;Linday Varn</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>7</td>
<td>Indeed&lt;br&gt;7501 N. Capital of Texas Hwy Bldg B&lt;br&gt;Austin, Texas 78731&lt;br&gt;Phone : 203-564-2418&lt;br&gt;Url : <a href="http://www.indeed.com">http://www.indeed.com</a>&lt;br&gt;Online Posting&lt;br&gt;Manual Posting</td>
<td>N</td>
<td>2</td>
</tr>
</tbody>
</table>
### II. MASTER RECRUITMENT SOURCE LIST ("MRSF")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 8         | Miami International University of Art Design  
1501 Biscayne Blvd. Suite 100  
Miami, Florida  
Phone: 305-428-5879  
Email: spalacios@aai.edu  
Sandy Palacios | N                                                 | 0                                                   |
| 9         | Miami-Dade Community College  
11380 SW 27th Ave.  
Miami, Florida 33167  
Phone: 305-237-8888  
Email: ftony@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: emmysuncoast@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                                                   |
## II. MASTER RECRUITMENT SOURCE LIST ("MRSIL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 15        | Spots N Dots  
1635 Old Highway 41 NW Suite 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. Dixis 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@miamiusraneleague.org  
Sharon Hendley | N | 0 |
II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 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
### III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>7/8/2019</td>
<td>Participation in job banks, internet programs and other programs designed to promote outreach</td>
<td>This was posted on 7/8/19 to Alliance for Women in Media (<a href="https://allwomeninmedia.org/career-center/">https://allwomeninmedia.org/career-center/</a>). 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.</td>
<td>1</td>
<td>Talent Acquisition Manager</td>
</tr>
<tr>
<td>7/17/2019</td>
<td>Provision of training to management</td>
<td>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.</td>
<td>5</td>
<td>Director of Sales Local Sales Manager National Sales Manager Creative Services Director</td>
</tr>
<tr>
<td>8/30/2019</td>
<td>Establishment of an intern program designed to assist members of the community</td>
<td>WSFL hired 2 interns in the Sales Department for Summer 2019.</td>
<td>2</td>
<td>Intern Intern</td>
</tr>
</tbody>
</table>