

WGEN(TV)¹
EEO PUBLIC FILE REPORT
October 1, 2021 - September 30, 2022²

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
1	Account Executive	1, 6, 8-9, 11-14	8

¹ This station employment unit also includes the following LPTV stations: W12DI-D (FIN 168058), W18EU-D (FIN 4332), WGEN-LD (FIN 168060), and WVFW-LD (FIN 6040).

² This Report includes recruitment activity from September 27, 2021, through September 30, 2022

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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	Walk-In/Self-Referral	NO	1
2	Employee Referral	NO	0
3	Non-Employee Referrals	NO	0
4	Former Employee (Re-Hire)	NO	0
5	Internal Posting (<i>Reception Area Job Bulletin</i>)	NO	0
6	Company Website <i>www.estrellamedia.com</i>	NO	0
7	Internal Transfer/Promotion	NO	0
8	LinkedIn <i>www.linkedin.com</i>	NO	3
9	Indeed <i>www.indeed.com</i>	NO	1
10	Craigslist <i>https://miami.craigslist.org/mdc/</i>	NO	0
11	Entertainment Careers <i>www.entertainmentcareers.net</i>	NO	0
12	Miami Media School <i>https://beonair.com/locations/miami/</i> <i>901 South Miami Ave. Suite # 303</i> Miami, FL 33130 Attn: Angel Llamazares (305) 728-1120	NO	0
13	Broward Community College 3501 SW. Davie Rd. Ft. Laud., FL 33314 Attn: Olivia Sarson (osarson@broward.edu) / (954) 201-6612	NO	0
14	American Women in Radio & TV 3900 Bisc Blvd. Miami, FL 33137 Attn: Deborah Powell (dpowell@wplg.com) / 305-576-1010	NO	0
15	Florida Atlantic University <i>http://www.fau.edu/</i> <i>P.O Box 3091</i> <i>Boca Raton, FL 33431-0991</i> Attn: James Watson (jwatson@fau.edu) / 561-297-3533	NO	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD:			5

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Training/mentoring program designed to enable station personnel to acquire skills qualifying them for higher level positions	<p>Activity: Training</p> <p>Date: August through October 2022</p> <p>Participating personnel: VP of Regional General Manager and Business Manager</p> <p>Description: During August 2022 through October of 2022, our SEU's VP of Regional General Manager worked directly with Wide Orbit personnel to cross-train our Business Manager in their system. The program was focused on maximizing the Business Manager's career development potential, equipping her for a position as a sales leader.</p>
2	Training/mentoring program designed to enable station personnel to acquire skills qualifying them for higher level positions	<p>Activity: Training</p> <p>Date: August through October 2022</p> <p>Participating personnel: VP of Regional General Manager and Traffic Manager</p> <p>Description: During August 2022 through October of 2022, our SEU's VP of Regional General Manager worked directly with Wide Orbit personnel to cross-train our Traffic Manager in their system. The program was focused on maximizing the Traffic Manager's career development potential, equipping her for a position as a sales leader.</p>
3	Training/mentoring program designed to enable station personnel to acquire skills qualifying them for higher level positions	<p>Activity: Training</p> <p>Date: August through October 2022</p> <p>Participating personnel: VP of Regional General Manager and Sales Assistant</p> <p>Description: During August 2022 through October of 2022, our SEU's VP of Regional General Manager worked directly with Wide Orbit personnel to cross-train our Sales Assistant in their system. The program was focused on maximizing the Sales Assistant's career development potential, equipping her for a position as a sales leader.</p>