

WGEN(TV)¹
EEO PUBLIC FILE REPORT
October 1, 2022 - September 30, 2023

I. VACANCY LIST

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

	Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
1	Account Executive	6,8, 9,11,12	6

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).

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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	Walk-In/Self-Referral	NO	0
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	6
7	Internal Transfer/Promotion	NO	0
8	LinkedIn <i>www.linkedin.com</i>	NO	0
9	Indeed <i>www.indeed.com</i>	NO	0
10	Craigslist <i>https://miami.craigslist.org/mdc/</i>	NO	0
11	Zip Recruiter <i>www.ziprecruiter.com</i>	NO	1
12	Job Fairs/Community Events (<i>See Section III of Report</i>)	NO	0
13	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
14	Broward Community College 3501 SW. Davie Rd. Ft. Laud., FL 33314 Attn: Olivia Sarson (osarson@broward.edu) / (954) 201-6612	NO	0
15	American Women in Radio & TV 3900 Bisc Blvd. Miami, FL 33137 Attn: Deborah Powell (dpowell@wplg.com) / 305-576-1010	NO	0
16	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:			7

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Job Fair/ Career Fair	<p>Activity: South Florida Career Fair</p> <p>Date: March 9, 2023</p> <p>Participating personnel: SE Regional Sales Manager & Business Manager</p> <p>Description: The SEU participated on the South Florida Career Fair located in the Bahia Mar DoubleTree by Hilton in Fort Lauderdale, FL. During the job fair the Sales Manager and Business Manager met with candidates of the event to promote the various stations, answer questions related to the event, and encourage those with an interest in broadcasting to contact the SEU with career opportunity inquiries. Presentation packages were provided with information about Estrella Media, the local stations, their personalities, and programs as well as job descriptions of various positions within the SEU.</p>
2	Management-level training regarding equal employment opportunity and preventing discrimination	<p>Activity: “Harassment Prevention Training for All Employees and Supervisors”</p> <p>Dates: March 15, 2023 – March 31, 2023</p> <p>Conducted: On-line via CalChamber</p> <p>Attendees: All SEU staff including supervisors and hiring managers.</p> <p>Description: All employees, supervisors, and hiring managers were required to participate in a 60 minute training program (120 minutes for Supervisors and Hiring Managers) focused on the following objectives: a) raise the level of awareness about Equal Employment Opportunity and the importance on the sensitivity to cultural and religious diversity in the workplace, b) language around the topic of diversity and c) learn the tools necessary to avoid discrimination and work effectively with a diverse employee base.</p>
3	Participate in Job Fair/ Career Fair	<p>Activity: Full Sail University Virtual Career Fair</p> <p>Date: June 13, 2023</p> <p>Participating personnel: HR Manager</p> <p>Description: The SEU participated in the Full Sail University Virtual Career Fair in Winter Park, FL. This event is hosted by Full Sail University. The event featured virtual booths from community organizations, and the opportunity to interact with diverse students possessing a wide variety of skills, interests, and educational backgrounds. Members of the SEU met with guests of the event virtually to promote the various stations, answer questions related to the event, and encouraged those with an interest in broadcasting to contact the SEU with career opportunity inquiries. Virtual On-line Booth/Presentation was provided with information about Estrella Media, the local stations, their personalities and programs as well as job descriptions of various positions within the SEU.</p>