

**SUNBEAM TELEVISION CORPORATION – WSVN -TV
EEO RECRUITMENT OUTREACH INITIATIVES**

**EEO PUBLIC FILE ANNUAL REPORT
EXHIBIT 1**

October 1st, 2018 - September 30th, 2019

WSVN has adopted the following Recruitment Outreach Initiatives to be done every year:

1. Participation in at least four (4) job fairs
2. Hosting or Co-Sponsorship of at least one job fair
3. Establishment of an Internship Program designed to assist members of the community to acquire skills needed for broadcast employment.
4. Establishment of training programs

Since October 1st 2018 - WSVN has engaged in the following initiatives:

1. Participation in (7) Job Fairs:

- | | |
|--|-------------------------|
| • <i>Florida Int'l University @ Biscayne Bay Campus Career Fair</i> | <i>11/08/2018</i> |
| • <i>South Florida Black Journalists Association Career Fair - Sponsor</i> | <i>02/09/2019</i> |
| • <i>University of Miami Spring Career Expo</i> | <i>02/26/2019</i> |
| • <i>Dillard High School Career Day</i> | <i>03/13/2019</i> |
| • <i>Treasure Island Elementary Career Day</i> | <i>05/23/2019</i> |
| • <i>City of Miramar Career Fair - Sponsor</i> | <i>08/07/2019</i> |
| • <i>National Association of Black Journalists Career Expo</i> | <i>08/07-08/11/2019</i> |

2. Sponsorship of:

- **South Florida Black Journalist Association Career Fair – 02/09/2019**
- **City of Miramar Career Fair – 08/07/2019**

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3. Establishment of Internship Program:

WSVN has accepted twelve (12) interns since **October 1st, 2018** from the following Universities/Colleges:

- University of Miami (4)
- Florida International University (3)
- University of Florida (1)
- Florida State University (2)
- Miami Dade College (1)
- New College of Florida (1)

4. Establishment of Training Programs:

WSVN continues its on-going entry-level training program to include positions for writers/producers, editors, live truck operators, graphic designers & chyron operators.

As a result of our training program, **(16)** employees have been promoted since **October 1st 2018 thru September 30th 2019**.

Due to the training experiences at WSVN, many of our former employees have acquired jobs at other Television Stations, and National TV Networks throughout the country.

- **Mentoring Program**

Part of WSVN's ongoing recruitment effort includes the continuous mentoring program of our primary evening Anchor, Craig Stevens who teaches a class at the University of Miami, called "Television Performance. It's a "hands" on class. They meet in a studio and he works with the students to develop their skills on-camera both reporting and anchoring. He teaches both undergraduate and graduate students.

Mr. Stevens as a member of NATAS (National Academy of TV Arts & Sciences) – Suncoast Chapter, Outreach Committee, has traveled to different markets in the Florida Region to work with young journalists, helping them with their resume reels, and encouraging them to join NATAS.

Mr. Stevens has helped WSVN hire, train, and integrate some of his students into our newsroom.

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Additional Initiatives:

SCHOLARSHIP FUND

- **WSVN** has established an Endowment in perpetuity for a Scholarship Fund to Brown University for minority students of Miami-Dade and Broward Counties.

COMMUNITY EVENTS

- ***Ansin/Sullivan Journalism Boot Camp at the University of Miami***

WSVN hosted 25 students from both Broward and Miami Dade High Schools who toured our station on July 3, 2019.

WSVN's Weekend Morning Anchor Ethan Calloway, along with other representatives from several of our departments including Creative Services, Programming, and Sales participated in this event and provided valuable insight on the various career opportunities in the industry. Students were able to watch a live newscast.

SUNBEAM TV CORPORATION
WSVN-TV INTERNS
October 1, 2017- September 30, 2018

LAST NAME	FIRST NAME	SCHOOL	DEPT	TERM
Pena	Juan Carlos	Mississippi State University	Weather	Spring 2018
Serrano	Maria	Florida Int'l University	News	Spring 2018
Burman	Kaitlyn	Indiana University	News	Spring 2018
Shatara	Jihad	University of Miami	Sports	Spring 2018
Torres	Jason	Pennsylvania State University	Creative Services	Summer 2018
Wesley	Belynda	Florida A&M	News	Summer 2018
Mercardo	Luis	Emerson College	News	Summer 2018
Oliveri	Zachary	University of Florida	Sports	Summer 2018
Travis	Danielle	University of Miami	News	Fall 2018
Sami	Gabrielle	University of Miami	News	Fall 2018

The following sources were used for every job :

Source name	Contact Name (s)	Email	Address	City	State	Zip	Tel #
Ai Miami International University of Art & Design	Linsey Rodriguez, Holly Provic,	lmrodriguez@aaii.edu ; hprovic@aaii.edu ; spalacios@aaii.edu	1501 Biscayne Blvd. #100	Miami	FL.	33132	
Art Institute of Ft. Lauderdale	Jodi Berkshire	jberkshire@aaii.edu ; ivolkov@mail.barry.edu	1799 S.E. 17th Street	Ft. Laud.	FL.	33316	
Barry University Career Center	Igor Volkov; Kathryn Nelson	knelson@barry.edu	11300 N.E. 2nd Avenue	Miami Shores	FL.	33161	
Bethune Cookman University	Davita Bonner	bonnerd@cookman.edu	640 Dr. Mary McLeod Bethune Blvd.	Daytona Bch	FL.	32114	
Beonair	Angel Llamazares	allamazares@beonair.com	901 S. Miami Ave. Apt 303	Miami	FL.	33130	
Brown Mackie College	Gizelle Ortiz-Velazquez	Gortiz-velazquez@edmc.edu	One Herald Plaza	Miami	FL.	33132	
Career Source of Broward	Christopher Thomas	cthomas@careersourcebroward.com	7550 Davie Road Extension	Hollywood	FL.	33024	
Career Builder	Mark Sherman	mark.sherman@careerbuilder.com	200 N. LaSalle, Suite 1100	Chicago	IL.	60601	
Center of Cinematography	Lillian Ruiz Gomez	lruiz@ccat.edu	1637 N.W. 27 Avenue	Miami	FL.	33125	
City College	Traci Ackerman	tackerman@citycollege.edu	2000 W. Commercial Blvd.	Ft. Laud.	FL.	33309	
City College	A. Lewis	alewis@citycollege.edu	2000 W. Commercial Blvd.	Ft. Laud.	FL.	33309	
City College	N. Abrams	nabrams@citycollege.edu	2000 W. Commercial Blvd.	Ft. Laud.	FL.	33309	
DCA Talent	Steven Swienkowski	steveski@dcatalent.com	124 Ammons Drive	Raleigh	N.C.	27615	
Digital Media Arts College	Ryan Swanno	careerservices@dmac.edu	5400 Broken Sound Blvd.	Boca Raton	FL.	33487	
Florida Atlantic University	Career Fair	career@fau.edu	777 Glades Road	Boca Raton	FL.	33431	
Florida International University	Harold Clayton	heclayto@fiu.edu	3000 N.E. 151 Street	N. Miami	FL.	33181	
Florida State University	Career Office	reception@admin.fsu.edu	600 W. College Avenue	Tallahassee	FL.	32306	
ITT Technical Institute	Patricia Jackley	pjackley@itt-tech.edu	3401 S. University Drive	Ft. Laud	FL.	33328	
ITT Technical Institute	R. McDuffie	RMcDuffie@itt-tech.edu	3401 S. University Drive	Ft. Laud	FL.	33328	
Jewish Community Services	Max Acanda	macanda@jcsf.org	9700 So. Dixie Hwy. Suite 650	Miami	FL.	33156	305 670.1911
Lindsey Hopkins Technical Educ. Ctr.	Christina Brownlow	173463@dadeschools.net	750 N.W. 20 Street	Miami	FL.	33127	786 254.7620
Manpower	Victor Cuesta	victor.cuesta@manpower.com	2801 N.W. 87 Ave #4	Doral	FL.	33172	786. 845.8277 Xt 8777
Miami Dade Community College	A. Amaya	aamaya@mdc.edu	300 N.E. 2nd Ave -#3117	Miami	FL.	33132	
Miami Media School	Jim Beauvais	jbeauvais@beonair.com	901 S. Miami Ave. Apt 303	Miami	FL.	33130	786-574-6154
N.A.B.J.	L. Waldschmitt	lwaldschmitt@nab.org	1100 Knight Hall, Suite 3100	College Park	Maryland	20742	301- 405.0248
NSU	Niehmah R. Butler	niemah@nova.edu	3301 College Avenue	Ft. Lauderdale	FL.	33314	
NSU	Emilio Lorenzo	el541@nova.edu	3301 College Avenue	Ft. Lauderdale	FL.	33314	
O.C.A. (Org Chinese Americans)	Tom Hayashi	oca@ocanational.com	1322 18th St. N.W.	Washington	DC	20036	202 223.5500
The Staff Agency	Gail Wright	work@thestaffagency.com	1348 Washington Ave. #248	Miami Beach	FL.	33139	
University of Florida	Katrice Graham	kgraham@uf.edu	P.O. Box 114000, 222 Criser Hall	Gainesville	FL.	32611	
University of Miami	Career Office	alrodriguez@miami.edu ; kmaharaj@miami.edu	1204 Dickenson Dr. #37k	Coral Gables	FL.	33146	
University Of Miami/Post Hire a Cane	Toppel Career Center	hireacane.com	P.O. BOX 249175	Coral Gables	FL.	33124	305. 284.5451
Urban League	D. Richelieu	drichelieu@ulbcfl.org	560 NW 27th Avenue	Ft. Lauderdale	FL.	33311	
Workforce One	Maria Stracke	mstracke@wf1broward.com	7550 Davie Road Extension	Hollywood	Fla.	33024	954.967.1010

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POS/JOB#	DATE POSTED	POSITION TITLE	HIRE SOURCE UTILIZED	#INTV	HIRE SOURCE CONTACT INFO	ADDRESS	PHONE
2018-010	5/17/2019	Maintenance Worker – Part Time	WSVN Employee	1 x	Abdel Alvarez	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2018-035	7/5/2018	Technician, Maintenance	WSVN Website	1 x	wsvn website	www.wsvn.com	
2018-036	7/6/2018	Photographer	WSVN Website WSVN Employee In-House Applicant	3 1 x	wsvn website rex darling / website IN-HOUSE	www.wsvn.com 1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2018-042	8/6/2018	Producer, Executive (Weekend)	In-House Applicant	1 x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2018-046	8/14/2018	Cyber Journalist, Writer	Walk-in/Self WSVN Website	1 x 3	self	1401 79th St. Causeway, N. Bay Village, FL., 33141 www.wsvn.com	305-751-6692
2018-049	8/20/2018	Producer, Segment - Deco	In-House Applicant	1 x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2018-051	8/31/2018	Producer Associate, Sports	WSVN Employee	2 x	Donovan Campbell	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2018-055	9/5/2018	Reporter, Investigative	WSVN Website WSVN Employee Other (Not Listed Above)	1 1 1 x	Tania Francois FORMER EMPLOYEE	www.wsvn.com 1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2018-059	9/14/2018	Producer, On-Line-6:30pm	WSVN Employee	1 x	Tania Francois	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2018-061	9/14/2018	Producer, Weather (Hourly)	WSVN Website	1 x	wsvn website	www.wsvn.com	
2018-062	9/18/2018	Assignment Desk Assistant	WSVN Website WSVN Employee	1 1 x	wsvn website Jennifer Morejon	www.wsvn.com 1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2018-066	9/26/2018	Writer	WSVN Website	2 x	saw ad on wsvn.com	www.wsvn.com	
2018-067	9/26/2018	Producer, Associate - Dayside	In-House Applicant	1 x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2018-068	9/26/2018	PRODUCER ASSOCIATE - NITESIDE	In-House Applicant	1 x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2018-069	9/26/2018	Chyron Operator	WSVN Website	1 x	wsvn website	www.wsvn.com	
2018-070	10/5/2018	Producer, On-Line-5:00pm	Agency	1 x	talent dynamics/jj	600 Las Colinas Blvd., Suite100, Irving, TX 75039	214-640-3121
2018-071	10/5/2018	Writer	WSVN Website School	1 1 x	saw ad posted on wsvn.com Florida International University	www.wsvn.com Modesto A. Madique Campus, PC 519, Miami, FL 33199	305-608-4870
2018-072	10/5/2018	Writer	WSVN Website WSVN Employee	1 1 x	saw ad on wsvn.com Kelley Carrillo (Lily Pardo, Cynthia at 99 Jams)	www.wsvn.com 1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2018-073	10/5/2018	Technician, Operator/Audio	In-House Applicant	1 x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2018-074	10/19/2018	Reporter, General Assignment	WSVN Website Agency	1 x 1	wsvn website the nwt group	www.wsvn.com 2325 Stone Bridge Dr., Arlington, TX 76006	817-987-3600
2018-075	10/26/2018	Producer, On-Line-10pm	WSVN Employee	1 x	Andrew Scheinthal	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2018-076	11/7/2018	Newscast Technical Director	WSVN Employee WSVN Weekly Posting/Recruitment	1 1 x	Tim K Indeed	1401 79th St. Causeway, N. Bay Village, FL., 33141 www.indeed.com	305-751-6692
2018-077	11/12/2018	Administrative Assistant - Real Estate	WSVN Website In-House Applicant	2 1 x	WSVN Website IN-HOUSE	www.wsvn.com	
2018-078	11/20/2018	Producer, Social Media	In-House Applicant	2 x	IN-HOUSE		

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2018-079	11/30/2018	Writer	WSVN Website	2	x	wsvn website	www.wsvn.com		
2018-080	11/30/2018	Writer	WSVN Website	1		Saw ad on wsvn.com	www.wsvn.com		
			WSVN Employee	1	x	Belkys Nerey	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692	
2018-081	12/4/2018	Receptionist/File Clerk	WSVN Website	1	x	WSVN Website	www.wsvn.com		
			WSVN Employee	1		Lindsey Waguespeck	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692	
2018-082	12/7/2018	Writer	WSVN Website	2	x	saw add on wsvn.com	www.wsvn.com		
2018-083	12/20/2018	Cyber Journalist,Writer	WSVN Website	1	x	wsvn website	www.wsvn.com		
			WSVN Employee	1		Craig Stevens	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692	
2018-084	12/20/2018	Photographer	WSVN Website	4	x	wsvn website	www.wsvn.com		
2019-001	1/7/2019	Writer	Job Fair, Attended by WSVN	1	x	SFBJA (broward college - miramar campus)	1930 SW 145 Avenue, Miramar, FL 33027	(240)351-0387	
			Other (Not Listed Above)	1		Louis Aguirre (former employee)	3401 W Hallandale Beach Blvd, Hollywood, FL 33023	(954) 364-2500	
2019-002	1/8/2019	Producer, On-Line - TIF 8AM	In-House Applicant	1	x	IN-HOUSE			
2019-003	1/14/2019	Cyber Journalist,Writer	In-House Applicant	1	x	IN-HOUSE			
2019-004	1/16/2019	Writer	WSVN Website	1		wsvn website	www.wsvn.com		
			WSVN Weekly Posting/Recruitment	1	x	brought to website from indeed.com	www.indeed.com		
2019-005	1/16/2019	Designer, Graphic Arts	In-House Applicant	1	x	IN-HOUSE			
2019-006	1/16/2019	Maintenance, Grounds	WSVN Website	1	x	wsvn website	www.wsvn.com		
2019-007	1/16/2019	Cyber Journalist,Writer	WSVN Website	6	x	wsvn website	www.wsvn.com		
			WSVN Employee	1		Craig Stevens	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692	
2019-008	1/18/2019	Sales Traffic Coordinator	WSVN Website	1	x	wsvn website	www.wsvn.com		
2019-009	1/24/2019	Administrative Assistant	WSVN Website	4	x	WEBSITE	www.wsvn.com		
2019-010	1/25/2019	PRODUCER WEEKEND AM	In-House Applicant	1	x	IN-HOUSE			
2019-011	1/30/2019	Producer On-line TIF 5AM - Trainee	In-House Applicant	1	x	IN-HOUSE			
2019-013	2/5/2019	Photographer	WSVN Website	1	x	wsvn website	www.wsvn.com		
2019-014	2/8/2019	Cyber/Journalist, DECO	WSVN Website	5	x	wsvn website	www.wsvn.com		
2019-015	2/25/2019	Writer	WSVN Website	1		wsvn.com	www.wsvn.com		
			WSVN Weekly Posting/Recruitment	1	x	also saw job posted on indeed	www.indeed.com		
2019-016	2/27/2019	Writer	WSVN Website	1	x	saw ad on wsvn.com	www.wsvn.com		
			WSVN Weekly Posting/Recruitment	1		saw our post copied on indeed.com	www.indeed.com		
2019-018	3/22/2019	Reporter, General Assignment	Agency	1	x	THE NWT GROUP	2325 Stone Bridge Dr., Arlington, TX 76006	817-987-3600	
2019-019	4/5/2019	Chyron Operator	WSVN Website	1	x	wsvn website	www.wsvn.com		
2019-020	4/9/2019	Writer	WSVN Website	2	x	saw ad on wsvn.com	www.wsvn.com		
2019-022	4/25/2019	Account Executive	WSVN Website	1	x	wsvn website	www.wsvn.com		
2019-023	5/2/2019	Promotions Coordinator	WSVN Website	4	x	wsvn website	www.wsvn.com		
			In-House Applicant	1					

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2019-024	5/7/2019	Producer, Weather (Hourly)	WSVN Website	1	x	wsvn website	www.wsvn.com		
2019-025	5/8/2019	Writer	WSVN Website	2	x	saw ad on wsvn.com	www.wsvn.com		
2019-026	5/14/2019	Chyron Operator	WSVN Website	1	x	wsvn website	www.wsvn.com		
2019-028	5/23/2019	Technician, Studio	WSVN Website WSVN Employee	2 1	x	wsvn website Nikita Belyayev	www.wsvn.com 1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692	
2019-029	6/5/2019	Editor, Pre-Production	WSVN Weekly Posting/Recruitment	1	x	indeed	www.indeed.com		
2019-030	6/12/2019	Writer	WSVN Website	2	x	saw ad on wsvn.com	www.wsvn.com		
2019-031	6/26/2019	Editor, Non Linear	WSVN Website WSVN Employee	2 1	x	wsvn website Patrice Dejean	www.wsvn.com 1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692	
2019-032	7/8/2019	Writer	WSVN Website	2	x	saw ad posted at wsvn.com	www.wsvn.com		
2019-035	7/30/2019	Entertainment Reporter	Agency	1	x	Traci Wilkes	150 Interstate North Parkway Atlanta, GA 30339	(770) 955-1300	
2019-036	8/1/2019	Producer, On-Line TIF 6AM	In-House Applicant	1	x	IN-HOUSE			
2019-038	8/20/2019	Manager-Research/On-Line Sales	WSVN Website	1	x	wsvn website	www.wsvn.com		
2019-039	8/14/2019	Writer	WSVN Website	2	x	saw ad on wsvn.com	www.wsvn.com		
2019-040	8/20/2019	Editor, Non Linear	WSVN Website	3	x	wsvn website	www.wsvn.com		
2019-041	8/20/2019	Associate Sports Producer	WSVN Website WSVN Employee Walk-in/Self	1 1 2	x	wsvn website Craig Stevens	www.wsvn.com 1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692	
2019-043	9/9/2019	Producer, On-Line TIF 7AM	In-House Applicant	2	x	IN-HOUSE			
2019-045	9/10/2019	Account Executive	WSVN Website	1	x	wsvn website	www.wsvn.com		
2019-046	9/11/2019	Editor, Pre-Production	In-House Applicant	1	x	IN-HOUSE			
2019-047	9/18/2019	TIF Weekend Producer/9AM Weekday	In-House Applicant	1	x	IN-HOUSE			