

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

**EEO PUBLIC FILE ANNUAL REPORT
EXHIBIT 1**

October 1st 2019 - September 30th 2020

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 2019 - WSVN has engaged in the following initiatives:

1. Participation in (3) Job Fairs:

- | | |
|--|------------|
| • University of Miami Fall Career Expo & Graduate Fair | 10/02/2019 |
| • University of Miami Career Expo | 02/25/2020 |
| • Florida Atlantic University – Virtual Job Fair | 09/02/2020 |

WSVN registered for the following Job Fairs however, they were cancelled due to COVID-19 Pandemic:

- | | |
|---|------------|
| • Dillard High School Career Fair | 03/12/2020 |
| • Nova Southern University Career Fair | 03/19/2020 |
| • South Florida Black Journalists Association Career Fair | 03/28/2020 |
| • Florida International University Spring Career Fair | 03/26/2020 |

2. Sponsorship of:

- South Florida Black Journalist Association Career Fair – 03/28/2020 Cancelled due to COVID-19 Pandemic

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3. Establishment of Internship Program:

WSVN has accepted six (6) interns since **October 1st, 2019** from the following Universities/Colleges:

- University of Miami (3)
- University of Florida (1)
- Florida Atlantic University (1)
- Waldorf University (1)

In March 2020, WSVN suspended internships due to COVID-19 Pandemic. We hope to resume our internships in 2021.

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, **(18)** employees have been promoted since October 1st 2019 *thru* September 30th 2020.

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**

Our primary evening Anchor, Craig Stevens taught a class (August 2019-May 2020) at the University of Miami, called "Television Performance" where he taught both undergraduate and graduate students to help them develop their on-camera skills for both reporting and anchoring.

Mr. Stevens sits on the Board of NATAS (National Academy of TV Arts & Sciences) – Suncoast Chapter. Mr. Stevens is in charge of the Outreach Group called "Emmys on the Road". They travel to other markets in the Chapter to network and mentor. Over the years, they have visited Fort Myers, Tallahassee, Jacksonville, Panama City, Mobile/Pensacola, Baton Rouge and New Orleans.

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

- *Every year since 2007, WSVN has participated in the Ansin/Sullivan Journalism Boot Camp at the University of Miami for High School students. This program provides \$1,000 Scholarships to two (2) participating students.*

The 2020 Boot Camp was cancelled due to the COVID-19 Pandemic, and is expected to be rescheduled Summer of 2021.

SUNBEAM TV CORPORATION
WSVN-TV INTERNS
October 1, 2019- September 30, 2020

LAST NAME	FIRST NAME	SCHOOL	DEPT	TERM
Huerkamp	Lily	University of Florida	Public Relations	Fall 2019
Murray	Jason	Waldorf University	Sports	Winter 2019
McKenzie	Tracy	University of Miami	News	Spring 2020
Webster	Nia	Florida Atlantic University	News	Spring 2020
Klebe	Jordan	University of Miami	Sports	Spring 2020
Downey	Dave	University of Miami	Weather	Spring 2020

RECRUITMENT SOURCES

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, S Palacios	lmrodriguez@aai.edu ; hprovic@aai.edu ; spalacios@aai.edu	1501 Biscayne Blvd. #100	Miami	FL.	33132	
Barry University Career Center	Igor Volkov; Kathryn Nelson	ivolkov@mail.barry.edu 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	7550 Davie Road Extension	Hollywood	FL.	33024	
Career Source of South Florida	Kevin Taylor	Kevin.Taylor2@careersourcesfl.com	240 E. 1st Avenue	Hialeah	FL.	33010	
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@jcsfl.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 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 ; advising.toppel@miami.edu	P.O. BOX 249175	Coral Gables	FL.	33124	305. 284.5451
University of Florida	Julie Frey	jfrey@ufl.edu		Gainesville	FL.	32611	
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
2019-021	4/15/2019	Photographer	WSVN Employee Walk-in/Self	1 1 x	Leisa Williams	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2019-033	9/9/2019	Technical Director	WSVN Employee	1 x	Charles M. Davis	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2019-034	1/8/2019	Maintenance Technician	In-House Applicant	1 x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2019-037	8/7/2019	Deco Cyber/Journalist	WSVN Employee	1 x	Craig Stevens	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2019-041	8/20/2019	Associate Sports Producer	WSVN Employee WSVN Website Walk-in/Self	1 1 x 2	Craig Stevens wsvn website	1401 79th St. Causeway, N. Bay Village, FL., 33141 www.wsvn.com	305-751-6692
2019-042	8/28/2019	Non-Linear Editor	WSVN Website	1 x	wsvn website	www.wsvn.com	
2019-045	9/10/2019	Account Executive	WSVN Website	1 x	wsvn website	www.wsvn.com	
2019-048	9/19/2019	On-Line TIF 8am Producer	In-House Applicant	1 x	IN-HOUSE	www.wsvn.com	
2019-049	9/19/2019	Writer	WSVN Website	2 x	wsvn website	www.wsvn.com	
2019-050	9/20/2019	Post Production Editor	WSVN Website In-House Applicant WSVN Employee	1 1 1 x	wsvn website Billy Barnes	www.wsvn.com 1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2019-051	10/4/2019	Assignment Desk Editor Dayside Wknd	In-House Applicant	1 x	IN-HOUSE	www.wsvn.com	
2019-052	10/4/2019	On-Line Weekend 6&11 Producer	In-House Applicant	1 x	IN-HOUSE	www.wsvn.com	
2019-054	10/8/2019	Administrative Assistant -RE	WSVN Website	1 x	wsvn website	www.wsvn.com	
2019-055	10/11/2019	Writer	WSVN Website	2 x	wsvn website	www.wsvn.com	
2019-056	10/11/2019	Writer	WSVN Website	1 x	wsvn website	www.wsvn.com	
2019-058	10/18/2019	Writer	WSVN Website	2	saw ad posted on wsvn.com	www.wsvn.com	
2019-065	11/12/2019	Weekend Evening Reporter	Agency	1 x	Talent Dynamics	600 Las Colinas Blvd., Suite#100, Irving TX., 75039	214-640-3139
2019-066	11/21/2019	Assignment Desk Assistant	WSVN Website	7 x	WSVN Website	www.wsvn.com	
2019-067	11/21/2019	Assignment Desk Assistant	WSVN Website	1 x	WSVN Website	www.wsvn.com	
2019-069	12/6/2019	Non-Linear Editor	In-House Applicant	1 x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2020-001	1/8/2020	Non-Linear Editor	WSVN Website WSVN Employee	3 x 1	WSVN Website Jasmine Casimir	www.wsvn.com 1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2020-002	1/8/2020	Writer	WSVN Website	1 x	WSVN Website	www.wsvn.com	
2020-003	1/8/2020	Special Projects Avid Editor	WSVN Employee	1 x	Vilma Medina	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2020-004	1/16/2020	Writer	WSVN Website	1 x	wsvn website	www.wsvn.com	
2020-005	2/4/2020	Photographer	WSVN Website WSVN Employee	1 1 x	wsvn website Patrick McNiff/Andre Lyons	www.wsvn.com 1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2020-007	2/6/2020	Associate Sports Producer	WSVN Website Walk-in/Self	1 3	wsvn website	www.wsvn.com	

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			WSVN Employee	1	x	Craig Stevens	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2020-010	2/24/2020	Post Production Editor/Graphics Animator	In-House Applicant	1	x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2020-011	2/21/2020	Sales Coordinator	In-House Applicant	1	x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2020-014	3/10/2020	Assignment Desk Editor - TIF	In-House Applicant	1	x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2020-015	3/11/2020	Post-Production Editor/VIZ	In-House Applicant	1	x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2020-016	3/25/2020	Assignment Desk Assistant	Walk-in/Self	1	x	Former WSVN Intern		
2020-017	4/13/2020	Investigative Reporter	Agency	1	x	Adams Broadcast Consulting	dana@adamsconsulting.tv	707-938-8362
2020-018	4/30/2020	Post Production Editor/VIZ	In-House Applicant	1	x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2020-019	5/7/2020	Chyron Operator	WSVN Employee	1	x	Jessica Abreu	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2020-026	7/21/2020	Payroll Manager	In-House Applicant	1	x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2020-027	7/21/2020	Primary Sports Anchor	WSVN Website	1	x	wsvn website	www.wsvn.com	
2020-030	7/31/2020	Non-Linear Editor	WSVN Website	4		wsvn website	www.wsvn.com	
			WSVN Employee	1	x	Kaylin Cantor	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2020-033	8/20/2020	Production Assistant/Satellite Coordinator	WSVN Website	6	x	wsvn website	www.wsvn.com	
2020-034	8/20/2020	Morning Executive Producer	In-House Applicant	1	x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692