

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

**EEO PUBLIC FILE ANNUAL REPORT
EXHIBIT 1**

October 1st 2020 - September 30th 2021

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 2020 - WSVN has engaged in the following initiatives:

1. Participation in (5) Job Fairs:

- | | |
|---|------------|
| • Florida Atlantic University – Virtual Job Fair | 03/02/2021 |
| • Nova Southeastern University – Virtual Job Fair | 03/24/2021 |
| • Barry University Spring Career Fair – Virtual Job Fair | 03/24/2021 |
| • Florida International University Career EXPO – Virtual Job Fair | 04/08/2021 |
| • City of Miramar Career Fair | 08/03/2021 |

2. Sponsorship of:

- | | |
|---|------------|
| • Florida International University Career EXPO – Virtual Job Fair | 04/08/2021 |
| • City of Miramar Career Fair | 08/03/2021 |

3. Establishment of Internship Program:

In March 2020, WSVN suspended internships due to COVID-19 Pandemic. We hope to resume our internships in 2022.

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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, (25) employees have been promoted since October 1st 2020 thru September 30th 2021.

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**

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.

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 2022.

SUNBEAM TV CORPORATION
WSVN-TV INTERNS
October 1, 2020- September 30, 2021

LAST NAME	FIRST NAME	SCHOOL	DEPT	TERM
2020-2021 INTERNSHIP PROGRAM CANCELLED DUE TO COVID-19				
WE EXPECT TO REINSTATE INTERNSHIP PROGRAM IN 2022				

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@aui.edu ; hprovic@aui.edu ; spalacios@aui.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.com	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 Swienckowski	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	
Indeed Jobs	Indeed	indeed.com	6433 Champion Grandview Way, Building 1	Austin	TX	78750	1-800-475-4361
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 Ext. 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	HIRED	HIRE SOURCE CONTACT INFO	ADDRESS	PHONE
2019-068	11/13/2020	Accounting Manager - Real Estate	Agency	1	x Nadine Mitchell	Segrera Associates	1000 NW 57th Ct. #950, Miami, FL 33126	305-704-2000
2020-008	4/29/2021	Maintenance Technician -PT	WSVN Employee	1	x Michael Dugas	Boris Luzardo	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2020-013	12/9/2020	Promotions Coordinator	In-House Applicant	1	x Adina Leshinsky	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2020-023	6/17/2020	Social Media Producer	WSVN Employee	2	x Patrick Chavire	Steven Cejas	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2020-024	6/17/2020	Photographer	WSVN Website	2	x Orlando Montejo	WSVN Website	www.wsvn.com	
2020-027	7/21/2020	Primary Sports Anchor	WSVN Website	1	x Joshua Moser	WSVN Website	www.wsvn.com	
2020-029	7/31/2020	Sales Assistant/Coordinator	WSVN Website	1	x Evenlyn Gonzalez	WSVN Website	www.wsvn.com	
2020-030	7/31/2020	Non-Linear Editor	WSVN Website WSVN Employee	4 1	x Kaitlyn Bente	WSVN Website Kailyn Cantor	www.wsvn.com 1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2020-033	8/20/2020	Production Assistant/Satellite Coordinator	WSVN Website Job Fair	5 1	x Vinson-Alexi Abella	WSVN website Florida Atlantic University	www.wsvn.com 777 Glades Rd., Boca Raton, FL 33431	561-297-3000
2020-035	8/31/2020	On-Line 5pm Producer	In-House Applicant	1	x Cayla Bush	IN-HOUSE	www.wsvn.com	
2020-036	9/10/2020	Executive Producer (Weekend)	In-House Applicant	1	x Rocio Hernandez	IN-HOUSE	www.wsvn.com	
2020-037	9/17/2020	Senior TIF Producer	In-House Applicant	1	x Jamie Adelson	IN-HOUSE	www.wsvn.com	
2020-038	9/29/2020	Today In Florida Morning/Noon Anchor	Agency	1	x Vanessa Borge	Ken Linder & Associates	1901 Avenue of the Stars #1010, Los Angeles, CA 90067	310-277-9223
2020-039	9/29/2020	Writer	WSVN Website Classified Ad WSVN Employee	4 1 1	x Kristen Altus	WSVN website Indeed Leonardo Cosio	www.wsvn.com www.indeed.com 1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2020-040	10/8/2020	On-Line TIF 8am Producer	In-House Applicant Walk-in/Self	1 1	x Abraham, Diana	IN-HOUSE Walk-in/Self	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2020-041	10/19/2020	Executive Assistant/Corporate Travel Coordinator	WSVN Employee	1	x Stella Jaramillo	Andy Ansin	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2020-042	10/19/2020	Operator Technician	In-House Applicant	1	x Claude Phanor	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2020-043	10/22/2020	Associate Sports Producer	WSVN Employee Walk-in/Self	2 2	x De Villiers, Danyel	Simon Lehrer Walk-in/Self	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2020-044	11/4/2020	Photographer	In-House Applicant	1	x Juan Rioseco	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2020-045	11/4/2020	On-Line DECO Producer	In-House Applicant	1	x Derek Wright	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2020-046	11/13/2020	Writer	WSVN Website	1	x Luis Mercado	WSVN Website	www.wsvn.com	
2020-048	11/23/2020	Writer	WSVN Employee	1	x Orianna Guzman	Leo Cosio	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2020-050	12/9/2020	Graphics Arts Designer	WSVN Website	1	x Emily Hernandez	WSVN Website	www.wsvn.com	
2020-051	12/11/2020	Producer Associate - Niteside	In-House Applicant	1	x Nicolas Sanchez	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2020-052	12/9/2020	Tape Operator	WSVN Website WSVN Employee	2 1	x Nathaniel Boule	WSVN Website Jean Claude Boule	www.wsvn.com 1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2020-053	12/9/2020	Writer	WSVN Website School	1 1	x Katerina Rodriguez	WSVN Website Florida International University	www.wsvn.com 11200 SW 8th St, Miami, FL 33199	305-348-2000

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2020-054	12/9/2020	Deco Drive Managing Editor	In-House Applicant	1	x	Odette Burton	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2020-055	12/9/2020	Technical Director	WSVN Employee	2	x	James Smith	Justin Dorelas	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2020-056	12/18/2020	On-Line 6:30pm Producer	In-House Applicant	1	x	David Maldonado	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2020-057	12/28/2020	Segment DECO Producer	WSVN Website	2	x	Brandi Troup	WSVN Website	www.wsvn.com	
2021-001	1/5/2021	Writer	School/Former Employee	1	x	Kasey Mintz	Fla Int'l Univ/Steve Kairalla	3000 NE 151st Street, North Miami, FL 33181	305-919-5500
2021-002	1/8/2021	Associate/Editor Sports Producer	WSVN Website WSVN Employee	1 2	x	Jonathan Perez	WSVN Website Jeremy Tache/Andre Lyons	www.wsvn.com 1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2021-003	1/14/2021	On-Line Weekend 5 & 10 Producer	In-House Applicant	1	x	Carter Ashley	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2021-004	1/15/2021	On-Line TIF 7am Producer	In-House Applicant	1	x	Janiah Adams	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2021-005	1/27/2021	TIF Weekend Producer/9AM Weekday	In-House Applicant	1	x	Evan Abraham	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2021-006	2/3/2021	Writer	School/Former Employee	1	x	Taknighis Beauvoir	Fla Int'l Univ/Steve Kairalla	3000 NE 151st Street, North Miami, FL 33181	305-919-5500
2021-007	2/26/2021	Reporter	Walk-in/Self	1	x	Elitsa Bizios	Alice Jacobs	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2021-008	2/26/2021	News Maintenance Technician	WSVN Employee	1	x	Hector Carmenates	Boris Luzardo	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2021-009	2/26/2021	TIF Weekend Producer/9AM Weekday	WSVN Website	6	x	Jennifer Jacobs	WSVN Website	www.wsvn.com	
2021-010	3/2/2021	Chyron Operator	WSVN Website	1	x	Vanessa Rodriguez	WSVN Website	www.wsvn.com	
2021-011	3/4/2021	Writer	WSVN Website School/Former Employee	1 1	x	Gabriella Pinos	WSVN Website Fla Int'l Univ/Steve Kairalla	www.wsvn.com 3000 NE 151st Street, North Miami, FL 33181	305-919-5500
2021-012	3/16/2021	Building Maintenance/Handyman	Other	1	x	Luis Nicle	Donna Milo	2151 SW 23rd Avenue, Ft. Lauderdale, FL 33312	954-914-2822
2021-013	3/17/2021	Project Coordinator	Classified Ad	1	x	Paul Huizenga	Indeed	www.indeed.com	
2021-014	3/22/2021	Leasing Director	WSVN Employee	1	x	Peter Apol	Ryan Goggins	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2021-015	3/22/2021	Photographer	WSVN Employee WSVN Website	1 1	x	Elkin Pinto	Patrick Mcniff WSVN Website	1401 79th St. Causeway, N. Bay Village, FL., 33141 www.wsvn.com	305-751-6692
2021-017	3/31/2021	Pre-Production Editor	School/Former Employee WSVN Website	1 3	x	Jason Mejia	Fla Int'l Univ/Steve Kairalla WSVN Website	3000 NE 151st Street, North Miami, FL 33181 www.wsvn.com	305-919-5500
2021-018	3/31/2021	Chyron Operator	WSVN Website	1	x	Amanda Piedra	WSVN Website	www.wsvn.com	
2021-019	4/1/2021	Chyron Operator	WSVN Website	1	x	Victoria Jardine	WSVN Website	www.wsvn.com	
2021-020	4/9/2021	Associate Sports Producer	WSVN Website WSVN Employee	3 1	x	Jeremy Schnell	WSVN Website Mike Dipasquale	www.wsvn.com 1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2021-021	4/16/2021	Satellite Coordinator	Other	1	x	Jennifer Gross	Linda Miele	WHDH-TV/7 Bulfinch Place, Boston, MA., 02114	617-725-0777
2021-022	4/28/2021	Writer	WSVN Website	2	x	Kelsey Taveras	WSVN Website	www.wsvn.com	
2021-023	4/28/2021	Writer	Job Fair	1	x	Jamilka Gibson	FIU Career EXPO	11200 SW 8th St, Miami, FL 33199	305-348-2000
2021-026	4/28/2021	Non-Linear Editor	WSVN Website	3	x	Taylor Neita	WSVN Website	www.wsvn.com	
2021-027	4/29/2021	Non-Linear Editor	WSVN Website	3	x	Phillip Brown	WSVN Website	www.wsvn.com	

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2021-028	4/29/2021	Dayside M-F Assignment Editor	WSVN Website	3	x	Wendy Boche	WSVN Website	www.wsvn.com	
2021-029	5/26/2021	Non-Linear Editor	WSVN Website	4	x	Arthur Tyson III	WSVN Website	www.wsvn.com	
2021-030	5/27/2021	Reporter	Agency	1	x	Taylor Stewart	Ken Linder & Associates	1901 Avenue of the Stars #1010, Los Angeles, CA 90067	704-626-2579
2021-031	5/27/2021	Post Production Editor/Graphics Animator	WSVN Website In-House Applicant	1 1	x	Elias Tavares	WSVN Website IN-HOUSE	www.wsvn.com 1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2021-032	5/27/2021	On-Line 5pm Producer	In-House Applicant	1	x	Nicolas Ommati	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2021-033	6/4/2021	Office Coordinator	WSVN Website Classified Ad In-House Applicant	1 1 1	x	Nathalie Manjarres	WSVN Website Indeed IN-HOUSE	www.wsvn.com www.indeed.com 1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2021-034	6/4/2021	On-Line Noon Producer	In-House Applicant	1	x	Jonathan Munoz	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2021-035	6/11/2021	Maintenance Building Supervisor	In-House Applicant	1	x	Abdel Alvarez	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2021-036	6/11/2021	Pre-Production Editor/VIZRT	WSVN Website	1	x	Alberto Plana	WSVN Website	www.wsvn.com	
2021-037	6/11/2021	Writer	WSVN Website	1	x	Alejandro Gonzalez	WSVN Website	www.wsvn.com	
2021-039	6/18/2021	Pre-Production Coordinator	In-House Applicant	1	x	Jacqueline Sardinias	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2021-040	6/22/2021	Post-Production Editor/VIZ	WSVN Website	1	x	Ryan Grille	WSVN Website	www.wsvn.com	
2021-041	6/23/2021	Assignment Desk Editor - Today In Florida	In-House Applicant	1	x	Sayona Khandwalla	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2021-042	6/23/2021	Post-Production Editor/VIZ	School/Former Employee	1	x	Jeannette Alonso	Fla Int'l Univ/Steve Kairalla	3000 NE 151st Street, North Miami, FL 33181	305-919-5500
2021-044	6/23/2021	Building Engineering/Maintenance Coordinator	WSVN Employee	1	x	Charles Jimenez	Sorangel Jorge	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2021-045	7/1/2021	Satellite Coordinator	In-House Applicant	1	x	Vinson-Alexi Abella	Sorangel Jorge	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2021-047	7/12/2021	On-Line TIF 6am Producer	In-House Applicant WSVN Website Walk-in/Self	1 2 3	x	Jennifer Jacobs	IN-HOUSE WSVN Website Walk-in/Self	1401 79th St. Causeway, N. Bay Village, FL., 33141 www.wsvn.com	305-751-6692
2021-048	7/15/2021	Non-Linear Editor	WSVN Website	4	x	Nate Smith	WSVN Website	www.wsvn.com	
2021-051	7/23/2021	On-Line Weekend 5 & 10 Producer	In-House Applicant Walk-in/Self WSVN Weekly Postings	1 1 1	x	Janlah Adams	IN-HOUSE Walk-in/Self	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2021-052	7/23/2021	Chyron Operator	WSVN Website	1	x	Anayeli Mendoza	WSVN Website	www.wsvn.com	
2021-053	8/6/2021	Local Sales Account Executive	WSVN Employee	1	x	Alison Singer	Kim Witker	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2021-054	8/17/2021	TIF Weekend Producer/9am Weekday	IN-House Applicant	1	x	Nicolas Sanchez	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2021-058	8/19/2021	Associate Sports Producer	Classified Ad	1	x	Jose Torres	Indeed	www.indeed.com	
2021-061	8/30/2021	Writer	WSVN Website	1	x	Alejandra Garcia Elcoro	WSVN Website	www.wsvn.com	
2021-062	9/3/2021	TIF Weekend Producer/9am Weekday	IN-House Applicant	1	x	Jacqueline Johnson	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2021-064	9/14/2021	Writer	WSVN Website	1	x	Christopher Gomez	WSVN Website	www.wsvn.com	
2021-065	9/14/2021	Writer	WSVN Website	1	x	Ryan Le	WSVN Website	www.wsvn.com	