

WUCF-TV and WUCF-FM, Orlando, FL, 2023 -2024 FCC Annual EEO Public File Report

EEO Regulations for Broadcasters Public File

The FCC's updated equal employment opportunity regulations emphasize broad outreach and recruitment. The following EEO worksheets are designed to assist and illustrate that WUCF TV and FM are in compliance with the Commission's current EEO rules, policies, and record-keeping requirements.

WUCF TV and FM are licensed to the University of Central Florida. Accordingly, UCF is responsible for the station's hiring and EEO activities. UCF is an equal opportunity employer. In compliance with UCF Human Resources guidelines, applicants are asked to provide referral sources on an optional/voluntary basis.

Updated as of September 2024

List of Full-Time Jobs Filled

Period October 1, 2023 through September 30, 2024

Job Title: Broadcast Production Specialist I	Date Filled: 12/08/2023
Job Title: FM Producer	Date Filled: 03/12/2024
Job Title: Community Events Coordinator	Date Filled: 03/25/2024
Job Title: OPS Broadcast Host/Spec I	Date Filled: 05/13/2024
Job Title: Broadcast Personality Specialist II	Date Filled: 06/26/2024
Job Title: IT Client Support Services	Date Filled: 08/01/2024
Job Title: TV Senior Producer	Date Filled: TBD

Yearly Totals for Number of Interviewees by Referral Source

Recruitment Sources:

UCF Website: 13

Employee Referral: 2

Indeed: 13

LinkedIn: 18

Other Job Boards: 3

Current Worker: 2

Word of mouth: 3

Referral: 2

Total Number of Interviewees: 56

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: Broadcast Production Specialist I

Date Filled: 12/08/2023

Posting dates: 10/05/2023 -10/20/2023

Recruitment Source for Actual Hire: Internal: Current Worker

* * * * *

Recruitment Sources Utilized for Vacancies:

Asian American Chamber of Commerce

Corporation for Public Broadcasting– cpb.org

HigherEd jobs

Indeed

NETA

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

WUCF Facebook page

WUCF Internal Announcement (Newsletter)

WUCF LinkedIn

WUCF Twitter

WUCF website

Number of candidates interviewed: 5

Recruitment Referral Sources:

UCF Career Website: 2

LinkedIn: 2

Indeed: 1

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: FM Producer

Date Filled: 03/12/2024

Posting dates: 12/14/2023 – 01/15/2024

Recruitment Source for Actual Hire: Indeed

* * * * *

Recruitment Sources Utilized for Vacancies:

- African American Chamber of Commerce
- Asian American Chamber of Commerce
- CareerBuilder
- Corporation for Public Broadcasting -CPB.org
- HigherEd Jobs
- Diversity Jobs
- Glassdoor Jobs
- Current/Greater Public Media
- Hispanic American Chamber of Comm
- LinkedIn
- Indeed
- NETAonline.org
- University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com
- WUCF Facebook page
- WUCF website

Number of candidates interviewed: 5

Recruitment Sources:

- UCF Website:1
- LinkedIn: 1
- Career Builder: 1
- Employee Referral: 1

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: Community Events Coordinator

Date Filled: 03/25/2024

Posting dates: 12/13/2023 – 01/09/2024

Recruitment Source for Actual Hire: UCF Website

* * * * *

Recruitment Sources Utilized for Vacancies:

African American Chamber of Commerce

Asian American Chamber of Commerce

CareerBuilder

Corporation for Public Broadcasting– cpb.org

Diversity Jobs

Current/Greater Public

HigherEd jobs

Hispanic Chamber of Commerce

Florida Public Relations Association

Glassdoor

Indeed

NETAOnline.org

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

WUCF Facebook page

WUCF LinkedIn

WUCF Twitter

WUCF website

Number of candidates interviewed: 7

Recruitment Referral Sources:

Indeed: 2

UCF Career Website: 1

LinkedIn: 3

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: Broadcast Personality/Specialist II

Date Filled: 05/26/2024

Posting dates: 03/14/2024 – 04/04/2024

Recruitment Source for Actual Hire: UCF Website

* * * * *

Recruitment Sources Utilized for Vacancies:

African American Chamber of Commerce

Asian American Chamber of Commerce

Corporation for Public Broadcasting -CPB.org

Diversity Jobs

HigherEd jobs

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

WUCF Facebook page

WUCF Internal Announcement (Newsletter)

WUCF LinkedIn

WUCF Twitter

WUCF website

Number of candidates interviewed: 3

Recruitment Referral Sources:

UCF Website: 1

LinkedIn: 1

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: OPS Promo & Digital Content, Asst Prod

Date Filled: 06/26/2024

Posting dates: 03/26/2024 – 04/10/2024

Recruitment Source for Actual Hire: LinkedIn

* * * * *

Recruitment Sources Utilized for Vacancies:

African American Chamber of Commerce

Asian American Chamber of Commerce

CareerBuilder

Corp for Public Broadcasting -CPB.org

Diversity Jobs

HigherEd jobs

Hispanic American Chamber of Commerce

Indeed

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

WUCF Facebook page

WUCF Internal Announcement (Newsletter)

WUCF LinkedIn

WUCF website

Number of candidates interviewed: 6

Recruitment Referral Sources:

UCF Website: 2

LinkedIn: 2

Word of Mouth: 1

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: IT Client Support Specialist

Date Filled: 08/01/2024

Posting dates: 5/08/2024 - 05/17/2024

Recruitment Source for Actual Hire: Indeed

* * * * *

Recruitment Sources Utilized for Vacancies:

CareerBuilder

Diversity Jobs

HigherEd jobs

Indeed

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

WUCF Facebook page

WUCF Internal Announcement (Newsletter)

WUCF LinkedIn

WUCF Twitter

WUCF Facebook

Number of candidates interviewed: 23

Recruitment Referral Sources:

UCF Website: 4

Indeed: 7

Employee Referral:1

LinkedIn: 6

CareerBuilder: 1

Current Worker: 1

Word of Mouth: 2

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

List of Recruitment Sources Used to Fill Each Vacancy

Job title for Vacancy: Senior Producer

Date Filled: TBD

Posting dates: 06/18/2024 – 07/04/2024

Recruitment Source for Actual Hire: UCF Website

* * * * *

Recruitment Sources Utilized for Vacancies:

Corporation for Public Broadcasting CPB.org

Career Builder

Current/ Greater Public

Diversity Jobs

HigherEd Jobs

Indeed

Monster.com

NETAOnline.org

University of Central Florida Human Resources Employment Opportunities Website: www.jobswithucf.com

WUCF TV Facebook page

WUCF TV website

WUCF LinkedIn

WUCF Twitter

Number of candidates interviewed: 5

Recruitment Sources: 5

LinkedIn: 2

Indeed: 2

Employee Referral:1

*A complete listing of all recruitment sources with specific contact information is compiled in the section, Recruitment Sources Contact Information.

Prong 3 Longer-Term recruitment Initiatives

October 1, 2023 – September 30, 2024

Implemented During Previous Year

No.	Category	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	College Internship Program	Oct 2022 to Present	College Intern Program	Intern opportunities to expose students to careers in broadcasting, radio, IT, and production, to give them real-world experience in the field, and help build their portfolio of work.	Students work with staff on station projects, giving them experience in the broadcasting industry. All students receive direct supervision and training from experienced professionals.	Debbie Pease, Office Experience Concierge; Kyle Fuchs, Managing Producer; Michael Corripio, Broadcast Manager; Kayonne Riley, Director of Radio; Kristen Donnelly, Broadcast Production Specialist; Heather Bailey, Executive Producer; Stephen Mort, Executive Producer; Raychel Cesaro, Corp Partnership Mgr; Elizabeth Rasmussen, Communications Manager

2	Listing of each upper- level category opening in a job bank of trade group whose membership includes substantial participation of women and minorities	Oct 2022 to Present	Job Bank	Posting of each opening in a job bank whose membership includes substantial participation of women and minorities	WUCF posts job announcements on the African American, Asian and Hispanic Chambers of Commerce	Deborah Pease, Executive Assistant
3	Events with educational institutions related to broadcasting career opportunities	Fall 2023 and Spring 2024	Instructor	Instruct students on skills necessary in broadcasting careers.	Professor of RTV 4561, Radio Programming and Production	Kayonne Riley, Director of Radio
4	Events with educational institutions related to broadcasting career opportunities	Fall 2023 and Spring 2024	Practicum Class	Class requires students to have observations with professionals in editing, studio, field production, education outreach, promotions, and pledge.	Teach students about public media and television operations during the class.	Jennifer Cook, Executive Director; Bill Dotson, Director of Operations & Engineering; Kayonne Riley, Director of Radio; Melissa Braillard, Director Development; Rita Echeverria, Director of Finance & Accounting; Michael Corripio, Broadcast Manager; Elizabeth Rasmussen, Communications Mgr.

5	Online CPB Harassment Prevention Training Program for interns and staff	May 2024 to Present	Inclusive Communication	To train personnel to recognize, avoid and report workplace discrimination including harassment.	All WUCF staff and interns were required to participate in the training.	All WUCF staff and interns.
---	---	------------------------	----------------------------	--	---	-----------------------------