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

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 Sou	rces 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 Em	ployment 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	

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

Employee Referral: 1

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.

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.

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 So	urces Used to Fill Each Vacancy
Job title for Vacancy: IT Client Support Specialis	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 Er WUCF Facebook page	nployment Opportunities Website: www.jobswithucf.com
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 Us	ed 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 Employmen	t 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.

Contact Information for Recr	uitment Sources
------------------------------	-----------------

Organization/Department/Project	Contact Name	Email/Website	Website	Address	City / Zip	Phone	Fax	Entitled to Notification?
African American Chamber of Commerce		xsullivan@blackcommerce.org or info@blackcommerce.ccsend.com	http://blackcommerce.org	3201 E. Colonial Drive, Suite A-20	Orlando, FL 32803	407-420-4870	407-420-4849	N
Asian American Chamber of Commerce	Vi Ma	vimastolz@gmail.com or info@asianamericanchambercfl.org	http://asianamericanchambercfl.org	237 Isle of Sky Circle	Orlando, FL 32828	407-496-8321	N/A	N
Association of Fundraising Professionals Central Florida Chapter	None, self posted	http://afpcentralflorida.org/						
Career Source	UCF HR		http://www.careersourcecentralflorida.com	4360 E. Colonial Drive	Orlando, FL 32803	407-531-1227 x4400	N/A	N
CareerBuilder	UCF HR		http://www.careerbuilder.com					N
Corporation for Public Broadcasting	None, self posted	http://cpb.org/jobline	http://cpb.org	401 Ninth Street, NW	Washington, DC 20004	202-879-9600	N/A	N
Current for People in Public Media	None, self posted- for a fee	publicmediajobs.org	<u>publicmediajobs.org</u>					N
Diversity Jobs	UCF HR	Automatically gets picked up with Highered	https://www.diversityjobs.com					N
Florida Public Relations Association	Julie Hall	fpraorlando@gmail.com	http://www.fpra.org	12461 Research Parkway, Suite 550	Orlando, FL 32826	407-823-2947	407-823-5066	N
Greater Public	None, self posted-free	https://www.greaterpublic.org/submit-job/	https://www.greaterpublic.org/submit-job/					N
Higher Ed Jobs	UCF HR	Automatically gets picked up with Highered	https://www.higheredjobs.com					N
Hispanic Chamber of Commerce	Daniela Lopez	info@hispanicchamber.net or DLopez@hispanicchamber.net	http://www.hccmo.org	3201 East Colonial Drive, Suite A-20	Orlando, FL 32803	407-428-5870	407-428-5871	N
Indeed	UCF HR	Automatically gets picked up with Highered						1
MyPBS	None, self posted	http://connect.pbs.org	http://www.pbs.org	2100 Crystal Drive	Arlington, VA 22202	703-739-5000	N/A	N
NETA Production Council List	Maryanne Schuessler	maryanne@netaonline.org	http://www.netaonline.org	939 S. Stadium Road	Columbia, SC 292201	803-978-1579	803-771-4831	N
TAOnline.org Maryanne Schuessler		maryanne@netaonline.org	http://www.netaonline.org	939 S. Stadium Road	Columbia, SC 292201	803-978-1579	803-771-4831	N
lando Women in Film Facebook page Jen Cook Jen		Jennifer.Cook@wucf.org	https://www.facebook.com/womeninfilmfl	12461 Research Parkway, Suite 550	Orlando, FL 32826	407-823-2947	407-823-5066	N
Public Media Business Association	None, self posted-free	info@pmbaonline.org	https://www.pmbaonline.org/industry-jobs					
UCF Veterans Resource Center	Joshua Johnson	joshua.johnson@ucf.edu	http://varc.sdes.ucf.edu	12781 East Plaza Drive	Orlando, FL 32816	407-823-5877	407-823-5879	N
University of Central Florida Jobsite	UCF HR	<u>WorkdaY</u>	https://www.jobswithucf.com	12443 Research Parkway, Suite 301	Orlando, FL 32826	407-823-1718	407-823-2567	N
Women in Film	FB Page	Jennifer.Cook@wucf.org						N
WUCF Facebook page	Jen or Sydney		https://www.facebook.com/WUCFTV	12461 Research Parkway, Suite 550	Orlando, FL 32826	407-823-2947	407-823-5066	N
WUCF Internal Announcement (newsletter)	Jen or Sydney		Internal Email	12461 Research Parkway, Suite 550	Orlando, FL 32826	407-823-2947	407-823-5066	N
WUCF Linkedin Post	Jen or Sydney	Submit as post on WUCF Linkedin Page						
WUCF website	Jen or Sydney		http://www.wucf.org	12461 Research Parkway, Suite 550	Orlando, FL 32826	407-823-2947	407-823-5066	N
	1		•				1	
Facebook Pages	Contact Name							
https://www.facebook.com/PubMediaWIL	Jen Cook	Public Media Women in Leadership						
https://www.facebook.com/NAHJCentralFL	Jen Cook	National Association of Hispanic Journalists						
https://www.facebook.com/CFABJOrlando	Jen Cook	Central Florida Association of Black Journalists						
https://www.facebook.com/PRSAOrlando	Jen Cook	The Public Relations Society of America/Orlando Chapter						
https://www.facebook.com/fpraorlando	Jen Cook	FL PR Association						

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	Intern Program	Intern opportunities to expose students to careers in broadcasting, radio, IT, and production, to give them real-world	Students work with staff on station projects, giving them experience in the broadcasting industry. All students receive direct	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		in a job bank whose membership includes substantial participation	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		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	May 2024	Inclusive	To train personnel to	All WUCF staff and interns	All WUCF staff and interns.
	Harassment	to Present	Communication	recognize, avoid and report	were required to participate in the	
	Prevention Training Program for interns and staff			workplace discrimination including harassment.	training.	