

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

**EEO PUBLIC FILE ANNUAL REPORT
EXHIBIT 1**

October 1st 2022 - September 30th 2023

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 2022 - WSVN has engaged in the following initiatives:

1. Participation in (7) Job Fairs:

- Nova Southeastern University – In-person Job Fair 02/16/2023
- University of Miami Job & Internship Expo – In-person Job Fair 03/01/2023
- Dillard High School Career Fair – In-person Job Fair 03/08/2023
- National Association of Black Journalist Career Fair – In-person Job Fair 04/22/2023
- City of Miramar Career Fair – In-person Job Fair 05/11/2023
- Miami Media School Career Fair – In-person Job Fair 08/17/2023
- University of Miami Accounting Career Fair – In-person Job Fair 09/22/2023

2. Sponsorship of:

- National Association of Black Journalist Career Fair 04/22/2023
- City of Miramar Career Fair 05/11/2023

3. Establishment of Internship Program:

WSVN has accepted eight **(8)** interns since **October 1st, 2022** from the following Universities/Colleges:

- University of Miami (3)
- Florida A&M University (1)
- Duke University (1)
- West Chester University (1)
- University of Southern California (1)
- Ohio State University (1)

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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, **(17)** employees have been promoted since *October 1st 2022 thru September 30th 2023.*

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**

WSVN's main Anchor, Mr. Craig Stevens sits on the Board of NATAS (National Academy of TV Arts & Sciences) – Suncoast Chapter. This year Mr. Stevens, along with Anchor Lynn Martinez, and Reporter Nicole Linsalata participated in NATAS SPA Workshop Sessions "From Campus to Career: A Breakthrough in Broadcasting" held at University of Miami on September 23, 2023.

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. A two (2) week workshop in Journalism & New Media for High School students. This program provides \$1,000 Scholarships to two (2) participating students.*

After a two (2) year hiatus, due to the COVID-19 Pandemic. The Ansin/Sullivan Journalism Boot Camp was once again held June 25-July 8, 2023.

SUNBEAM TV CORPORATION
WSVN-TV INTERNS
October 1, 2022- September 30, 2023

SCHOOL	DEPT	TERM
University of Miami	News	Fall
Florida A&M University	News	Fall
Duke University	Sports	Summer
West Chester University	News	Summer
University of Miami	News	Summer
University of Miami	News	Summer

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@aii.edu ; hprovic@aii.edu ; spalacios@aii.edu ; ivolkov@mail.barry.edu	1501 Biscayne Blvd. #100	Miami	FL	33132	
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 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	NC	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 Atlantic University	FAU Career Center	emartignetti2013@fau.edu	777 Glades Road	Boca Raton	FL	33431	561-297-3533
Florida International University	Harold Clayton	heclavto@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	MD	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@thestaagency.com	1348 Washington Ave.#248	Miami Beach	FL	33139	
University of Miami	Career Office	alrodriguez@miami.edu ; kmaharai@miami.edu ; hireacane.com ;	1204 Dickenson Dr. #37k	Coral Gables	FL	33146	
University Of Miami/Post Hire a Cane	Toppel Career Center	advising.toppel@miami.edu	P.O. BOX 249175	Coral Gables	FL	33124	305-284-5451
University of Florida	Julie Frey	jfrey@ufl.edu		Gainsville	FL	32611	
Urban League	D. Richelieu	drichelieu@ulbcfl.org	560 NW 27th Avenue	Ft.Lauderdale	FL	33311	
Workforce One	Maria Stracke	mstracke@wfbroward.com	7550 Davie Road Extension	Hollywood	FL	33024	954-967-1010

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POS/JOB#	DATE POSTED	POSITION TITLE	HIRE SOURCE UTILIZED	#INTV	HIRE SOURCE CONTACT INFO	ADDRESS	PHONE
2021-095	12/7/2021	Social Media Producer	WSVN Website	1 x	WSVN Website	www.wsvn.com	
2022-012	2/8/2022	Graphic Arts Designer	WSVN Website	1 x	WSVN Website	www.wsvn.com	
2022-013	2/14/2022	Photographer	WSVN Employee	1 x	Yvon Dorcinvil	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2022-046	6/14/2022	Director/TD	In-House Applicant	1 x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2022-055	7/7/2022	Digital Writer	WSVN Employee WSVN Website School/Former Employee	1 5 1 x	Fla Int'l Univ/Steve Kairalla	1401 79th St. Causeway, N. Bay Village, FL., 33141 www.wsvn.com 3000 NE 151st Street, North Miami, FL 33181	305-751-6692 305-919-5500
2022-056	7/7/2022	Weekend Sports Producer	WSVN Website Walk-in/Self In-House Applicant	1 7 x 2	WSVN Website Walk-in/Self IN-HOUSE	www.wsvn.com 1401 79th St. Causeway, N. Bay Village, FL., 33141	 305-751-6692
2022-061	7/20/2022	Digital Writer	WSVN Website	4 x	WSVN Website	www.wsvn.com	
2022-062	7/21/2022	Associate Weekend Producer	In-House Applicant	2 x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2022-068	8/11/2022	Non Linear Editor - PM	In-House Applicant	1 x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2022-071	8/23/2022	Viz CG Operator	WSVN Website	1 x	WSVN website	www.wsvn.com	
2022-073	8/24/2022	Deco Segment Producer	WSVN Website	1 x	WSVN website	www.wsvn.com	
2022-075	9/2/2022	Photographer	In-House Applicant	1 x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2022-077	9/15/2022	Meteorologist	In-House Applicant	1 x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2022-080	9/23/2022	Assignment Desk Assistant	In-House Applicant	1 x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2022-081	10/24/2022	Assignment Desk Assistant	WSVN Website In-House Applicant School/Former Employee WSVN Employee	3 1 1 1 x	WSVN website IN-HOUSE Fla Int'l Univ/Steve Kairalla Frine Gomez	www.wsvn.com 1401 79th St. Causeway, N. Bay Village, FL., 33141 3000 NE 151st Street, North Miami, FL 33181 1401 79th St. Causeway, N. Bay Village, FL., 33141	 305-751-6692 305-919-5500 305-751-6692
2022-082	10/24/2022	Reporter	Agency	1 x	CBK Media Management	1621 Emma Street, Ste #110, Augusta, GA, 30909	412-770-6749
2022-083	10/28/2022	Graphic Designer - Animation	In-House Applicant	1 x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2022-084	11/2/2022	Writer	School/Former Employee	1 x	Fla Int'l Univ/Steve Kairalla	3000 NE 151st Street, North Miami, FL 33181	305-919-5500
2022-085	11/3/2022	Pre-Production Editor	In-House Applicant	1 x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2022-086	11/3/2022	Production Assistant/Satellite Coordinator	WSVN Employee WSVN Website	1 2 x	Jean Claude Boule WSVN website	1401 79th St. Causeway, N. Bay Village, FL., 33141 www.wsvn.com	305-751-6692
2022-087	11/21/2022	Graphic Arts Designer	In-House Applicant	1 x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2022-089	11/28/2022	Weekend Sports Producer	Walk-in/Self In-House Applicant	2 1 x	Walk-in/Self IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2022-090	12/1/2022	Graphic Arts Designer	WSVN Website	1 x	WSVN website	www.wsvn.com	
2022-091	12/2/2022	Digital Writer	WSVN Website	2 x	WSVN Website	www.wsvn.com	
2022-092	12/7/2022	Associate Sports Producer	WSVN Employee	1 x	Lauren Stansell	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692

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2022-093	12/8/2022	Investigative Producer	WSVN Website	1	x	WSVN Website	www.wsvn.com	
2022-094	12/16/2022	Writer	School/Former Employee	1		Fla Int'l Univ/Steve Kairalla	3000 NE 151st Street, North Miami, FL 33181	305-919-5500
2022-095	12/16/2022	Writer	WSVN Website	1	x	WSVN Website	www.wsvn.com	
2022-096	12/20/2022	Receptionist/File Clerk	WSVN Employee	1	x	Yissel Crespo	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2023-001	1/4/2023	On-Line Weekend 6&11 Producer	WSVN Website	1	x	WSVN Website	www.wsvn.com	
2023-002	1/6/2023	Reporter	Walk-in/Self	1	x	Walk-in/Self		
2023-003	1/19/2023	Writer	WSVN Website	1	x	WSVN Website	www.wsvn.com	
2023-004	1/24/2023	Anchor	In-House Applicant	1	x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2023-005	1/25/2023	Non-Linear Editor - AM	WSVN Employee	1	x	Jean Claude Boule	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2023-006	1/27/2023	Writer	WSVN Website	1	x	WSVN Website	www.wsvn.com	
2023-007	1/27/2023	Writer	School/Former Employee	1	x	Fla Int'l Univ/Steve Kairalla	3000 NE 151st Street, North Miami, FL 33181	305-919-5500
2023-009	2/14/2023	Writer	Walk-in/Self	1	x	Walk-in/Self		
2023-011	3/3/2023	Reporter	Walk-in/Self	1	x	Walk-in/Self		
2023-012	3/3/2023	Associate Sports Producer	Walk-in/Self In-House Applicant	2 1	x	Walk-in/Self IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2023-013	3/3/2023	Deco Segment Producer	In-House Applicant	1	x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2023-016	3/31/2023	TIF Weekend Producer/9am Weekday	In-House Applicant	1	x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2023-017	3/31/2023	Associate Producer - Weekday	In-House Applicant	1	x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2023-019	4/24/2023	Viz CG Operator	In-House Applicant	1	x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2023-020	4/28/2023	TIF Weekend Producer/9am Weekday	In-House Applicant	1	x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2023-022	5/3/2023	Writer	WSVN Employee	1	x	Matthew Auerbach	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2023-024	5/5/2023	Writer	WSVN Website	1	x	WSVN Website	www.wsvn.com	
2023-027	5/24/2023	On-Line TIF 10am Producer	WSVN Website	1	x	WSVN Website	www.wsvn.com	
2023-028	6/6/2023	Associate Producer TIF Weekdays	In-House Applicant	1	x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2023-029	6/7/2023	Operator Technician - Audio	In-House Applicant	1	x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2023-030	6/23/2023	Writer	School/Former Employee	1	x	Fla Int'l Univ/Steve Kairalla	3000 NE 151st Street, North Miami, FL 33181	305-919-5500
2023-031	6/20/2023	Viz CG Operator	In-House Applicant	1	x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2023-033	6/23/2023	Billing & Credit Staff Accountant	Classified Ad	1	x	Indeed	www.indeed.com	
2023-034	6/26/2023	Non Linear Editor - AM	WSVN Website	2	x	WSVN Website	www.wsvn.com	
2023-035	6/26/2023	Associate Producer - Weekday	In-House Applicant	1	x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2023-040	7/5/2023	Investigative Producer	In-House Applicant	1	x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692

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2023-045	7/17/2023	Writer	School/Former Employee	1	x	Fla Int'l Univ/Steve Kairalla	3000 NE 151st Street, North Miami, FL 33181	305-919-5500
2023-047	7/21/2023	Viz CG Operator	WSVN Website	3	x	WSVN Website	www.wsvn.com	
2023-048	7/21/2023	Post-Production/VIZ Editor	WSVN Website	2	x	WSVN Website	www.wsvn.com	
2023-049	7/27/2023	Writer	School/Former Employee	1	x	Fla Int'l Univ/Steve Kairalla	3000 NE 151st Street, North Miami, FL 33181	305-919-5500
2023-050	7/28/2023	On-Line TIF 8am Producer	In-House Applicant	1	x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL, 33141	305-751-6692
2023-051	7/28/2023	On-Line 7@11 Producer	In-House Applicant	1	x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL, 33141	305-751-6692
2023-052	7/28/2023	Sales Assistant/Coordinator	WSVN Website	1	x	WSVN Website	www.wsvn.com	
2023-053	7/28/2023	Profile Coordinator	Job Fair WSVN Website	1 1	x	Miami Media School WSVN Website	7955 NW 12th St Suite 119, Doral, FL 33126 www.wsvn.com	305-728-1120
2023-054	9/8/2023	Reporter	WSVN Website	1	x	WSVN Website	www.wsvn.com	
2023-056	8/1/2023	Writer	School/Former Employee	1	x	Fla Int'l Univ/Steve Kairalla	3000 NE 151st Street, North Miami, FL 33181	305-919-5500
2023-057	8/2/2023	Senior Sports Producer	In-House Applicant	1	x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL, 33141	305-751-6692
2023-059	8/3/2023	Associate/Editor Sports Producer	Walk-in/Self	2	x	Walk-in/Self		
2023-063	8/10/2023	Non Linear Editor - PM	WSVN Website	1	x	WSVN Website	www.wsvn.com	
2023-064	8/10/2023	Non Linear Editor - PM	WSVN Website	2	x	WSVN Website	www.wsvn.com	
2023-069	8/25/2023	Technician Audio/MC/MO	WSVN Employee	1	x	Craig Stevens	1401 79th St. Causeway, N. Bay Village, FL, 33141	305-751-6692