

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

**FCC PUBLIC FILE ANNUAL REPORT
EXHIBIT 1**

October 1st 2024 - September 30th 2025

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 2024 - WSVN has engaged in the following initiatives:

1. Participation in (7) Job Fairs:

- St.Thomas University Career Expo 02/12/2025
- University of Miami Communication, Media, & Entertainment Fair 02/26/2025
- Florida International University Spring BIZ Career Fair 03/11/2025
- Lynn University Marketing, Communications & Design Career Fair 03/20/2025
- Florida International University BBC Career Expo 04/02/2025
- NABJ South Florida & NAHJ South Florida Chapter Career Fair 04/05/2025
- City of Miramar Career Fair 04/29/2025-04/30/25

2. Sponsorship of:

- National Association of Black Journalist Career Fair 04/05/2025
- City of Miramar Career Fair 04/29/2025-04/30/25

3. Establishment of Internship Program:

WSVN has accepted eleven **(11)** interns since **October 1st, 2024** from the following Universities/Colleges:

- University of Miami (4)
- Vanderbilt University (1)
- Miami Dade College (1)
- Southern Methodist University (1)
- Florida International University (4)

4. Establishment of Training Programs:

WSVN continues its on-going entry-level training program to include positions for writers/producers, editors, graphic designers & chyron operators.

As a result of our training program, **(19)** employees have been promoted since *October 1st 2024 thru September 30th 2025*.

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.

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 & EDUCATIONAL OUTREACH

Peace Sullivan/James Ansin High School Workshop in Journalism and New Media (Miami Montage)

- WSVN has sponsored and supported the program each year since 2007.
- In 2025, the program took place **July 6–26, 2025**, bringing together **20 students** from local high schools for a three-week newsroom experience.
- Students trained in reporting, writing, photography, video production, podcasting, and multimedia storytelling while living on campus at UM.
- On **July 24, 2025**, students visited WSVN and participated in interactive learning sessions with News, Creative Services, Special Projects, Deco Drive, Sales, and Engineering staff.
- Anchor Craig Stevens delivered the **keynote address** at the closing ceremony on **July 26, 2025**.

Junior Achievement of South Florida – JA BizTown

Each year, more than 21,000 fifth and eighth grade students from Broward and South Palm Beach County schools participate in Junior Achievement's BizTown program.

In 2025, WSVN expanded its support of the initiative at the **JA World Huizenga Center, Lillian S. Wells Pavilion**, by creating a **simulated newsroom and studio** inside BizTown.

Students experienced hands-on broadcasting activities, including:

- Producing a **mini newscast** with on-camera reporting and anchoring.
- Operating studio equipment and learning how to **create graphics**.
- Using a **portable camera** to gather content from around the BizTown building.
- Writing and auditing their own **news stories**, applying newsroom standards of accuracy and storytelling.
- Broadcasting their content within BizTown, gaining experience in teamwork, deadlines, and presentation.

This unique partnership gave students a realistic introduction to the television industry while reinforcing essential career skills such as collaboration, communication, responsibility, and critical thinking.

Museum of Discovery & Science – “The WSVN Be a Meteorologist” Exhibit

- WSVN partnered with the **Museum of Discovery and Science (MODS)** to sponsor the “*The WSVN Be a Meteorologist*” interactive exhibit.
- The exhibit gives children and families hands-on experience presenting a weather forecast, encouraging interest in STEM fields and broadcasting careers.

SUNBEAM TV CORPORATION
WSVN-TV INTERNS
October 1, 2024- September 30, 2025

SCHOOL	DEPT	TERM
University of Miami	News	Spring
Florida International University	News	Spring
Miami Dade College	News	Summer
Florida International University	News	Summer
Southern Methodist University	Public Relations	Summer
Florida International University	News	Summer
University of Miami	News	Summer
Vanderbilt University	Public Relations	Summer
University of Miami	Sports	Fall
Florida International University	News	Fall
University of Miami	News	Fall

The following sources were used for every job :

Source name	Contact Name (s)	Email	Address	City	State	Zip	Tel #
Barry University Career Center	Career Office	cel@barry.edu	11300 N.E. 2nd Avenue	Miami Shores	FL	33161	(305)899-4010
Bethune Cookman University	Davita Bonner	bonnerd@cookman.edu	640 Dr. Mary McLeod Bethune Blvd.	Daytona Bch	FL	32114	(386)481-2425
Beonair (Miami Media School)	Angel Llamazares	allamazares@beonair.com	7955 NW 12th Street, Suite #119	Miami	FL	33126	(305)676-6494
Career Source of Broward	Parthenia Sterling	psterling@careersourcebroward.com	7550 Davie Road Extension	Hollywood	FL	33024	(954)677-5555 ext. #1303
Career Source of South Florida	Kevin Taylor	Kevin.Taylor2@careersourcesfl.com	240 E. 1st Avenue	Hialeah	FL	33010	
Center of Cinematography	Lillian Ruiz Gomez	lruiz@ccat.edu	1637 N.W. 27 Avenue	Miami	FL	33125	(305)634-0550
City of Miramar	Catherine Hueck	chueck@miramarfl.gov	2300 Civic Center Place	Miramar	FL	33025	(954)602-3841
DCA Talent	Steven Swienkowski	steveski@dcatalent.com	124 Ammons Drive	Raleigh	NC	27615	(919)868-6088
Florida Association of Broadcasters	David Snyder	david_h_snyder@hotmail.com	201 S Monroe Street #201	Tallahassee	FL	32301	(850)681-6444
Florida Atlantic University	FAU Career Center	career@fau.edu	777 Glades Road	Boca Raton	FL	33431	(561)297-3533
Florida Atlantic University	Erin Maharaj	emartignetti2013@fau.edu	777 Glades Road	Boca Raton	FL	33431	(561)297-3533
Florida Atlantic University	FAU Career Center	recruit@fau.edu	777 Glades Road	Boca Raton	FL	33431	(561)297-3533
Florida Department of Education	Sharon Jadoo	sharon.jadoo@dbs.fldoe.org	401 NW 2nd Avenue, Suite S-712	Miami	FL	33128	(305)377-5339
Florida International University	Harold Clayton	heclayto@fiu.edu	3000 N.E. 151 Street	N. Miami	FL	33181	(305)919-5770
Florida International University	Carmen Rosado	rosadoc@fiu.edu	11200 SW 8th Street	Miami	FL	33199	(305)348-2423
Florida International University	Steve Kairalla	skairall@fiu.edu	3000 N.E. 151 Street	N. Miami	FL	33181	(305)720-7923
Florida State University	Career Office	reception@admin.fsu.edu	600 W. College Avenue	Tallahassee	FL	32306	(850)644-6431
Florida State University	Career Office	hireanote@fsu.edu	600 W. College Avenue	Tallahassee	FL	32306	(850)644-6431
Indeed Jobs	Indeed	indeed.com	6433 Champion Grandview Way, Building 1	Austin	TX	78750	(800)475-4361
Lindsey Hopkins Technical Educ. Ctr.	Christina Brownlow	173463@dadeschools.net	750 N.W. 20 Street	Miami	FL	33127	(786)254-7620
Lynn University	Career Office	careerconnections@lynn.edu	3601 N. Military Trail	Boca Raton	FL	33431	(561)237-7000
Lynn University	Samantha Gallo	sdgallo@lynn.edu	3601 N. Military Trail	Boca Raton	FL	33431	(561)237-7287
Manpower	Diana Campos	diana.campos@manpower.com	801 S. University Drive, Suite #36	Plantation	FL	33324	(954)236-3310
Miami Dade Community College	A. Amaya	aamaya@mdc.edu	300 N.E. 2nd Ave -#3117	Miami	FL	33132	(305)237-9675
Miami Dade Community College	Career Office	MDCWorks@mdc.edu	300 N.E. 2nd Ave -#3117	Miami	FL	33132	(305)237-9675
N.A.B.J.	Juan Diasgranados	gabriel.juand@gmail.com	P.O.Box 416434	Miami Beach	FL	33141	(240)351-0387
N.A.B.J.	Career Office	nabjsouthflorida@gmail.com	P.O.Box 416434	Miami Beach	FL	33141	(305)494-4669
N.A.B.J.	Career Office	info@NABJsouthflorida.com	P.O.Box 416434	Miami Beach	FL	33141	(305)494-4669
N.A.H.J.	Career Center	info@nahicareers.org	P.O.Box 117	Windsor	CA	95492	(626)792-3846
N.A.H.J.	Samantha Rivera	srivera@nahj.org	P.O.Box 117	Windsor	CA	95492	(626)792-3846
NSU	Niehmah R. Butler	niemah@nova.edu	3301 College Avenue	Ft. Lauderdale	FL	33314	(954)262-7234
NSU	Emilio Lorenzo	el541@nova.edu	3301 College Avenue	Ft. Lauderdale	FL	33314	(954)262-7234
NSU	Aldet Francis	afrancis2@nova.edu	3300 S. University Drive	Ft. Lauderdale	FL	33328	(954)262-8917
NUC University (Florida Technical College)	Career Services	erodriguez14@ftccollege.edu	12520 Pines Blvd	Pembroke Pines	FL	33027	(954)556-1934
O.C.A. (Org Chinese Americans)	Main Office	oca@oceanational.org	900-19th Street NW, 6th Floor	Washington	DC	20006	(202)223-5500
O.C.A. (Org Chinese Americans)	Thu Nguyen	Tnquyen@oceanational.org	900-19th Street NW, 6th Floor	Washington	DC	20006	(202)223-5500
O.C.A. (Org Chinese Americans)	Kent Tong	kent.tong@oceanational.org	900-19th Street NW, 6th Floor	Washington	DC	20006	(202)223-5500
Glass City Talent dba Talent Dynamics	Gary Brown	brown@talentdynamics.com	322 Dawson Rd.	Waxahachie	TX	75167	(972)351-9018
The Staff Agency	Jessica Smith	work@thestaffagency.com	1348 Washington Ave.#248	Miami Beach	FL	33139	(888)967-5888
United Way	Veterans Resource Center						
United Way	Bobby Pagan	rpagan@unitedwaybroward.org	320 SE 9th Street	Ft. Lauderdale	FL	33316	(954)462-4850
University of Miami	Career Office	alrodriguez@miami.edu	1320 S. Dixie Hwy	Coral Gables	FL	33146	(305)284-1819
University of Miami	School of Communication	communication@miami.edu	5100 Brunson Drive	Coral Gables	FL	33146	(305)284-2265
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	Career Office	careers@jou.ufl.edu		Gainesville	FL	32611	(352)392-3261
Urban League of Broward County	D. Richelieu	drichelieu@ulbcfl.org	560 NW 27th Avenue	Ft.Lauderdale	FL	33311	(954)584-0777
Urban League of Broward County	Megan Johnson-Clarke	mjclarke@ulbcfl.org	560 NW 27th Avenue	Ft.Lauderdale	FL	33311	(954)625-2541

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POS/JOB#	DATE POSTED	DATE CLOSED	POSITION TITLE	HIRE SOURCE UTILIZED	#INTV	HIRE SOURCE CONTACT INFO	ADDRESS	PHONE
2024-026	5/2/2024	2/11/2025	On-Line DECO Producer	WSVN Website	1 x	WSVN Website www.wsvn.com		
2024-038	7/18/2024	11/1/2024	Weekend Morning Reporter	WSVN Website	1 x	WSVN Website www.wsvn.com		
2024-041	7/19/2024	10/18/2024	Non Linear Editor - PM	Walk-in/Self	1 x	Walk-in/Self		
2024-044	7/30/2024	2/6/2025	Production Assistant/Satellite Coordinator	In-House Applicant	1 x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL, 33141	305-751-6692
2024-048	8/7/2024	12/9/2024	DECO Editor	School/Former Employee	1 x	Fla Int'l Univ/Steve Kairalla	3000 NE 151st Street, North Miami, FL 33181	305-919-5500
2024-049	8/9/2024	10/18/2024	Viz CG Operator	WSVN Website	1 x	WSVN website www.wsvn.com		
2024-050	8/16/2024	10/18/2024	Non Linear Editor - PM	School/Former Employee	1 x	Fla Int'l Univ/Steve Kairalla	3000 NE 151st Street, North Miami, FL 33181	305-919-5500
2024-052	9/20/2024	10/18/2024	Broward Bureau News Chief	In-House Applicant	2 x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2024-055	9/12/2024	11/4/2024	Viz CG Operator	In-House Applicant	1 x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2024-056	9/6/2024	4/1/2025	Photographer	In-House Applicant	1 x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2024-057	9/13/2024	11/4/2024	TIF Weekend Producer/9AM Weekday	In-House Applicant	1 x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2024-059	10/2/2024	11/22/2024	Assignment Desk Editor - Today In Florida	In-House Applicant	1 x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2024-060	10/16/2024	11/25/2024	Accounting/Administrative Clerk	WSVN Weekly Postings/Recruitment	1 x	LinkedIn www.linkedin.com		
2024-062	10/18/2024	12/9/2024	Associate Producer - Weekday	School/Former Employee	1 x	Fla Int'l Univ/Steve Kairalla	3000 NE 151st Street, North Miami, FL 33181	305-919-5500
2024-064	11/15/2024	2/6/2025	Creative Services Director	In-House Applicant	1 x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2024-065	3/4/2025	4/10/2025	Staff Accountant	Classified Ad Job Fair	7 x 3	Indeed Florida International University	www.indeed.com 11200 SW 8th Street, Miami, FL 33199	305-348-2000
2024-068	12/10/2024	3/14/2025	Digital Writer	In-House Applicant	1 x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2024-069	12/9/2024	2/6/2025	Writer- TIF	WSVN Employee	1 x	Tavares Jones	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2024-070	12/10/2024	5/23/2025	Digital Writer	WSVN Website	1 x	WSVN Website www.wsvn.com		
2024-071	12/3/2024	6/6/2025	Digital Writer	WSVN Website School/Former Employee	1 1 x	WSVN website Fla Int'l Univ/Steve Kairalla	www.wsvn.com 3000 NE 151st Street, North Miami, FL 33181	305-919-5500
2024-072	1/3/2025	2/6/2025	On-Line 6:30pm Producer	In-House Applicant	1 x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2024-073	1/3/2025	3/10/2025	Post Production Editor	In-House Applicant WSVN Website	1 x 5	IN-HOUSE WSVN Website www.wsvn.com	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2025-001	1/3/2025	2/6/2025	On-Line 7@11 Producer	WSVN Website	1 x	WSVN Website www.wsvn.com		
2025-002	1/6/2025	2/11/2025	Writer - Dayside	WSVN Website	3 x	WSVN Website www.wsvn.com		
2025-003	1/7/2025	9/18/2025	Investigative Producer	WSVN Website WSVN Employee	1 x 1	WSVN Website Tom Gonzalez	www.wsvn.com 1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2025-004	1/13/2025	2/6/2025	Writer - TIF	WSVN Employee	1 x	Tavares Jones	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2025-006	2/7/2025	2/25/2025	Traffic/Sales Clerk	WSVN Employee WSVN Website	1 x 1	Jon Crawford WSVN Website www.wsvn.com	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692

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2025-008	2/7/2025	3/19/2025	Writer - TIF	WSVN Employee	1	x	Gabriel Perez	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2025-009	2/6/2025	7/25/2025	Promotions Producer	In-House Applicant	1	x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2025-010	2/7/2025	3/14/2025	On-Line Weekend 6 & 11 Producer	In-House Applicant	1	x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2025-011	2/7/2025	9/18/2025	Assignment Desk Assistant	WSVN Website WSVN Employee	4 1	x	WSVN Website	www.wsvn.com 1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2025-013	2/18/2025	6/6/2025	Writer - Dayside	WSVN Website	1	x	WSVN Website	www.wsvn.com	
2025-014	2/25/2025	4/3/2025	DECO Editor	In-House Applicant School/Former Employee	2 1	x	IN-HOUSE Fla Int'l Univ/Steve Kairalla	1401 79th St. Causeway, N. Bay Village, FL., 33141 3000 NE 151st Street, North Miami, FL 33181	305-751-6692 305-919-5500
2025-015	3/10/2025	7/11/2025	Post-Production/VIZ Editor	Job Fair WSVN Website WSVN Employee	1 2 1	x	Lynn University WSVN Website Phil Olstein	3601 N. Military Trl, Boca Raton, FL 33431 www.wsvn.com 1401 79th St. Causeway, N. Bay Village, FL., 33141	561-237-7000 305-751-6692
2025-016	3/19/2025	4/8/2025	Writer - Nightside	In-House Applicant	1	x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2025-017	3/19/2025	7/18/2025	On-Line TIF 8am Producer	In-House Applicant	1	x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2025-018	4/29/2025	7/25/2025	Reporter	Agency	1	x	Kenicia Cross/OTA Talent	1035 W. North Ave., Chicago, IL 60642	619-218-5391
2025-019	4/1/2025	5/23/2025	Photographer	Walk-in/Self	1	x	Walk-in/Self		
2025-020	4/3/2025	4/10/2025	Non Linear Editor -PM	School/Former Employee	1	x	Fla Int'l Univ/Steve Kairalla	3000 NE 151st Street, North Miami, FL 33181	305-919-5500
2025-023	4/8/2025	5/2/2025	Traffic Log Editor	WSVN Website	1	x	WSVN Website	www.wsvn.com	
2025-024	4/8/2025	7/2/2025	Account Executive	WSVN Website WSVN Employee	1 1	x	WSVN Website Kim Witker	www.wsvn.com 1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2025-025	4/8/2025	5/2/2025	Sales/Traffic Coordinator	WSVN Website	1	x	WSVN Website	www.wsvn.com	
2025-026	4/8/2025	6/6/2025	Writer - TIF	School/Former Employee	1	x	Fla Int'l Univ/Steve Kairalla	3000 NE 151st Street, North Miami, FL 33181	305-919-5500
2025-027	4/8/2025	7/18/2025	Account Executive	Walk-in/Self	1	x	Walk-in/Self		
2025-031	4/25/2025	5/9/2025	Maintenance Technician	In-House Applicant	1	x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2025-033	4/28/2025	6/19/2025	HR Generalist/Payroll Clerk	In-House Applicant Job Fair WSVN Website	1 2 1	x	IN-HOUSE City of Miramar WSVN Website	1401 79th St. Causeway, N. Bay Village, FL., 33141 2400 Civic Center Place, Miramar, FL 33025 www.wsvn.com	305-751-6692 954-602-3818
2025-034	5/5/2025	7/2/2025	Reporter	Former Employee	1	x	Nancy Lynch	28 Cross Street, Norwalk, CT 06851	203-849-1321
2025-035	5/8/2025	7/2/2025	On-Line 10pm Producer	WSVN Website	1	x	WSVN Website	www.wsvn.com	
2025-036	5/19/2025	7/2/2025	Photographer	WSVN Employee	1	x	Orlando Montejo	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2025-037	5/23/2025	6/6/2025	Traffic/Sales Clerk	WSVN Employee	1	x	Edwin Lester	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2025-038	5/28/2025	6/13/2025	Production Assistant/Satellite Coordinator	WSVN Website	2	x	WSVN Website	www.wsvn.com	
2025-039	5/29/2025	7/11/2025	Meteorologist	WSVN Employee	1	x	Craig Stevens	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2025-043	6/30/2025	7/11/2025	MC Operator	In-House Applicant	1	x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2025-044	6/30/2025	7/18/2025	MC Operator	In-House Applicant	1	x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692

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2025-048	7/11/2025	8/8/2025	Non Linear Editor -PM	School WSVN Website	1 x 1	Miami-Dade College WSVN Website	11380 NW 27th Avenue, Miami, FL 33167 www.wsvn.com	305-237-1000
2025-049	7/11/2025	8/22/2025	Viz CG Operator	In-House Applicant WSVN Employee	1 1 x	IN-HOUSE Justin Dorelas	1401 79th St. Causeway, N. Bay Village, FL., 33141 1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692 305-751-6692
2025-052	7/21/2025	8/14/2025	Dayside M-F Assignment Editor	In-House Applicant	1 x	IN-HOUSE	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2025-054	7/22/2025	8/8/2025	Writer - TIF	School/Former Employee	1 x	Fla Int'l Univ/Steve Kairalla	3000 NE 151st Street, North Miami, FL 33181	305-919-5500
2025-056	7/21/2025	8/8/2025	Non Linear Editor - AM	WSVN Website	3 x	WSVN Website	www.wsvn.com	
2025-061	8/7/2025	8/21/2025	Maintenance Technician	WSVN Employee	1 x	Giselle Miranda	1401 79th St. Causeway, N. Bay Village, FL., 33141	305-751-6692
2025-064	8/22/2025	9/25/2025	Excutive Producer	WSVN Website Classified Ad	1 x 1	WSVN Website Indeed	www.wsvn.com www.indeed.com	
2025-068	9/8/2025	9/18/2025	Maintenance Technician	WSVN Website	1 x	WSVN Website	www.wsvn.com	