

Equal Opportunity Employment Report
SCHOOL BOARD OF MIAMI-DADE COUNTY, FLORIDA (LICENSEE)

WLRN TV, WLRN FM, WKWM FM

EEO Public File Report

October 1, 2023

This EEO Public File Report is being filed for the Licensee in the Online Public Inspection Files for Stations WLRN-TV, WLRN-FM, and WKWM-FM, pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's (FCC) rules.

Primary responsibility for the Licensee's EEO program now rests with Andrew Ruiz, the WLRN Management Liaison at the stations.

HIRING

- WLRN Management Liaison- Senior Management Position was posted twice and was listed on the Miami-Dade County Public School's website (one of the largest employers in Florida), the Public Media Jobs Board, Indeed, LinkedIn, Monster, The Association for Women in Communications, and Public Relations Society of America. None had requested notifications. Nine people applied, of which two candidates were interviewed. The ultimate hire learned of the position from LinkedIn. Date of hire was October 31, 2022.
- Assistant Chief Engineer- The position was posted twice and with licensee Miami-Dade County Public School's website & Twitter account (one of the largest employers in Florida), TVjobs.com and LinkedIn. A large and diverse pool of applicants applied and six were interviewed over two listings. Three received finalist interviews. The ultimate hire learned of the position from LinkedIn. Date of hire was July 12, 2023.

INITIATIVES

Training

Licensee's Management level personnel, including managers at the Stations, are provided EEO training to ensure Equal Employment Opportunity and prevent discrimination.

All Licensee Station employees received training on how to identify forms of harassment in the workplace, and how to report suspected harassment through a required webinar provided by the Corporation for Public Broadcasting.

Internship Programs

HIGH SCHOOL INTERNSHIP PROGRAM

The WLRN High School Internship Program provides students the opportunity to experience real-life professional roles in an award-winning media enterprise. Students were vetted for these specific

internship positions and were required to deliver their resumes and attend a “job” interview with their assigned WLRN internship supervisor. Each student intern was monitored using quarterly grade evaluations.

WLRN Television Production Intern:

Miami Senior High School student: for credit / part-time /School Year

WLRN News Intern:

Miami Coral Park High School student: for credit / part-time /School Year

COLLEGE INTERNSHIP PROGRAM

This yearly program, for local university and college students, offers opportunities for paid and academic credit internships in journalism and digital media. The goal of the program is to provide students with an opportunity to learn and develop practical skills through real work experience. Staff members who oversee interns often maintain relationships with them for future part-time or full-time opportunities at WLRN or openings at other broadcast stations in the area.

Fall 2022 Radio Interns

- Florida International University student: for credit / paid / part-time (now hired part-time as of 8/2023)
- Miami Dade College and Florida International University student: for credit / paid / part-time (now hired full-time as of 9/1/2023)
- Florida International University student: for credit / paid / part-time

Spring 2023 Radio Interns

- University of Florida student: for credit / paid / part-time

Summer 2023 Radio Interns

- University of Florida student: for credit / paid / full-time