

WESH-TV, WKCF-TV
EEO PUBLIC FILE REPORT
October 1, 2024 - September 30, 2025

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Local News Reporter Open Date: 2/20/2024 Hire Date: 1/6/2025	1-8, 10, 12-19, 21-25, 27, 29-30, 32-41	1
Writer Producer Open Date: 5/21/2024 Hire Date: 10/28/2024	2-19, 21-25, 27-30, 32-41	4
Account Executive Open Date: 7/31/2024 Hire Date: 8/1/2025	2-3, 5-7, 9-19, 21-25, 27, 29-30, 32-41	9
Executive Producer Open Date: 8/20/2024 Hire Date: 9/2/2025	2-7, 9-10, 12-19, 22-25, 27, 29-30, 32-41	4
Executive Producer Open Date: 8/20/2024 Hire Date: 8/1/2025	2-7, 9-10, 12-19, 22-25, 27, 29-30, 32-41	9
Reporter Open Date: 10/15/2024 Hire Date: 1/6/2025	2-7, 10, 12-19, 22-25, 27, 29-30, 32-41	4
Master Control Operator Open Date: 11/4/2024 Hire Date: 1/1/2025	2-3, 5-7, 9-20, 22-25, 27, 29-41	11
Master Control Operator Open Date: 11/4/2024 Hire Date: 2/9/2025	2-3, 5-7, 9-20, 22-25, 27, 29-41	9
Maintenance Technician Open Date: 11/7/2024 Hire Date: 12/3/2024	2-3, 5-7, 9-10, 12-19, 22-25, 27, 29-41	9
Photojournalist Open Date: 11/7/2024 Hire Date: 1/6/2025	2-7, 9-10, 12-19, 22-25, 27, 29-30, 32-41	4
Photojournalist Open Date: 12/18/2024 Hire Date: 2/2/2025	2-7, 10, 12-19, 22-25, 27-30, 32-41	4
Digital Producer Open Date: 1/27/2025 Hire Date: 3/2/2025	2-7, 10, 12-19, 21-25, 27-30, 32-41	4
Anchor Reporter Open Date: 3/11/2025 Hire Date: 6/7/2025	1-3, 5-7, 9-19, 22-25, 27, 29-30, 32-41	1
Photojournalist Open Date: 3/11/2025 Hire Date: 5/11/2025	2-7, 10, 12-19, 22-25, 27, 29-30, 32-41	4

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Broadcast Systems Technician Open Date: 3/17/2025 Hire Date: 8/10/2025	2-7, 10, 12-25, 27, 29-30, 32-41	4
Broadcast Systems Technician Open Date: 3/17/2025 Hire Date: 7/14/2025	2-7, 10, 12-25, 27, 29-30, 32-41	20
News Photojournalist Open Date: 5/2/2025 Hire Date: 7/7/2025	2-8, 10, 13-19, 22-25, 27, 29-30, 32-41	4
Sales Account Executive Open Date: 5/2/2025 Hire Date: 7/22/2025	2-7, 10, 13-19, 22-27, 29-30, 32-41	4
News Producer Open Date: 5/2/2025 Hire Date: 8/6/2025	2-7, 9-10, 12-19, 22-25, 27, 29-30, 32-41	9
Newscast Director Open Date: 7/3/2025 Hire Date: 8/18/2025	2-7, 9-10, 12-25, 27-30, 32-41	9
Editor Open Date: 7/3/2025 Hire Date: 8/18/2025	2-7, 10, 12-19, 22-25, 27-30, 32-41	4
News Photojournalist Open Date: 7/8/2025 Hire Date: 9/29/2025	2-7, 10, 12-19, 22-25, 27, 29-41	4
News Photojournalist Open Date: 7/8/2025 Hire Date: 9/28/2025	2-7, 10, 12-19, 22-25, 27, 29-41	4

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Agency Referral	N	9
2	Alabama State University 915 S. Jackson Street Montgomery, Alabama 36104 Phone : 334/229-4493 Url : http://www.alasu.edu David Okeowo Manual Posting	N	0
3	Bates College Broadcast/Production Program 1101 S Yakima Ave Tacoma, Washington 98405 Phone : 253-680-7761 Email : kwitkoe@Batestech.edu Ken Witkoe	N	0
4	Careers.HearstTelevision.com 214 N. Tryon St Charlotte, North Carolina 28202 Url : http://careers.hearsttelevision.com/ Email : htv.careers@hearst.com Career Services	N	82
5	Central Florida Employment Council 450 Seminola Blvd Casselberry, Florida 32707 Phone : 407/834-4223 Url : http://www.cfec.org Email : cfec@cfec.org Fax : 1-407-260-2949 Paulette Weir	Y	0
6	Central Florida Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407/841-7654 Url : http://www.cful.org Email : srichardson@cful.org Fax : 1-407-841-9114 S Richardson	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Columbia University 2950 Broadway New York, New York 10027 Phone : 212/854-8608 Url : http://www.journalism.columbia.edu Melissa McLainey Manual Posting	N	0
8	Corporate Recruiter	N	3
9	Current Employee	N	14
10	Daytona State College 1200 W. International Speedway Blvd. Room 205, Bldg 100 Daytona Beach, Florida 32120 Phone : 386/506-3687 Url : http://www.daytonastate.edu Career Services Manual Posting	Y	0
11	Employee Referral	N	5
12	Everglades University 850 Trafalgar Court Maitland, Florida 32751 Phone : 407.277.0311 Kimberly Burns Manual Posting	N	0
13	Finding the Lost Sheep Post Office Box 770591 Winter Garden, Florida 34777 Phone : 321-354-8885 Email : info@findingthelostsheep.com Sharee Hodge	Y	0
14	Florida A & M University 100 Student Union Plaza Tallahassee, Florida 32307 Phone : 850-599-8808 Url : http://www.famu.edu Email : cecile.washington@famu.edu Cecile Washington	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Florida Association of Broadcasters 201 South Monroe Street Suite 201 Tallahassee, Florida 32301 Phone : 850/681-6444 Url : http://www.fab.org Email : Lvarn@fab.org Fax : 1-850-222-3957 Lindsay Varn	Y	0
16	Florida State University A-4100 University Center Tallahassee, Florida Phone : 850/644-4023 Url : http://www.fsu.edu Email : Reception@admin.fsu.edu Debbie Crowder	Y	0
17	Goodwill Industries of Central Florida, Inc. 1356 E. Vine St Kissimmee, Florida 34744 Phone : 407/847-0696 Url : http://www.goodwillcfl.org Email : dMoraza@goodwillcfl.org Fax : 1-407-847-0696 Damaris Moraza	Y	0
18	Goodwill Industries-Self-Sufficiency Job Center 515 W. Central Blvd. Orlando, Florida 32801 Phone : 407/872-0770 Url : http://www.goodwillcfl.org Email : jobconnection@goodwillcfl.org Fax : 1-407-872-0256 M Lonnquist	Y	0
19	Howard University School of Communication 525 Bryant Street, NW Washington, District of Columbia 20059 Phone : 202/806-5806 Url : http://www.howard.edu Email : Cdudley@Howard.edu Fax : 1-202-986-2911 Carol Dudley	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	Indeed.com 177 Broad Street, 6th Floor Stamford, Connecticut 06901 Phone : 646 -589 -6802 Url : www.indeed.com Megan Brown Manual Posting	N	5
21	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 650-687-3600 Url : http://www.linkedin.com Career Services Manual Posting	N	26
22	Long Island University-CW Post Campus 720 Northern Blvd Kumble Hall Brookville, New York Phone : 516-299-2251 Url : http://www.liu.net.edu Email : post-careersuccess@liu.edu Career Services	Y	0
23	MediaBistro 825 Eighth Avenue, 29th Floor New York, New York 10019 Phone : (800) 205-7792 Career Services Manual Posting	N	0
24	National Lesbian & Gay Journalists Association 1420 K. Street, NW Suite 910 Washington, District of Columbia 20005 Phone : 202/588-9888 ext 10 Email : info@nlgja.org Fax : 1-202-588-1818 David Barre	Y	0
25	New York University - Wasserman Ctr for Development 133 E. 12th Street 2nd Floor New York, New York 10003 Phone : 214/998-4730 Url : http://www.nyu.edu/careerdevelopment Trudy Steinfeld Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Non-Employee Referral	N	1
27	Northwestern University - Medill School 1845 Sheridan Road Evanston, Illinois Phone : 847/467-1238 Url : http://www.medill.northwestern.edu Lonnie Dunlap Manual Posting	N	0
28	Producers Guild of America 8530 Wilshire Blvd Beverly Hills, California 90211 Url : https://jobs.producersguild.org/ Career Services Manual Posting	N	0
29	RecruitMilitary 422 West Loveland Ave Loveland, Ohio 45140 Phone : 5136835020 Robert Walker Manual Posting	N	0
30	Seminole State College 100 Weldon Blvd. Sanford, Florida 32773 Phone : 407/708-2294 Url : http://www.seminolestate.edu/careers Career Development Center Manual Posting	Y	0
31	Society of Broadcast Engineers 9102 N Meridian St Ste 150 Indianapolis, Illinois Phone : 317-846-9000 Scott Jones Manual Posting	N	0
32	State of FL - Dept of Ed.-Division of Voc. Rehab. 3555 Maguire Blvd Suite 205 Orlando, Florida 32803 Phone : 407/897-2725 Url : http://www.fldoe.org Email : Nancy.Pritchard@vr.fldoe.org Fax : 1-407-897-2752 Nancy Pritchard	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	TVJobs.com P.O. Box 4116 Oceanside, California 92052 Phone : 760/754-8177 Url : http://www.tvjobs.com Mark Holloway Manual Posting	N	0
34	University of Central Florida - Career Resource Center P.O.Box 160165 Admin. Bldg, Suite S124 Orlando, Florida Phone : 407/823-2361 Url : http://www.career.ucf.edu Veena Garib Manual Posting	N	0
35	University of Colorado at Boulder 1511 University Avenue #478 UCB Boulder, Colorado 80309 Phone : (303) 492-5480 Url : http://colorado.edu/ Christine Mahoney Manual Posting	Y	0
36	University of FL-College of Journalism & Communications 2081 Weimer Hall Gainesville, Florida 32611 Phone : 352/392-0463 Url : http://www.jou.ufl.edu/knight/jobintern/ David Ostroff Manual Posting	N	0
37	University of Maryland-Phillip Merrill College of Journalism 1117 Journalism Building 1 College Park, Maryland 20742 Phone : 301-405-7247 Url : http://www.journalism.umd.edu Email : kdenny12@umd.edu Adrienne Flynn	N	0
38	University of Michigan 515 E Jefferson St Ann Arbor, Michigan Career Services Manual Posting	N	0

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39	Valencia Community College - Career Placement 8600 Valencia College Lane Orlando, Florida 32825 Phone : 407/582-2726 Url : http://valenciacc.edu/careerdevelopment Merling Anglade Manual Posting	Y	1
40	Western Carolina University 205 E. Killian Annex Cullowhee, North Carolina 28723 Phone : 828/227-3851 Url : http://jobs.wcu.edu Donald Connelly Manual Posting	Y	0
41	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			146

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/1/2024	Participation in other activities designed by the station employment unit	During the reporting period, a total of 382 public service announcements were broadcast within our 5 Central Florida stations. (NBC affiliate) WESH-TV aired 48; CW affiliate WKCF-TV aired 96; (Classic Retro Network) MeTV aired 96; (Hispanic Language Network) Estrella TV aired 48; and (Crime Show Network) True Crime aired 96. The broadcast verbiage reads as follows: "WESH-TV, an equal opportunity employer, is dedicated to providing broad outreach regarding job vacancies. We seek the help of local organizations in referring qualified applicants to our station. If your organization is interested in receiving notifications on job vacancies at WESH-TV, please contact Human Resources at WESH-TV 1021 North Wymore Road Winter Park, Florida 32789 or call 407-645-2222."	1	Executive Assistant, WESH-TV/WKCF-TV
2	10/1/2024	Participation in events sponsored by organizations representing the community	During the reporting period, President and General Manager John Soapes, represented the station in leadership roles. Whether virtually or in person, he was an active participant during meetings as: 1. An Executive Committee Chair Elect for the Florida Association of Broadcasters. The FAB fosters and promotes the development of the art of broadcasting by encouraging and advocating customs and practices which are in the best interest of the public and broadcasting industry; 2. A Florida Citrus Sports board member, this is a non-profit event management organization that dedicates itself to having a positive impact in the Orlando region while enhancing the quality of life in Central Florida through world-wide events; and 3. A member of the Board of Directors of the Central Florida Council of Boy Scouts of America. The CFL BSA program instills timeless values of character, citizenship, and leadership to youth participants.	1	President & General Manager, WESH-TV/WKCF-TV

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3	10/1/2024	Establishment of training programs for station personnel	During the reporting period Cameron Lau, a graduate of Oral Roberts University in Tulsa, Oklahoma participated in the Hearst Sales Development Program. He was guided by Dave Riva, General Sales Manager and Samatha Johnson, Local Sales Manager, WKCF-TV. Designed to train and develop entry level Sales Account Associates for a future Account Executive role within Hearst Television Sales, the 10-to-12-month comprehensive training program has a defined outline and milestone goals that must be achieved. Detailed objectives are tracked by the Sales management team and reported to corporate management. Cameron Lau successfully completed the program and was promoted to Account Executive for WKCF-TV on August 1, 2025.	3	Sales Account Executive, WKCF-TV General Sales Manager, WKCF-TV Local Sales Manager, WKCF-TV
4	10/1/2024	Establishment of training programs for station personnel	During the reporting period, Lyndsey Mattioli, Payroll and HR Coordinator, completed several HearstEDGE voluntary self-led training courses. They included "Professional in Human Resources," "Recruiting," "HR Law," "Diversity and Inclusion Overview," "Ethics Essentials," and the "Harvard Model of Human Resource Management."	1	Payroll & HR Coordinator, WESH-TV/WKCF-TV

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5	10/1/2024	Establishment of an intern program designed to assist members of the community	<p>The WESH-TV/WKCF-TV News Internship Program is a paid, rigorous, and highly competitive hands-on experience. Participants learn the operations of our broadcast television station and develop News writing, producing, reporting, and/or digital media skills. Designed to prepare them for work in a real newsroom, they learn every aspect of News production. Internships are also available in production/studio operations, marketing/promotions, and the weather department. The eligibility requirements are enrollment in a University/College/Technical school; documentation that college credit will be earned; and it is an integral part of the curriculum. To apply, the student submits a cover letter that indicates their desired semester - Spring, Summer, or Fall; department preference; and their available dates, days, and hours. In the Newsroom - interns work alongside Reporters, Producers, and News Managers. In Production/Studio Operations - they have hands-on training on the technical aspects of live News broadcasts which include robotic cameras, floor directing, and lighting. In Digital - students are taught how to include content to digital platforms and research, write, and publish stories for wesh.com. In Weather - a working knowledge of a meteorology curriculum or closely related program of study is a must, as they will learn the necessary skills in creating and delivering forecast information online and for television audiences. In Marketing/Promotion - skills in marketing, advertising, promotion, and production are required. On their first day, there is an internship orientation where they are introduced to the News teams, learn about intern success stories, receive a station tour, and obtain their assignments. During the reporting period, the interns were at</p>	10	<p>News Director, WESH-TV Assistant News Director, WESH-TV Digital Content Manager, WESH-TV News Operations Manager, WESH-TV</p>

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			the station - Fall semester - 1 Digital Producer (News); Winter semester - 1 Sports (News) and 1 Producer (News); and Summer semester - 4 (News); 1 (Digital); 1 (Meteorology); and 1 (Production).		
6	10/4/2024	Participation in events or programs sponsored by educational institutions	On October 4, 2024, Anchor/Reporter Sanika Dange and Photojournalist Mike Kirby, spoke to a Video Production class at the Buffalo Ridge Campus of The Villages Charter Middle School. They discussed their careers and the positions required for a successful broadcast television station's operation.	2	Anchor/Reporter, WESH-TV Photojournalist, WESH-TV
7	10/19/2024	Participation in events or programs sponsored by educational institutions	On October 19, 2024, Meteorologist Eric Burris emceed the Dede Schaffner Seminole County Public School's "Marching Band Festival" at Winter Springs High School. It featured a competition and exhibition of high school marching bands.	1	Meteorologist, WESH-TV
8	10/20/2024	Participation in events or programs sponsored by educational institutions	On October 20 and October 21, 2024, News Director Stephanie Linton, visited the University of Florida. She attended the Journalism Advisory Council meetings, the "Careers in Communication Fair," and watched and critiqued "First at Five;" a daily newscast produced by the university's Journalism students. Held in the Reitz Union Grand Ballroom, Gainesville, News Directors from WBBH-TV - Gulf Coast News and WPBF-TV attended.	1	News Director, WESH-TV
9	10/23/2024	Participation in events or programs sponsored by educational institutions	On October 23, 2024, Veronica Serrano Padillo Director of Programming and Public Affairs, met with student participants in the Oakridge High School Junior Achievement Senior 3DE Consultancy Project. In the partnership's second year, they were challenged to create a content and marketing plan that the station could implement to attract younger viewers to local news.	1	Director of Programming and Public Affairs, WESH-TV/WKCF-TV

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10	10/25/2024	Participation in other activities designed by the station employment unit	The station's employees have access to "Hearst EDGE," an internal learning management system presented by Hearst. During the reporting period, they completed several self-lead training and informational modules that were either assigned and/or unassigned. Some of the forward-thinking modules were: Unlocking Generative AI; Introductions to Macros; Succeeding in a Results Driven Environment; AI and Machine Learning Basics; AI and Data Privacy; Four ways to Build a Human Company in the Age of Machines; Innovating at NASA: Women in Motion; and Six Ethical Questions About the Future of AI.	6	Business Manager, WESH-TV/WKCF-TV Broadcast Systems Technician, WESH-TV/WKCF-TV Photojournalist, WESH-TV Digital Account Manager, WESH-TV/WKCF-TV
11	10/26/2024	Participation in events or programs sponsored by educational institutions	On October 26, 2024, Anchor/Reporter Christina Watkins, emceed "A Night of Impact' fundraising gala. The annual fundraiser supports and benefits Seminole County Public Schools. It also showcases the impact donations have on education by making students' educational dreams come true. The event was held at the Orlando Marriott in Lake Mary.	1	Anchor/Reporter, WESH-TV
12	10/30/2024	Participation in events sponsored by organizations representing the community	On October 30, 2024, Meteorologist Eric Burris spoke to members of the Rotary Club of Dr. Phillips. He discussed the importance of hurricane preparedness, storm predicting, and forecasting weather conditions. The event was held at the Arnold Palmer Bay Hill Club and Lodge, Orlando.	1	Meteorologist, WESH-TV
13	11/6/2024	Participation in events or programs sponsored by educational institutions	On November 6, 2024, Meteorologist Marquise Meda, spoke to attendees during the STEAM - SCIENCE - TECHNOLOGY - ENGINEERING - ART - MATH career expo. It was held at Lake Nona High School in Orlando.	1	Meteorologist, WESH-TV

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14	11/6/2024	Participation in events or programs sponsored by educational institutions	On November 6, 2024, News Director Stephanie Linton joined the webinar, "Beyond the Brochure: Maintaining Engagement Post Career Fairs." Hosted by the University of Florida's Career Connections Center (C3), the webinar was designed for trailblazing recruiters. The presenters for the game changing session were Jesus Batista and Peter McClary. The topics covered were: Sustained Engagement, Continuous Connections, Recruitment Optimization, and Professional Development.	1	News Director, WESH-TV
15	11/6/2024	Participation in events or programs sponsored by educational institutions	On November 6, 2024, Meteorologist Marquise Meda, was a guest speaker during Lake Minneola High School's "College Career Day." He spoke about his role as a Combat Weather Forecaster in the United States Air Force, educational tools needed for a career as a broadcast television Meteorologist, and weather predictions.	1	Meteorologist, WESH-TV
16	11/7/2024	Participation in events or programs sponsored by educational institutions	On November 7, 2024, Anchor/Reporter Stewart Moore, an alumnus of Florida State University, spoke with a Communications class via Zoom. He discussed his role in television broadcasting, covering breaking news, and indebt memorable stories, including Hurricanes Ian, Nicole, and Milton.	1	Anchor/Reporter, WESH-TV
17	11/12/2024	Participation in events or programs sponsored by educational institutions	On November 12, 2024, Meteorologist Kellianne Klass, participated in Goldsboro Elementary School's "Teach-In." She discussed her career, weather forecasting, and the 2024 hurricane season. She emphasized the devastation caused by Hurricane Helene from the west coast of Florida through Georgia, the Carolinas, and Virginia. Along with Hurricane Milton's destructive path from the west coast of Florida to Central Florida to the east coast of Florida and the havoc it caused.	1	Meteorologist, WESH-TV

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18	11/12/2024	Participation in events or programs sponsored by educational institutions	On November 12 and November 13, 2024, the station's on-air talent participated in "Teach-In" activities in several Central Florida public schools. Anchor/Reporters Sheldon Dutes (Millennium Middle School); Jason Guy (Longwood Elementary School and Heathrow Elementary School); Stewart Moore (Longwood Elementary School and Wicklow Elementary School); Meteorologists Eric Burris (Lake Howell High School, Eastbrook Elementary School, and Rainbow Elementary School); Kellianne Klass (Goldsboro Elementary School and Heathrow Elementary School); and Marquise Meda (Heritage Middle School and Rainbow Elementary School.) They discussed their educational backgrounds and individual career paths.	6	Meteorologist, WESH-TV Anchor/Reporter, WESH-TV Meteorologist, WESH-TV Anchor/Reporter, WESH-TV
19	11/12/2024	Participation in events or programs sponsored by educational institutions	On November 12, 2024, Meteorologist Eric Burris, participated in Eastbrook Elementary School's PTA STEM - SCIENCE-TECHNOLOGY-ENGINEERING-MATHMATICS night.	1	Meteorologist, WESH-TV
20	11/12/2024	Participation in events or programs sponsored by educational institutions	On November 12, 2024, Photojournalist Mike Kirby, attended Casselberry Elementary School's "Career Day" and spoke about his career in television news.	1	Photojournalist, WESH-TV
21	11/13/2024	Participation in events or programs sponsored by educational institutions	On November 13, 2024, Meteorologist Marquise Meda, participated in the "Science Night" event at Heritage Middle School in Deltona. He discussed his career, weather forecasting, and the 2024 hurricane season. He emphasized the impact Hurricanes Helene and Milton had on Florida, but specifically on Central Florida. Several organizations set-up booths to talk about science to the 6th, 7th, and 8th graders.	1	Meteorologist, WESH-TV

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22	11/19/2024	Participation in events or programs sponsored by educational institutions	On November 19, November 20, and November 21, 2024, the station's employees participated in "Teach-In" activities in several Central Florida public schools. Maria Commerford, News Operations Manager (Azalea Park Elementary School, the TV Crew at Hillcrest Elementary School, and Avalon Elementary School); Pamela Comme, Reporter (Timbercrest Elementary School); Anchor/Reporters Jesse Pagan (Deltona Lakes Elementary School and Aloma Elementary School); Stewart Moore (Ocoee High School); Summer Knowles (Pinewood Elementary School and Hungerford Elementary School); Christina Watkins (Midway Elementary School); Sanika Dange (Sun Blaze Elementary School); and Chief Meteorologist Tony Mainolfi (Cheney Elementary School, Cypress Springs Elementary School, and Hidden Oaks Elementary School). They talked about their careers and specific roles in television broadcasting.	7	Anchor/Reporter, WESH-TV Anchor/Reporter, WESH-TV Meteorologist, WESH-TV Chief Meteorologist, WESH-TV
23	11/19/2024	Participation in events or programs sponsored by educational institutions	On November 19, 2024, Meteorologist Eric Burris, participated in the Winter Springs Elementary School's STEAM - SCIENCE-TECHNOLOGY-ENGINEERING-ARTS - MATHEMATICS night.	1	Meteorologist, WESH-TV
24	11/21/2024	Participation in events sponsored by organizations representing the community	On November 21, 2024, Chief Meteorologist Tony Mainolfi, received the "Neighborhood Leader's Award" from the Citizens of Orange County. It recognized the importance of his sensible and trustworthy weather forecasting, especially during "Impact Weather," like hurricanes and severe storms.	1	Chief Meteorologist, WESH-TV

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
25	12/2/2024	Participation in events or programs sponsored by educational institutions	On December 2, 2024, January 8, February 5, March 4, and March 10, 2025, coaching sessions were held for the Jr. Achievement 3DE Senior Consultancy program. Several station employees participated as facilitators for the project with a focus on how to engage today's youth in television news. Veronica Serrano Padilla, Director of Programming and Public Affairs; Stephanie Linton, News Director; Belal Jaber, Executive Producer; and Cam Tran, Meteorologist attended the sessions held at Oak Ridge High School, Orlando.	4	Director of Programming and Public Affairs, WESH-TV/WKCF-TV Executive Producer, WESH-TV News Director, WESH-TV Meteorologist, WESH-TV
26	12/4/2024	Participation in events or programs sponsored by educational institutions	On December 4, 2024, students and faculty from Florida Atlantic University's School of Communication and Multimedia Studies visited the station. They watched WESH 2 News at 9a from Studio 2 and the Control Room, followed by a question-and-answer session in Studio 3, gained knowledge about the internship program, and watched Chopper 2 land on the helicopter pad. The visit was part of their annual "Industry Exploration" trip; it's an experiential learning opportunity that connects high-performing students from the college with industry professionals in cities across the nation. They spent 3 days in Orlando and visited 9 companies.	4	Anchor/Reporter, WESH-TV Anchor/Reporter, WESH-TV Meteorologist, WESH-TV Director, WESH-TV
27	12/12/2024	Participation in events sponsored by organizations representing the community	On December 12, 2024, Meteorologist Marquise Meda, a former Combat Forecaster for the United States Air Force and Kevin Johnson, SFC United States Army (Retired) and Director of Veteran Recruiting Hearst Corporation, attended the "RecruitMilitary" career recruiting fair. It was held at the Avanti Palms Convention Hall, Orlando. There were 153 attendees, and they spoke to 28 of them about career opportunities in broadcast television.	1	Meteorologist, WESH-TV

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28	12/17/2024	Participation in events or programs sponsored by educational institutions	On December 17, 2024, John Denn Middle School's Journalism/TV Production/Yearbook 8th grade class visited the station. They were given a tour; saw Chopper 2 on the landing pad; viewed the Satellite Truck; watched WESH 2 News at Noon from the Control Room and Studio 2; and participated in a question-and-answer session with Anchor/Reporter Nancy Alvarez.	1	Anchor/Reporter, WESH-TV
29	12/19/2024	Participation in other activities designed by the station employment unit	On December 19, 2024, Joe Trentley Business Manager, was selected by the American Corporate Partners (ACP) to mentor a United States Air Force Veteran with a background in Human Resources. The goal is to ensure participants have the necessary tools to successfully transition from the military to the civilian workforce. Meeting once per month via Zoom, during the year-long the program, the mentee was introduced to Kristin Hanson, Vice President Human Resources, Hearst Television. She gave her perspective on private sector employment and provided Human Resource tips. In addition, the mentee met with Kevin Johnson, SFC United States Army (Retired) and Director of Veteran Recruiting, Hearst Corporate.	1	Business Manager, WESH-TV/WKCF-TV
30	1/15/2025	Participation in events or programs sponsored by educational institutions	On January 15, 2025, Meteorologist Marquise Meda, students, and their families learned and experienced so much when they attended the STEAM - SCIENCE/TECHNOLOGY/ENGINEE RING/ARTS/MATHEMATICS night at Lake Nona Middle School, Orlando.	1	Meteorologist, WESH-TV
31	1/15/2025	Participation in events or programs sponsored by educational institutions	On January 15, 2025, Dave Riva, General Sales Manager WKCF-TV, attended the University of Central Florida's "Professional Selling Program" meet and greet event. The purpose was to recruit a student from this year's Senior class to become a mentee with the Sales team.	1	General Sales Manager, WKCF-TV

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32	1/16/2025	Participation in events or programs sponsored by educational institutions	On January 16, 2025, Anchor/Reporter Summer Knowles, hosted 20 students and 4 teachers from Jones High School, Colonial High School, Evans High School, and Oakridge High School. She discussed her career as an Anchor and Reporter, they were given a station tour and watched WESH 2 News at 4p from Studio 2. The Elevate program equips participants and graduates with the tools they need to thrive, succeed, and contribute to their communities.	1	Anchor/Reporter, WESH-TV
33	1/17/2025	Participation in events or programs sponsored by educational institutions	On January 17, 2025, Anchor/Reporter Nancy Alvarez anchored Orange County Public Schools "Stellar Awards." The program recognizes outstanding staff who exemplify positive standards for their students.	1	Anchor/Reporter, WESH-TV
34	1/25/2025	Participation in events sponsored by organizations representing the community	On January 25, 2025, Eric Burris, Meteorologist; Maria Commerford, News Operations Manager; and Dan Bascuit, Pilot for Chopper 2 participated in the "Aerospace and Atlantic Aviation Day" at the Orlando Sanford International Airport. The purpose was to inspire Seminole County students to follow their aspirations for careers in science, engineering, aviation, or aerospace. Interviews were conducted with the Dean of Seminole State College, NASA, and Blue Origin representatives. Attendees were given tours of WESH 2's Chopper 2, commercial, and military aircraft.	3	Meteorologist, WESH-TV News Operations Manager, WESH-TV Chopper 2 Pilot
35	1/28/2025	Participation in events sponsored by organizations representing the community	On January 28, 2025, Veronica Serrano Padilla Director of Programming and Public Affairs and Mark Moorer Senior Writer/Producer, WKCF-TV, attended the Junior Achievement "Inspire," a career expo held at the Osceola Heritage Park, Kissimmee. They met with several students and discussed their careers, employment opportunities, and the station's internship program. During this hands-on event, the 8th graders tested their anchoring skills on camera.	2	Director of Programming and Public Affairs, WESH-TV/WKCF-TV Senior Writer/Producer, WKCF-TV

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36	1/28/2025	Participation in events or programs sponsored by educational institutions	On January 28, 2025, Meteorologist Eric Burris, emceed the Seminole County Public Schools "Teacher of the Year" gala held at the Marriott International Parkway, in Lake Mary.	1	Meteorologist, WESH-TV
37	1/28/2025	Provision of training to management	During the reporting period, News Director Stephanie Linton, participated in the Hearst Management Institute (HMI) program held in The Opus Westchester in White Plains, New York. Hand selected managers participated in the comprehensive program.	1	News Director, WESH-TV
38	1/30/2025	Participation in events or programs sponsored by educational institutions	On January 30, 2025, Eric Burris Meteorologist, attended the Rainbow Elementary School STEM - Science - Technology - Engineering - Math event. He spoke to students about his career as a weather forecaster and showed them the Weather Lab vehicle. He explained its significance during "Impact Weather" days which include conditions like hurricanes, tornados, and severe thunderstorms that can affect Central Florida viewers.	1	Meteorologist, WESH-TV
39	2/1/2025	Participation in events sponsored by organizations representing the community	On February 1, 2025, Anchor/Reporter Nancy Alvarez and Photojournalist Jacob Arthur, attended the "Trinity Touch a Truck" event at Trinity Lutheran Church, Orlando. They discussed their broadcast roles and the functionality of two WESH 2 News vehicles, the Satellite Truck and Weather Lab, used for on-air coverage.	2	Anchor/Reporter, WESH-TV Photojournalist, WESH-TV
40	2/1/2025	Participation in events sponsored by organizations representing the community	On February 1, 2025, Chief Meteorologist Tony Mainolfi, was a presenter during the "Touch a Truck" severe weather awareness program presented by Seminole County Emergency Management. He discussed his meteorological career and the functionality of the Weather Lab vehicle driven on severe weather days. The event was held along the St. Johns River near Fort Mellon Park in Downtown Sanford.	1	Chief Meteorologist, WESH-TV

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41	2/7/2025	Participation in other activities designed by the station employment unit	The station's employees have access to a Hearst internal learning management system known as "Hearst EDGE." They completed several self-led training and informational modules. During the reporting period, several employees took courses that would enhance them professionally. Some of the modules were: Creating and Managing Project Timelines; Engaging Through Collaborative Dialogue; Succeeding in a Results - Driven Environment; Achieving Ambitious Goals with Olympian Nancy Kerrigan; Innovating at NASA: Women in Motion - featuring Nichelle Nicols; and 2025 Building Authentic Networks.	7	Director of Programming and Public Affairs, WESH-TV/WKCF-TV Maintenance Technician, WESH-TV Director of First Impressions, WESH-TV Executive Assistant, WESH-TV/WKCF-TV
42	2/7/2025	Participation in events or programs sponsored by educational institutions	On February 7, 2025, Dave Riva, General Sales Manager WKCF-TV; Neida Gotay, Sales Manager, Estrella TV; the General Sales Managers from WBBH-TV - Gulf Coast News and WPBF-TV attended a recruiting event. Hearst Television hosted a booth during the University of Central Florida's "Business Expo." It was a meet and greet for them to recruit business students for careers and internship opportunities in broadcast television sales.	2	General Sales Manager, WKCF-TV Sales Manager, Estrella TV

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43	2/11/2025	Participation in events sponsored by organizations representing the community	On February 11, 2025, Nancy Alvarez, Anchor/Reporter and Mike Gramajo, Assignment Editor, hosted 20 European students and their chaperones as part of the "World Orlando" program. It is an implementer of the United States Department of State's International Visitor Leadership Program (IVLP.) Basically, pitting a professional people-to-people exchange where they travel to businesses, meet government leaders and non-profit professionals, and engage in productive dialogue as they learn from one another. This year's project was titled: "Current U.S. Social, Political, and Economic Issues." The guests were from 15 countries including Albania, Bosnia, Denmark, Finland, Ireland, the Netherlands, and Turkey. The station visit helped them become better informed about the current state of broadcast news gathering and reporting.	2	Anchor/Reporter, WESH-TV Assignment Editor, WESH-TV
44	2/13/2025	Participation in events or programs sponsored by educational institutions	On February 13, 2025, Jesse Pagan Anchor/Reporter, spoke to University of Central Florida students who are members of the National Association of Hispanic Journalists (NAHJ) organization. He discussed his career, the development of show rundowns for news broadcasting, and the importance of covering breaking stories.	1	Anchor/Reporter, WESH-TV
45	2/16/2025	Participation in events sponsored by organizations representing the community	On February 16, 2025, Jesse Pagan Anchor/Reporter, participated as a celebrity bowler during the "Strikes for Stripes" Zebra Youth bowling fundraiser. It was held at the Aloma Bowling Lanes in Winter Park.	1	Anchor/Reporter, WESH-TV

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46	2/17/2025	Participation in events or programs sponsored by educational institutions	On February 17, 2025, Meteorologists Kellianne Klass and Cam Tran, hosted a second grader from Heathrow Elementary School. They shared the functionality of the Weather station and the data they gather to forecast the weather. She met with Anchors and was given a tour. With an interest in weather forecasting as a career, she wants to become a tornado storm chaser.	2	Meteorologist, WESH-TV Meteorologist, WESH-TV
47	2/18/2025	Participation in events or programs sponsored by educational institutions	On February 18, 2025, Executive Producer Balal Jaber, spoke to students enrolled in the Nicholson School of Communication and Media at the University of Central Florida, Orlando about media management.	1	Executive Producer, WESH-TV/WKCF-TV
48	2/18/2025	Establishment of a mentoring program	On February 18, 2025, April 10, 2025, June 10, 2025, and August 18, 2025. Michelle D. Bell, Executive Assistant, is a member of Hearst Television's Umoja group. She attended the "Coffee Chats" presented by higher-level management. The participants were Ken Murphy, Vice President of Information and Technology, Hearst Television; Stanley Herriott, Vice President Finance, Hearst Television; Lori Waldon, President and General Manager, KOAT-TV; and Ben Hart, President and General Manager, WJCL-TV. They discussed their careers, gave advice on the importance of networking, what the day-to-day workload looks like, and how representation shows that success can be achieved and attained.	1	Executive Assistant, WESH-TV/WKCF-TV

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49	2/20/2025	Establishment of training programs for station personnel	On February 20, 2025, Joe Trentley, Business Manager, Eric Head, Director of Engineering, and Kevin Orchard, General Sales Manager WESH-TV, attended the live launch of the "Valence A.I. Leadership Coach" workshop. The newly developed GenAI tool, an Artificial Intelligence Leadership Coach, was designed for professional growth and development. "Nadia", gave individually tailored advice on topics ranging from time prioritization to how to prepare for difficult conversations. There were over 200 Hearst Television leadership professionals who participated in the pilot that ran from February 2025 through April 2025.	2	Business Manager, WESH-TV/WKCF-TV General Sales Manager, WESH-TV Director of Engineering, WESH-TV/WKCF-TV
50	2/21/2025	Participation in events or programs sponsored by educational institutions	On February 21, 2025, Emily Harless, Producer, hosted students from the media program at Winter Park High School. They were given a station tour and participated in a question-and-answer session with the station's Anchors.	1	Producer, WESH-TV
51	2/21/2025	Participation in events sponsored by organizations representing the community	On February 21, 2025, Producer Jason Olson, was a panelist for the Florida Public Relations Association's Media Summit held at the Cocoa Civic Center. The topic was: "Navigating Crisis Situations with News Media." Attendees were engaged in discussions focusing on rebranding, crisis communications, and media preferences.	1	Producer, WESH-TV
52	2/22/2025	Participation in events or programs sponsored by educational institutions	On February 22, 2025, News Director Stephanie Linton, attended the Central Florida Association of Black Journalists "Boot Camp." Bethune-Cookman University and the University of Central Florida's National Association of Black Journalists student members participated. They learned skills to serve as foundations in media like interview preparations, securing internships, and fellowship opportunities. The event was held at Central Florida Public Media facility, Orlando.	1	News Director, WESH-TV

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53	2/22/2025	Participation in events or programs sponsored by educational institutions	On February 22, 2025, Eric Burris Meteorologist, hosted the Foundation for Seminole State College's "Dream Gala 2025." Proceeds from the event benefit Seminole State College's students through scholarships, faculty programs, and areas of the greatest need at the college. Since its inception, several students' educational dreams became a reality. The fundraiser was held at the Orlando Marriott, Lake Mary.	1	Meteorologist, WESH-TV
54	2/24/2025	Participation in events or programs sponsored by educational institutions	On February 24, 2025, Stephanie Linton News Director, participated as a panelist during the University of Florida's "Prepare for the Careers in Communication and HELPS Fairs." The purpose of this virtual event was to help students refine their resumes, discuss elevator pitches, and to reveal the importance of having a professional presence. This was all in preparation for the college's "Careers in Communications Fair" held on March 6, 2025, where students met with potential employers.	1	News Director, WESH-TV
55	2/26/2025	Participation in events or programs sponsored by educational institutions	On February 26, 2025, Kellianne Klass Meteorologist, met with Annunciation Catholic Academy 6th graders. She discussed her career, the day-to-day duties of gathering data to present an accurate weather forecast, and the importance of covering extreme weather conditions like hurricanes and tornadoes in order to keep Central Florida viewers safe and out of harm's way.	1	Meteorologist, WESH-TV

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56	2/26/2025	Participation in events sponsored by organizations representing the community	On February 26, 2025, Nancy Alvarez, Anchor/Reporter, hosted 7 residents from the Russell Home for Atypical Children. They were given a station tour, met Anchors and Reporters, saw Chopper 2 perched on the helipad, and gathered around the News desk. The Russell Home is the only non-profit private live-in facility in Central Florida for children and adults that provides round the clock care for residents with special needs.	1	Anchor/Reporter, WESH-TV
57	2/28/2025	Participation in events sponsored by organizations representing the community	On February 28, 2025, Stewart Moore and Summer Knowles Anchor/Reporters, co-emceed the African American Chamber of Commerce of Central Florida's "21st Annual Eagle Awards" program. It was held at the Walt Disney World Coronado Springs Resort. Veronica Serrano Padillo, Director of Programming and Community Affairs, presented an award. The Eagle Awards recognizes small businesses that have made a positive impact on the Central Florida community.	3	Anchor/Reporter, WESH-TV Anchor/Reporter, WESH-TV Director of Programming & Public Affaires, WESH-TV/WKCF-TV
58	3/4/2025	Participation in events or programs sponsored by educational institutions	On March 4, 2025, Joe Trentley, Business Manager and Lyndsey Mattioli, HR/Payroll Coordinator, participated in the webinar, "Engaging Students for Recruitment - Insights from the University of Florida Career Coaches." They were informed on ways employers can make themselves more marketable to college students; how they can relate to them; and inform potential employees that each situation is unique. They saw both sides of the recruiting process and how they can make sure employers are visible and are selecting the best candidates for open positions. The University of Florida provided them with resources to follow-up on for any additional information needed.	2	Business Manager, WESH-TV/WKCF-TV HR/Payroll Coordinator, WESH-TV/WKCF-TV

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59	3/4/2025	Participation in events or programs sponsored by educational institutions	On March 4, 2025, Stephanie Linton, News Director, Tim Klutsartis News Director, WBBH-TV - Gulf Coast News; Emily Thompson, News Director, WPBF-TV; and Akili Franklin, HTV Director of News Management Recruitment and the Fred Young Producing Fellowship, attended the "Hearst Day" at Florida State University, Tallahassee. They were given a campus tour, discussed internship and employment opportunities in broadcast television with faculty and students, and met with digital content creators and future broadcast meteorologists.	1	News Director, WESH-TV
60	3/5/2025	Participation in events or programs sponsored by educational institutions	On March 5, 2025, Stephanie Linton, News Director; Akili Franklin, HTV Director of News Management Recruitment and Fred Young Producing Fellowship; Tim Klutsartis, News Director, WBBH-TV - Gulf Coast News; and Emily Thompson, News Director WPBF-TV visited Florida A & M University. It was "Hearst Day" where they met with faculty and students, watched and critiqued the students' newscast, and discussed career and internship opportunities in broadcast television.	1	News Director, WESH-TV
61	3/5/2025	Participation in events or programs sponsored by educational institutions	On March 5, 2025, Ebonee Athanaze, Assistant News Director and Mike Gramajo, Assignment Editor, attended the "Intern Pursuit" event at the University of Central Florida, Orlando. They interviewed several students about employment and potential internships opportunities.	2	Assistant News Director, WESH-TV Assignment Editor, WESH-TV
62	3/5/2025	Participation in events or programs sponsored by educational institutions	On March 5, 2025, Meteorologist Eric Burris, was a fashion show judge at Lake Howell High School, Winter Park.	1	Meteorologist, WESH-TV
63	3/5/2025	Participation in events or programs sponsored by educational institutions	On March 5, 2025, Meteorologist Kellianne Klass, spoke to Heathrow Elementary School 5th graders about her career, severe weather conditions, and the instruments used in predicting the weather.	1	Meteorologist, WESH-TV

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64	3/6/2025	Participation in events or programs sponsored by educational institutions	On March 6, 2025, Chief Meteorologist Tony Mainolfi and Meteorologist Eric Burris, hosted students from Embry Riddle Aeronautical University, Daytona Beach. They watched WESH 2 News at Noon and toured the Weather Center. They students learned about the equipment used to create accurate weather forecasts and their importance in aviation.	2	Chief Meteorologist, WESH-TV Meteorologist, WESH-TV
65	3/6/2025	Participation in events or programs sponsored by educational institutions	On March 6, 2025, News Director Stephanie Linton, along with Emily Thompson, News Director WPBF-TV; and Tim Klutsartis, News Director, WBBH-TV - Gulf Coast News, attended the Spring "Career in Communications Fair" at the University of Florida, Gainesville.	1	News Director, WESH-TV
66	3/7/2025	Participation in events or programs sponsored by educational institutions	On March 7, 2025, Angela Smith Producer, hosted 13 4th, 5th, and 6th grade Media Club students from Passport Charter School, Orlando. They were given a station tour, watched WESH 2 News at Noon from the Control Room and Studio 2, and were engaged in a question-and-answer session with on-air talent.	1	Producer, WESH-TV
67	3/10/2025	Participation in events or programs sponsored by educational institutions	From March 10 through March 12, 2025, News Director Stephanie Linton, attended the Journalism Advisory Council meetings at the University of Florida, Gainesville.	1	News Director, WESH-TV
68	3/19/2025	Participation in events or programs sponsored by educational institutions	On March 19, 2025, a Lake Highland Preparatory School Junior class student visited the WESH 2 Newsroom for her job shadowing assignment. She met with several of the station's personnel including Dacia Johnson, Digital Content Director, Jason Schecker, Investigative Reporter, Producers, in addition to members of the weather and sports teams. She plans to attend college and major in broadcast journalism.	7	Digital Content Manager, WESH-TV Investigative Reporter, WESH-TV Executive Producer, WESH-TV Meteorologist, WESH-TV

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69	3/20/2025	Establishment of training programs for station personnel	From March 20 through March 22, 2025, Torrey Barnett, Multi-Media Photojournalist and Luis De Pena, Associate Producer, attended the National Press Photographers Association's News Video Workshop "Reinvent: A Video Innovation Summit." It was sponsored by Northeastern University, Boston, Massachusetts. They obtained masterclass instructions; participated in assignments; garnered feedback; and networked with industry photographers. The workshop was designed to assist attendees with their storytelling and enhance their in-the-field knowledge through the camera lens. In the breakout session, "Shoot 'n Edit," photojournalists with video cameras and solo multimedia journalists with backpacks, were challenged and critiqued with hands-on learning experiences.	2	Photojournalist, WESH-TV Associate Producer, WESH-TV/WKCF-TV
70	3/24/2025	Participation in events or programs sponsored by educational institutions	On March 24, 2025, Eric Head Director of Engineering, spoke to students at the University of Central Florida during their SMPTE (Society of Motion Picture and Television Engineers) night. He discussed broadcast television, guidelines on moving forward with a career, and answered their questions about the industry.	1	Director of Engineering, WESH-TV/WKCF-TV

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71	3/25/2025	Participation in events or programs sponsored by educational institutions	On March 25, 2025, Veronica Serrano Padillo, Director of Programming and Public Affairs, Stephanie Linton, News Director, Belal Jaber, Executive Producer, Nancy Alvarez, Anchor/Reporter, and Gina Mitchell, Creative Services Coordinator hosted 4 Oakridge High School Junior Achievement 3DE Senior Consultancy students. Their collaborative project was centered on ways to encourage youth to become local television News viewers. They suggested the station could interview "Academic - All Stars" on WESH 2 News at 4 every Wednesday. The segment would highlight Central Florida's high schools' athlete of the month, club of the month, student of the month, and class of the month. Following their presentation the students were given a station tour, viewed WESH 2 News at Noon from the Control Room and Studio 2, and watched Chopper 2 land on the helipad.	5	Director of Programming and Public Affairs, WESH-TV/WKCF-TV News Director, WESH-TV Executive Producer, WESH-TV Anchor/Reporter, WESH-TV
72	3/25/2025	Participation in events or programs sponsored by educational institutions	On March 25, 2025, Meteorologist Eric Burris, visited preschoolers and VPK students during their "Weather Week" program at Asbury Early Learning School in Maitland. He read a story to them and talked about how different components like the sun; rain; clouds; hurricanes; tornados; and wind currents form weather.	1	Meteorologist, WESH-TV
73	3/27/2025	Participation in events sponsored by organizations representing the community	On March 27, 2025, Gail Paschall-Brown, Reporter, emceed the 1st annual "Commemoration Day" to recognize, honor, and celebrate the World War II heroes from the Central Florida Chapter of the Tuskegee Airmen. The event was held at the Westgate Resort, in Kissimmee.	1	Reporter, WESH-TV

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74	3/27/2025	Provision of training to personnel of unaffiliated non-profit organizations	On March 27, 2025, Joe Trentley Business Manager, participated in the webinar "Neurodiversity at Work: Success Strategies from Leading Brands." The discussions focused on: Neuroinclusive Hiring to Build a Better Future; Business Impact of Neurodivergent Talent; Creating Thriving Work Environments; Technologies Role in Neuroinclusion; Creating a Belonging Culture; Psychological Safety and its Impact on Employees; as well as Diversity Inclusion and the Future of Work. The actionable strategies were designed to help hiring managers drive innovation and success in their workplace.	1	Business Manager, WESH-TV/WKCF-TV
75	3/30/2025	Participation in events sponsored by organizations representing the community	On March 30, 2025, Sanika Dange Anchor/Reporter, was a guest speaker during the Indian American Chamber of Commerce of Orlando's, "Annual Women's Day High Tea." The Bridgerton-themed gathering celebrated the strength, ambitions, and achievements of remarkable women in business and other enterprises. The affair was held at The Crystal Ballroom on the Lake in Altamonte Springs. The Indian American Chamber of Commerce (IACC) is a nonprofit organization whose purpose is to be a voice for the Indian American business community while promoting growth opportunities to businesses and individuals through networking and various events.	1	Anchor/Reporter, WESH-TV
76	3/31/2025	Participation in events or programs sponsored by educational institutions	On March 31, 2025, Nancy Alvarez, Anchor/Reporter spoke to students enrolled in the Nicholson School of Journalism at the University of Central Florida, Orlando. The topic was, "Principles of Journalism." She discussed her career, the responsibility the News department has in relaying current and relevant information to Central Florida viewers in our 9 county DMI, and the importance of accuracy.	1	Anchor/Reporter, WESH-TV

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77	Ongoing Event	Establishment of a mentoring program	<p>The Hearst Television Mentorship Program began on April 1, 2025. The station had 13 employees serve as Mentees and 12 employees serve as Mentors. The purpose of the program is for building productive employee relationships within the company. Through this process, employees benefit by having career development support; they work in a diverse and inclusive environment; and they help others succeed. During the mentor and mentee meetings, whether in person or via Zoom, career objectives were discussed, advice was offered, and station responsibilities were shared. The Mentee participants were Eric Head, Director of Engineering; Joe Trentley, Business Manager; Becca Southmayd, Executive Director; Kelley Davis, Digital Sales Manager; Andrea Martinez, Client Success Specialist; Marcie Gologoski, Executive Producer of Special Projects; Andres Rivera, Creative Services Producer; Kasherah Reynolds, News Producer; Nicole Kissel, Digital Account Manager; Ashley Siu, Senior News Producer; Victor Hernandez, Maintenance Technician, Engineering; Mike Hanson, Photographer; and Claire Bomer, News Producer. The Mentor participants were Stephanie Linton, News Director; Kelley Davis, Digital Sales Manager; Marcie Gologoski, Executive Producer of Special Projects; Mike Hanson, News Photographer; Dacia Johnson, Digital Content Manager; Andrea Clenney, News Producer; Eric Head, Director of Engineering; Keith Aversa, News Producer; Veronica Serrano Padilla, Director of Programming and Public Affairs; Ashley Siu, Senior News Producer; Steve Rifkin, Creative Services Director; and Stephen Ostrosky, News Managing Editor.</p>	25	<p>News Director, WESH-TV Business Manager, WESH-TV/WKCF-TV Digital Content Manager, WESH-TV News Managing Editor, WESH-TV/WKCF-TV</p>

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78	4/1/2025	Participation in events or programs sponsored by educational institutions	On April 1, 2025, Dave Riva GSM WKCF-TV, spoke to University of Central Florida "Professional Selling Program" students about the future of AI in Sales.	1	General Sales Manager, WKCF-TV
79	4/2/2025	Participation in events sponsored by organizations representing the community	From April 2 through April 4, 2025, over 10,000 8th graders attended the Junior Achievement of Central Florida's "Junior Inspire" hands-on career expo held at the Orange County Convention Center, Orlando. Attendees included Marquise Meda, Meteorologist, Mark Moorer, Senior Writer / Producer, Jake Arthur, Photographer, and Veronica Serrano Padilla, Director of Programming and Public Affairs. They engaged the students, with a mock-up anchor desk set equipped with a camera, for role playing as anchors and reporters. The attendees also learned about career opportunities and internships in broadcast television.	4	Director of Programming and Public Affairs, WESH-TV/WKCF-TV Meteorologist, WESH-TV Senior Writer/Producer, WKCF-TV Photographer, WESH-TV
80	4/3/2025	Participation in events sponsored by organizations representing the community	On April 3, 2025, Eric Burris Meteorologist, was the Master of Ceremonies for the "Inspire Science" breakfast. With more than 200 attendees who support STEM - Science/Technology/Engineering/Math - this innovative educational program has a mission to inspire science learning for life. It was held at the Orlando Science Center.	1	Meteorologist, WESH-TV
81	4/3/2025	Participation in events sponsored by organizations representing the community	On April 3, 2025, Eric Head Director of Engineering, attended the Junior Achievement "Inspire" event at the Orange County Convention Center in Orlando. There were over 4,000 students in attendance, and he met with many of them to answer their questions about broadcast television.	1	Director of Engineering, WESH-TV/WKCF-TV

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82	4/9/2025	Participation in events or programs sponsored by educational institutions	On April 9, 2025, Jesse Pagan, Anchor/Reporter, emceed the Orange County Public School's "Spirit of Excellence" awards ceremony. It honored social and economic achievements of students in the English Language Learners (ELL) program. The event also paid tribute to principals, English for Speakers of Other Languages (ESOL) compliance specialists, teachers, and staff who continuously guide the ELL students towards success. It was held at Colonial High School, Orlando.	1	Anchor/Reporter, WESH-TV
83	4/12/2025	Participation in events sponsored by organizations representing the community	On April 12, 2025, Stephanie Linton News Director, attended the annual Florida Association of Broadcast Journalists Job Fair followed by the Florida News Awards Celebration held at the Rosen Centre Resort, Orlando. Additional attendees were Marcie Golgoski, Executive Director of Special Projects, Greg Fox, Political / Investigative Reporter, Jacob Wiklund Special Projects Photojournalist, Meaghan Mackey, Traffic Reporter, and Kellianne Klass, Meteorologist. WESH-TV received 5 awards: "Community Service Station of the Year - WESH 2 Commitment to Community;" "Public Affairs - WESH 2 Chronicle: Life After Pulse;" "Political Reporting - Station;" "Weathercaster;" and "Photojournalist - 2024 Photojournalism Compilation." The mission of the Florida Association of Broadcast Journalists (FABJ) is to support and inspire creative and impactful storytelling with the purpose of showing the critical importance journalism has in the State of Florida. It carries this out by producing opportunities to showcase and honor excellence in broadcast journalism, as well as programming to provide professional development for journalists of all skill and development levels.	8	News Director, WESH-TV Executive Producer of Special Projects, WESH-TV Political/Investigative Reporter, WESH-TV Special Projects Photojournalist, WESH-TV

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
84	4/15/2025	Establishment of training programs for station personnel	On April 15, 2025, Joe Trentley Business Manager, participated in the virtual Ascendant Learning course. It was designed to teach participants how to use CoPilot, Microsoft's AI Platform. Instructions were given on how to let AI write copy, create images, and integrate with Microsoft Suite of programs.	1	Business Manager, WESH-TV/WKCF-TV
85	4/16/2025	Establishment of training programs for station personnel	On April 16, 2025, Joe Trentley Business Manager, attended a panel discussion on "Demystifying Hiring International Students." It was presented by the University of Florida's Career Connections Center. The main takeaways were understanding the key considerations when hiring international students. Those considerations are the visa requirements for students and non-students, work authorization, company's role as an acting sponsor for an international employee, and legal factors. The additional insights were best practices for recruiting, onboarding, and supporting international students in the workplace.	1	Business Manager, WESH-TV/WKCF-TV
86	Ongoing Event	Establishment of training programs for station personnel	During the reporting period, the station's Jennifer Rhodes, Account Executive WKCF-TV and Michelle D. Bell, Executive Assistant, participated in the Hearst Change Agent Certification Program. The Hearst Conscious Inclusion program is the company's commitment to an equitable, inclusive, and diverse culture that speaks to its culture. As participants, they learned the INCLUDE model that provides the fundamental knowledge and skills necessary to become more aware of how biases can impact behaviors in the workplace. Some of the sessions were Conscious Inclusion I and II; Allyship in Action; and Dynamics of Diversity.	2	Account Executive, WKCF-TV Executive Assistant, WESH-TV/WKCF-TV

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87	4/18/2025	Participation in events or programs sponsored by educational institutions	On April 18, 2025, Summer Knowles Anchor/Reporter, visited a Nicholson School of Broadcast Journalism class at the University of Central Florida, Orlando. The students' final project was a presentation of a newscast that she and other judges critiqued.	1	Anchor/Reporter, WESH-TV
88	4/19/2025	Participation in events sponsored by organizations representing the community	On April 19, 2025, Tony Mainolfi Chief Meteorologist, attended the "District Safety Expo" at Horizon High School, Winter Park. The event showcased safety related entities, companies and non-profit organizations and was presented by the Orange County Fire Department. The Weather Lab was featured, and he explained its functionality during severe weather events.	1	Chief Meteorologist, WESH-TV
89	4/25/2025	Participation in events sponsored by organizations representing the community	On April 25, 2025, Eric Burris Meteorologist, was a guest speaker during the Greater Orlando Disaster Action Team's monthly meeting. He discussed his career and weather forecasting role; the devastation weather events like hurricanes, tornados, droughts, and flooding have had on Central Florida communities; and the predictions for the 2025 hurricane season. The Greater Orlando Disaster Action Team is the first organization to conduct damage assessments caused by major weather events.	1	Meteorologist, WESH-TV
90	4/30/2025	Participation in events or programs sponsored by educational institutions	On April 30, 2025, Tony Mainolfi Chief Meteorologist, hosted the 3rd annual "The Future Fair" at University High School, Orlando. The event's purpose was to give high school Seniors' the information needed after graduation like job opportunities, scholarships, and training.	1	Meteorologist, WESH-TV

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91	5/1/2025	Participation in events or programs sponsored by educational institutions	On May 1, 2025, Reporter David Jones visited The Villages Charter High School to talk to students in the TV Production class. He talked about his career, interesting stories he has covered, and how they can utilize the information they are learning to help them in the future.	1	Reporter, WESH-TV
92	5/5/2025	Participation in other activities designed by the station employment unit	During "Teacher Appreciation Week" - May 5 through May 9, 2025, five of the station's on-air talent surprised a former Central Florida teacher who made an impact on them and their careers. Anchor/Reporter Christina Watkins visited Kathy Savage at Oviedo High School in Seminole County; Anchor/Reporter Jesse Pagan saw Casey Korkus at Midway Elementary School in Volusia County; Anchor/Reporter Sanika Dange paid a visit to Lake Highland Preparatory School to see George Clemens; Meteorologist Eric Burris surprised Todd Leighton at Celebration K-8 in Osceola County; and David Jones was at the Villages Charter High School in Lake County to visit his former TV Production teacher Megan Licciardellion. They were given appreciation gifts, talked about their career success stories, and reminisced about their school days. The visits were recorded, edited, and aired on WESH 2 News during that week.	5	Meteorologist, WESH-TV Anchor/Reporter, WESH-TV Reporter, WESH-TV Anchor/Reporter, WESH-TV
93	5/6/2025	Participation in events sponsored by organizations representing the community	On May 6, 2025, Meteorologist Cam Tran attended the (Asian American Pacific Islander) AAPI Heritage Month celebration. It featured an Asian inspired arts exhibition and a proclamation ceremony. The event was held at the Orange County Asian Center, downtown Orlando.	1	Meteorologist, WESH-TV

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94	5/9/2025	Participation in events sponsored by organizations representing the community	On May 9, 2025, Nancy Alvarez, Anchor/Reporter, emceed the Travel & Leisure Charitable Foundation's scholarship program. The organization provides scholarships for students in under sourced communities, so they have the opportunity to attend a college or university. The fundraiser was held at the Alford Inn in Winter Park.	1	Anchor/Reporter, WESH-TV
95	5/10/2025	Participation in events sponsored by organizations representing the community	On May 10, 2025, Christina Watkins Anchor/Reporter, was the guest speaker during the Methodist Women in Mission's Mother's Day brunch. She spoke about her broadcasting career, her advocacy for mental health awareness and prevention as a Board Member for the National Alliance on Mental Illness of Greater Orlando (NAMIGO), and her children's book, "Tiffany's Growing Garden."	1	Anchor/Reporter, WESH-TV
96	5/14/2025	Participation in events sponsored by organizations representing the community	On May 14, Marquise Meda Meteorologist, spoke to attendees of the Central Florida Hotel and Lodging Association. He gave them a recap of previous hurricane seasons that impacted Florida with emphasis on Central Florida. He also discussed the projections for the 2025 hurricane season, the importance of businesses being prepared, and how families can stay safe. The annual event was held at the Sheraton Lake Buena Vista in Orlando.	1	Meteorologist, WESH-TV

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97	5/15/2025	Participation in events or programs sponsored by educational institutions	On May 15, 2025, Meteorologists Marquise Meda and Eric Burris participated in the STEM - Science - Technology - Engineering - Math program at Red Bug Elementary School, Winter Park. It was part of their "Bring a Truck" to school event. The station's Weather Lab was on display and its functionality during severe weather conditions was discussed. They spoke to attendees about their careers as Meteorologist, weather predictions, and the tools used to forecast moderate to severe weather like hurricanes, impactful weather, and their forecast for the 2025 hurricane season.	1	Meteorologist, WESH-TV Meteorologist, WESH-TV
98	5/15/2025	Participation in events or programs sponsored by educational institutions	On May 15, 2025, Marquise Meda Meteorologist, spoke virtually during the SECME national competition held at the University of Florida, Gainesville. He spoke about STEM, why he chose it as a field of study, and how he utilizes that knowledge daily. SECME is an alliance of kindergarten through 12th grade educators, university, industry, and government partners who engage and prepare low-resourced students for college and careers in STEM - SCIENCE - TECHNOLOGY - ENGINEERING - MATH.	1	Meteorologist, WESH-TV
99	5/16/2025	Participation in events or programs sponsored by educational institutions	On May 16, 2025, Nancy Alvarez Anchor/Reporter, hosted students from Hillcrest Elementary School. They learned about her broadcasting career and were given a station tour to learn about the functionality of the control room and master control for broadcast television.	1	Anchor/Reporter, WESH-TV
100	5/17/2025	Participation in events sponsored by organizations representing the community	On May 17, 2025, Cam Tran Meteorologist, attended the Public Relations Society of America's breakfast meeting. PRSA services the community through public relations, communications, and networking opportunities. The monthly meeting was held at the Citrus Club, Orlando.	1	Meteorologist, WESH-TV

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101	5/17/2025	Participation in events or programs sponsored by educational institutions	On May 17, 2025, Tony Mainolfi Meteorologist, spoke during the Orlando Science Middle High Charter School's commencement ceremonies. Per the mission statement, it provides students with a well-rounded education that emphasizes (STEM) Science/Technology/Engineering/Mathematics and Reading. This Orange County public school uses research based, proven, and innovative instructional methods in a stimulating environment as their instructional tool. The event was held at the Orlando Science Center.	1	Meteorologist, WESH-TV
102	5/19/2025	Participation in events or programs sponsored by educational institutions	On May 19, 2025, the station's News department, welcomed an Emma Bowen Fellow from the University of Central Florida. The student participated in the "Intern Day" and learned about intern success stories; attended the Morning Editorial meeting; was given a station tour; watched two WESH 2 News broadcasts; had an introduction to the functionality of digital, social, vertical video, and the assignment desk. While at WESH-TV, the Emma Bowen Fellow shadowed Reporters and Photographers, wrote scripts, and pitched story ideas. On August 8, 2025, the Fellow, along with the summer intern's, presented their final project. They created at newscast and role played as an Anchor, Reporter, a Meteorologist, a producer, a director, and a website contributor. The Emma Bowen Foundation Fellow's program provides a multi-year internship to students of color at media companies where they gain significant "on the job training" in their field. Students are placed in all areas of the industry and focus on 3 programming tracks: "Business of Media," "Content of Media," and "Innovation of Media.	10	News Director, WESH-TV Assistant News Director, WESH-TV Executive Producer, WESH-TV Director, WESH-TV

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103	5/19/2025	Participation in events sponsored by organizations representing the community	On May 19, 2025, Eric Burris Meteorologist, spoke during the Seminole County Chamber of Commerce's "Lunch and Learn" networking event. He discussed his career as a Meteorologist, the instruments used in weather forecasting, his predictions for the 2025 hurricane season, and the functionality of the Weather Lab during severe weather events.	1	Meteorologist, WESH-TV
104	5/22/2025	Participation in events sponsored by organizations representing the community	On May 22, 2025, Meteorologist Eric Burris Meteorologist was a guest speaker during the Greater Orlando Disaster Action Team's monthly meeting. He briefed them on the projected forecast for the 2025 hurricane season. The disaster action team is the first group on the scene to access the damages caused by major weather events.	1	Meteorologist, WESH-TV
105	5/27/2025	Participation in events sponsored by organizations representing the community	On May 27, 2025, Eric Burris Meteorologist WESH-TV, attended the City of Cocoa's Hurricane Preparedness Expo. He spoke to residents about the upcoming hurricane season, preparedness, and safety. The attendees were given buckets and lids to create their own hurricane starter kits courtesy of the Firehouse Subs Public Safety Foundation.	1	Meteorologist, WESH-TV
106	5/29/2025	Participation in events sponsored by organizations representing the community	On May 29, 2025, Meteorologist Marquise Meda, attended the Army Contracting Command in Orlando's hurricane preparedness briefing. He discussed the projected forecast for the 2025 hurricane season. It was held at the Tech Point II Air Force Agency for Modeling and Simulation in Orlando.	1	Meteorologist, WESH-TV

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107	5/31/2025	Participation in events sponsored by organizations representing the community	On May 31, 2025, Chief Meteorologist Tony Mainolfi and Meteorologist Kellianne Klass Meteorologist attended the Lake County Hurricane Expo at the Eustis fairgrounds. They discussed the projected forecast for the 2025 hurricane season, how to stay safe, and the importance of being prepared and ready should Central Florida be inundated with severe weather.	2	Meteorologist, WESH-TV Meteorologist, WESH-TV
108	6/1/2025	Participation in events sponsored by organizations representing the community	During the 2025 hurricane season, which is from June 1st through November 30th, the station's team of Certified Meteorologists presented weather discussion to several community organizations. On June 16th, Cam Tran - Deltona Regional Library; June 17th, Marquise Meda - Daytona Beach Regional Library; June 20th, Kellianne Klass - Port Orange Regional Library; June 21st, Tony Mainolfi Chief Meteorologist and Kellianne Klass - Orange County Expo; and June 26th Marquise Meda - to representatives of the International Facility Management Association. They discussed the projected forecast, the importance of being prepared, and how to stay out of harm's way. They stressed the importance of following Emergency Management's evacuation procedures if a storm is threatening the Central Florida coverage area.	5	Chief Meteorologist, WESH-TV Meteorologist, WESH-TV Meteorologist, WESH-TV Meteorologist, WESH-TV
109	6/25/2025	Participation in events sponsored by organizations representing the community	On June 25 through June 26, 2025, John Soapes, President and General Manager, attended the Florida Association of Broadcasters 2025 Annual Convention. The productive event featured broadcasters, industry leaders, and prominent speakers who discussed issues that affect the broadcasting industry.	1	President & General Manager, WESH-TV/WKCF-TV

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110	7/28/2025	Establishment of an intern program designed to assist members of the community	On July 28, 2025, the station welcomed a participant in the "Marty Faubell Broadcast Technology Fellowship." During the 10-week program, the Fellow gained invaluable "hands-on" knowledge in Engineering spearheaded by Master Control Operator Michael Stroud. He learned how to read broadcast logs, monitor the 5 television stations' - WESH-TV, WKCF-TV, METV, Estrella TV, and True Crime Network - programs and commercial breaks, and write discrepancies. The "Marty Faubell Broadcast Technology Fellowship" is designed to give students exposure to the evolving technology and to actively engage them in all aspects of television production. The emphasis is on Engineering, IT, and the roles of these disciplines within a live broadcast facility. Qualifications include: an active interest and focus on Engineering and Information Technology; a strong academic record; must be in the final phase of their University/College/Technical school; plus, after successfully completing the 10-week program and if offered employment, the Fellow must be willing to relocate to the employing Hearst Television station.	2	Director of Engineering, WESH-TV/WKCF-TV IT Director, WESH-TV/WKCF-TV Master Control Operator, WESH-TV/WKCF-TV
111	8/6/2025	Participation in events sponsored by organizations representing the community	From August 6 through August 10, 2025, James Cole Assignment Editor, attended the 50th Annual National Association of Broadcast Journalists (NABJ) Convention and Career Fair. It was held at the Huntington Convention Center in Cleveland, Ohio and featured innovative programs, presenters, and networking opportunities.	1	Assignment Editor- WESH-TV

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112	9/3/2025	Participation in events or programs sponsored by educational institutions	On September 3, 2025, Meredith McDonough Anchor/Reporter and Kellianne Klass Meteorologist, visited Annunciation Catholic Academy, Altamonte Springs. As part of the school's curriculum, they spoke to the 5th grade class about News reporting, storm preparation, and hurricane season.	2	Anchor/Reporter, WESH-TV Meteorologist, WESH-TV
113	9/3/2025	Participation in events sponsored by organizations representing the community	On September 3, 2025, Meteorologist Eric Burris, spoke to members of the Jewish Chamber of Commerce. He discussed his career as a meteorologist, hurricane predictions, weather "hot topics," and the impacts hurricanes had on the Central Florida community over the past few years. The meeting was held at the Jewish Community Center in Maitland.	1	Meteorologist, WESH-TV
114	9/11/2025	Participation in events or programs sponsored by educational institutions	On September 11, 2025, Ebonee Athanaze Assistant News Director, hosted a Communications major from Full Sail University, Winter Park. He was given a station tour, watched WESH 2 News from the studio and control room, met with several News personnel, and obtained a sense of the operations of a television broadcast station.	1	Assistant News Director, WESH-TV
115	9/13/2025	Participation in events sponsored by organizations representing the community	On September 13, 2025, Summer Knowles Anchor/Reporter WESH-TV, was the guest speaker during the I Am My Sister's Keeper "Women's Empowerment" luncheon. She spoke about her career and shared how it has helped her grow inwardly and outwardly. The event was held at the Circle Square Commons in Ocala.	1	Anchor/Reporter, WESH-TV
116	9/16/2025	Participation in events sponsored by organizations representing the community	On September 16, 2025, Nancy Alvarez emceed the Career Source of Central Florida's inaugural "Rise and Thrive" fundraiser. The event recognized individuals in the community who have overcome obstacles to achieve success. The event was held at the Winter Park Event Center.	1	Anchor/Reporter, WESH-TV

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117	9/18/2025	Participation in events or programs sponsored by educational institutions	On September 18, 2025, Stephanie Linton News Director attended the University of Central Florida's "Business Industry Day." The event was designed to connect students with industry professionals to help them get career ready. It was held at the college's downtown Orlando location.	1	News Director, WESH-TV
118	9/23/2025	Participation in events or programs sponsored by educational institutions	On September 23, 2025, Mike Gramajo Assignment Editor, spoke to students in the University of Central Florida's Hispanic Serving Institution Initiatives and Career Futures program. As a graduate he spoke about his college experiences, his professional career, and his role as an Assignment Editor.	1	Assignment Editor-WESH-TV
119	9/26/2025	Participation in events or programs sponsored by educational institutions	On September 26, 2025, Samantha Johnson LSM WKCF-TV, attended the University of Central Florida's College of Business Career Expo. She met with several students and discussed the Sales Account Associate program and careers in Broadcast Sales.	1	Local Sales Manager-WKCF-TV
120	9/30/2025	Participation in events sponsored by organizations representing the community	On September 30, 2025, Stephanie Linton News Director, hosted 2 Emma Bowen Foundation partners. They were given a station tour and visited the Graphics Hub. The Emma Bowen Foundation Fellow's program provides a multi-year internship to students of color at media companies where they gain significant "on the job training" in their field. Students are placed in all areas of the industry and focus on 3 programming tracks: "Business of Media," "Content of Media," and "Innovation of Media."	1	News Director, WESH-TV
121	9/30/2025	Participation in events or programs sponsored by educational institutions	On September 30, 2025, Nancy Alvarez Anchor/Reporter WESH-TV, hosted 7 University of Central Florida Journalism students. They were given a tour of the station, watched WESH 2 News at Noon, and participated in a question-and-answer session with her.	1	Anchor/Reporter, WESH-TV