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WBEC-TV
BOCA RATON/FT. LAUDERDALE

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WBEC-TV, Channel 63.1 DTV-25
Boca Raton/ Fort Lauderdale, FL

Annual
Equal Employment Opportunities
Report

October 2022 – September 2023

BROWARD EDUCATION COMMUNICATIONS NETWORK
6600 SW Nova Drive
Fort Lauderdale, Florida 33317

**WBEC-TV Equal Employment Opportunities Report
October 2022 - September 2023**

I. Vacancies Filled During the Period

WBEC-TV is licensed to the School Board of Broward County, FL. The School Board Human Resource Division is responsible for overseeing the Station recruitment and hiring practices. The Department of EEO is responsible for the development and the implementation of the EEO policies. These policies require that all full-time positions be advertised broadly and that searches adhere to formal and strict EEO guidelines.

The following is the list of the full-time vacancies for the reported period, as well as the number of the candidates who applied and were interviewed:

Date	Position	Applied	Interviewed
10/19/22	Compositor	3	1
12/9/22	TV Production Crew Chief	14	6
1/20/23	Clerical Support Assistant IV	16	6
3/27/23	General Clerk II	10	6
3/27/23	Graphic Artist	14	6
7/7/23	Manager II, Production	33	In process, not scheduled
8/7/23	TV Broadcast Engineer I	14	4
8/7/23	TV Broadcast Engineer I	21	In process, not scheduled
8/10/23	TV Production Assistant	52	In process, not scheduled
8/17/23	Supervisor I, Printing Services	24	In process, not scheduled

The following is the list of the full-time vacancies for the reported period, as well as the recruitment source from which the hired employee learned about the respective vacancy:

Position	Recruitment Source for Hired
Compositor	Applitrack (BCPS Recruitment System)
TV Production Crew Chief	Applitrack (BCPS Recruitment System)
Clerical Support Assistant IV	Applitrack (BCPS Recruitment System)
General Clerk	Applitrack (BCPS Recruitment System)
Graphic Artist	Applitrack (BCPS Recruitment System)
TV Broadcast Engineer I	LinkedIn

II. Resources for Employment Vacancies' Advertising

Recruitment Sources used during the reporting period

The School Board is the largest employer in Broward County Florida, and one the largest within the state of Florida. As such, its website job listings are reviewed locally and nationally by those seeking employment, and The School District and its employment units receive a healthy number of applicants from job listings posted on its website.

School Board of Broward County, Florida

www.browardschools.com

When Job listings on the district's website fail to get sufficient numbers of applicants, the posting will be relisted on the websites of sources from the source list that are deemed relevant to the available position. In the case of the full-time position listings contained within this report, no secondary postings were deemed necessary.

Listed below are some of the sources the School Board of Broward County has used as appropriate in the past to advertise employment vacancies in print and/or on-line in print and/or internet postings:

National Association of Broadcasters

www.nab.org

TV Jobs

www.tvjobs.com

Chronicle of Higher Education-Chronicle Careers

<http://chronicle.com/jobs/>

Society of Broadcast

Engineers

<http://sbe.org>

DBM Job Scout

<http://dbm.careercast.com>

Education Week

www.edweek.org

Florida Engineering Society

www.fleng.org

Great School Jobs

<http://greatschooljobs.com>

iHireBroadcasting

www.ihirebroadcasting.com

IFMA - International Facility Management Association

<http://www.ifma.org/>

Indeed

www.indeed.com

LinkedIn

www.linkedin.com

Miami Herald and el Nuevo Herald

www.careerbuilder.com

Monster Jobs

<http://www.monster.com/>

Palm Beach Post

www.palmbeachpost.com

School Social Work Association of America

www.sswaa.org

Sun-Sentinel Newspaper

www.careerbuilder.com

III. Recruitment Initiatives:

1. Participation in job fairs:

When appropriate, Administrative staff participates in different job fairs and expos hosted or attended by the School Board Personnel and Human Resources Department. The following is a list of recruitment events that the School Board hosted or participated in:

1. February 8, 2023 – University of Central Florida, Spring Career Expo
2. April 29, 2023 – Broward County Schools career fair at Monarch High School
3. July 22, 2023 - Broward County Schools District Career fair
4. August 31, 2023 – JobNewsUSA.com FLA live career fair
5. September 20, 2023 – University of Miami Job & Internship Expo

2. Internship & Training Programs:

Broward Teen News: offers television production students in district middle and high schools the opportunity to participate in a 30-minute fast-paced, teen-produced news program featuring student activities and accomplishments. **Broward Teen News** is produced entirely by students who receive hands-on experience with the latest digital television equipment as well as showcase their talents, which include: reporting, videography, writing, and editing. The internship program is also offered through BECON.

Sports Blitz is a sports-related 30-minute fast-paced show that highlights the spectacular athletes and events that take place in South Florida. The show consists of a number of segments designed to both inform and entertain and is produced entirely by very enthusiastic students who receive hands-on experience with the latest digital television equipment as well as showcase their talents, which include: reporting, videography, writing, and editing. The program had 14 students participate in this unpaid internship program during the 2022-2023 school year from the following Broward County high schools: Hollywood Hills, McFatter Technical, Piper, Ft. Lauderdale and South Plantation.

Short Cuts Internship Program: offers internships in the field of Media Production and film production and the opportunity to work for our television program, Short Cuts. The program is a 30-minute television show featuring high school student-produced short films. Short Cuts gives these student filmmakers the opportunity to showcase their media creations and also offers experience with the latest digital television equipment. The six-week summer internship program accepts self-motivated, creative interns, preferably with some experience in editing and production. This internship is hands-on with students expected to oversee and produce the television shows and media content. Duties include scheduling, coordinating with the schools and student filmmakers, videotaping, scriptwriting, all post-production, editing and social media marketing of the show and films.

School Duel Internship Program: offers internships in the field of Media Production and the opportunity to work for our television program, School Duel. The program is a 30-minute academic television quiz show featuring competing high schools from Miami-Dade, Broward and Palm Beach counties. The internship program accepts self-motivated, creative interns, preferably with some experience in production. This internship is hands-on, with duties including videotaping, camera operating, lighting and working with the BECON-TV crew in the taping of the show. The program had 15 students participate in this unpaid project based internship program during the 2022-2023 school year from the following Broward County high schools: McFatter Technical.

BECON/ McFatter Tech Partnership: The Broward Education Communications Network provides continuous training and the use of facilities in the field of Broadcast TV Production for McFatter Technical School Tv Production students. In a unique partnership with McFatter High School and Adult Education Center, BECON allows the TV Production classes to train on its state-of-the-art broadcast equipment as well as work with the crew during programs that are produced at BECON. This partnership provides an outlet for the broadcasting students to learn from professionals about the process of TV Production and use of the equipment.

The above-described partnerships have proved to be extremely valuable for the students involved. Students receive extensive "real world" experience that proves vital when searching for employment in this competitive field.

IV. Recruitment Source List

In addition to sources listed in Section II hereof, the Recruitment Source List below has been modified/updated to ensure where needed a wider dissemination of information concerning our open positions.

A.D. Henderson Univ. School
Florida Atlantic University
777 Glades Road
Boca Raton FL 33431

American Rehab. Consultant
Peter Gilbert
6280 Atlanta St.
Hollywood FL 33024

Broward College
Human Resources
225 E. Las Olas Blvd.
Ft. Lauderdale FL 33301

Broward County Health Dept.
Personnel
2421-A SW 6 Ave.
Ft. Lauderdale FL 33315

Bethel Community Development
Marie Manuel
405 NW 3 Avenue
Pompano Beach FL 33060

Brow. Co. Family Dev. & Res. Div.
Homeless Outreach Program
2995 N. Dixie Highway
Ft. Lauderdale FL 33303

Broward Center for the Blind
Jodi Fisher-Voc. & Personnel Spec.
650 N. Andrews Ave.
Ft. Lauderdale FL 33311

Broward College Job
Development -Wages
1515 W. Commercial Blvd
Ft. Lauderdale FL 33309

Broward College
Bldg 57, Room 103
North Campus

Broward College Career
Center-Bldg. 7 Central
Campus

Broward College
Carol Findlay-Student Dev. Spec.
Central Campus-Bldg. 85

Broward College
Cooperative Education
Dept. South Campus

Broward College
Dean of Academic Affairs
North Campus

Broward College
Linda Beziat
South Campus

Broward College
Special Services
Central Campus

Broward College
Student Financial Services
Central Campus-Bldg. 7

Broward Cty. Human Relations
Gov. Center Room 116
115 S. Andrews Ave.
Ft. Lauderdale FL 33301

Broward College
Career Education, South Campus
7200 Pines Blvd.
Pembroke Pines FL 33024

Broward County Div of Alcohol &
Drug Abuse
Melvin Parrish
S 1011 S.W 2nd Ct.
Ft. Lauderdale FL 33312

Broward County Library North Ri I
AI-Reference Desk
1100 Coconut Creek Blvd.
Coconut Creek FL 33066

Broward County Human
Relations Gov. Center Room
116
115 S. Andrews Ave.
Ft. Lauderdale FL 33301

Broward County Main Library
Local Documents Ctr.
100 S. Andrews Ave.
Ft. Lauderdale FL 33301

Broward County Human
Relations Gov. Center Rm 116
115 S. Andrews Ave.
Ft. Lauderdale FL 33301

Broward County Library
North - Ri I AI-Reference
Desk
1100 Coconut Creek Blvd.
Coconut Creek FL 33066

Broward Cty. Main Library Local
Documents Center
100 S. Andrews Ave.
Ft. Lauderdale FL 33301

Broward Employment Training
P IDT Personnel Dept.
3800 Inverrary Blvd #4
Lauderhill FL 33319

Broward Estates Civic Assoc.
Joe Major
3410 NW 5 Ct.
Ft. Lauderdale FL 33311

Broward PPA
140 S. University Drive, Suite B
Plantation FL 33324

Broward Teachers Union
6000 N. University Drive
Tamarac FL 33321

Bureau of Children & Family Svcs.
Attn: Janet Cepero
2995 N. Dixie
Oakland Park FL 33334

BUSINESS MACHINE EXPERTS
Janie Davis
5630 NW 12 Court
Lauderhill FL 33313

Carver Ranches Multi-Purpose
4733 SW 18 Street
Hollywood FL 33023

Center for Independent Living
Bob Davis
8857 West McNab Road
Tamarac FL 33321

Centro Cultural de PR
Jose Rodriguez
7018 NW 39 Court
Coral Springs FL 33065

Child Support Enforcement Dealer
Dept. of Revenue, Attn. Dealer
1900 W. Commercial Blvd.
Ft. Lauderdale FL 33309

CITE
c/o Sherry Page
441 NW 33 Avenue
Ft. Lauderdale FL 33311

City College
1401 West Cypress Creek Rd
Ft. Lauderdale FL 33309

City of Hollywood
Hollywood FL 33020

County Commissioner's Office
115 S. Andrews Avenue
Ft. Lauderdale FL 33301

Dept. of Rehabilitation
2550 W. Oakland Park Blvd
Ft. Lauderdale FL 33311

Department of Labor
Attn: WAGES Unit 311
N. State Road 7
Plantation FL 33317

Director, Student Services
ATI Career Training Center
2880 NW 62nd Street
Ft. Lauderdale FL 33309

Division of Blind Services
Fred Haynes
401 NW 2 Ave. #714
Miami FL 33128

El Noticiero
2613 W. Davie Blvd.
Ft. Lauderdale FL 33312

Equal Employment Oppty.
Edward Bellamy II
P.O. Drawer 1300
Pompano Beach FL 33061

Family & Child Development Svcs
Patti Sylvester-North Network
2011 NW 3 Ave. Bldg. C 313
Pompano Beach FL 33060

Family Resource Center of
South Florida
1393 SW 1st Street
Miami FL 33135

Family Success Center
115 S. Andrews Avenue
Ft. Lauderdale FL 33301

FAU
Career Planning & Placement
500 NW 20 St.
Boca Raton FL 33431

FAU
David Capps
2912 College Avenue, Suite 240
Davie FL 33314

FAU
Dept. of Music
777 Glades Rd., PO Box 3091
Boca Raton FL 33431

FAU
Student Employment
500 NW 20 St.
Boca Raton FL 33431

FAU Employment Center
500 NW 20 St.
Boca Raton FL 33431

FAU-Exceptional Student Ed.
500 NW 20 St.
Boca Raton FL 33431

Federation of Public Emp.
1700 NW 66 Ave. Suite 100
Plantation FL 33313

FIU
Asst. Dean School of Education
Tamiami Trail
Miami FL 33199

FIU
Office of Personnel
3000 NE 145 Street
North Miami FL 33181

Florida Dept. of Labor
Employee Security
4690 NW 183 Street
Carl City FL 33056

FLAPSF
13264 NW 12 Street
Pembroke Pines FL 33028

Florida A&M University
College of Ed.
Gore Ed. Center unit B-302
Tallahassee FL 32307

Florida Dept. of Education
Personnel Office
124 Knott Building
Tallahassee FL 32301

Florida International Univ
N. Campus Student Develop.
151 St. & Biscayne Blvd.
N. Miami FL 33181

Florida Jobs & Benefits Center
7550 Davie Road Ext
Hollywood FL 33024

Florida Metropolitan University
Career Services Department
225 North Federal Highway
Pompano Beach FL 33062

Florida State University
104 Tully Gym
Tallahassee FL 32306

Florida Southern College
Office Career Counseling 111
Lake Hollingsworth Dr.
Lakeland FL 33801

Heidelberg College Teacher
Placement Office
310 East Market St.
Tiffin OH 44883

Henderson Mental Health Ctr
1957 Jackson Street
Hollywood FL 33020

Hepburn Center
750 NW 8 Ave.
Hallandale FL 33009

Hispanic Unity
5840 Johnson Street
Hollywood FL 33021

HRS Project Independence
7261 Sheridan St. 2nd FL
Hollywood FL 33024

HRS District 10, Personnel 201
W. Broward Blvd. #305
Ft. Lauderdale FL 33301

Job Placement Career Center
3501 Davie Road
Davie FL 33314

Job Service of Florida
2301 W Sample Rd #4
Pompano Beach FL 33073

Job Services
619 NE 32 Street
Miami FL 33137

Keiser University
Director Student Svc
1500 NW 49th Street
Ft. Lauderdale FL 33309

Latin Chamber of Commerce
121 S 61st Terrace
Hollywood 33023

Legal Career Institute
Placement Center
225 East Dania Beach Blvd 130
Dania Beach FL 33004

Lockheed Martin
14301 SW 128 Street
Miami FL 33186

LULAC
10360 NW 40TH PL
Coral Springs FL 33065

Lynn University
Career Development
3601 North Military Trail
Boca Raton FL 33431

Madeline Arritola - Marketing
200 East Las Olas Blvd.
Ft. Lauderdale FL 33301

Miami Dade Community
College Job Placement Service
300 NE 2nd Avenue Room 3108
Miami Beach FL 33132

Macalester College Education
Office Teacher Placement Bureau
1600 Grand Ave.
St. Paul MN 55105

Miami-Dade Community
College
11011 SW 104 St.
Miami FL 33176-33

Michelin Career Center
The Hendrix Student Center
Suite 316
Clemson SC 29634

Michigan Education Assoc.
Linda Keway, Consultant
P.O. Box 673
East Lansing MI 48823

N. Broward County Courthouse
1600 W. Hillsboro Blvd #200
Deerfield Bch FL 33442

NAACP
1409 W. Sistrunk Blvd. Ft.
Lauderdale FL 33311

Neighborhood Improvement
Project
4350 W. Hallandale Beach Blvd.
Pembroke Park FL 33023

New Vistas Program
Henderson Behavioral Health
2900 W. Prospect Road
Ft. Lauderdale FL 33309

North Miami Adult Education Ctr
Attn: Principal
800 N.E. 137th Street
North Miami FL 33161

Nova Univ. Family Center #204
3301 College Ave.
Ft. Lauderdale FL 33314

Nova University
Career Resource Center
3301 College Ave.
Ft. Lauderdale FL 33314

Nova University
Office of Univ. Registrar
3301 College Ave.
Ft. Lauderdale FL 33314

Nova University-Director Family
Center
3301 College Ave.
Ft. Lauderdale FL 33314

Office of Professional Expr. &
Plm.
Kumble Hall Long Island
C.W. Post Campus
Brookville NY 11548

Office of Vocational Rehab
2550 W Oakland Park Blvd.
Ft. Lauderdale FL 33311

Pediatric Care Center
1790 SW 43 Way
Ft. Lauderdale FL 33317

Pines Plaza GED
7100 Pines Blvd.
Pembroke Pines FL 33024

Plantation Chamber of
Commerce Human Resource
7401 NW 4 Street
Plantation FL 33317

PROFESA
P. O. Box 524288
Miami FL 33152

Puerto Rican Chamber of
Commerce
7321 Taylor Street
Hollywood FL 33024

School Board of Broward ESE
North Area

Seltzer-Delman Inc.
1300 Sawgrass Corp. Pkwy.
Suite 130
Sunrise FL 33323

Sexual Assault Treatment Ctr
Dottie Slade
400 N.E. 4th Street
Ft. Lauderdale FL 33301

South Broward Employment
Service Ctr
7550 Davie Road Extension
Hollywood FL 33024

South Florida State Hospital
c/o South Area Transportation

South Regional BCC Library
Attn: Reference Dept.
7300 Pines Blvd.
Pembroke Pines FL 33024

SPECTRUM
450 East Atlantic Blvd.
Pompano Beach FL 33060

Sun Sentinel
333 SW 12th Ave.
Deerfield Beach, FL 33442

Sr. Comm. Employment Svc
Prog.
4851 NW 21 Street #14-506
Ft. Lauderdale FL 33313

St. Thomas University
Attn: Career Planning
16400 NW 32nd Avenue
Miami FL 33054

Sullivan Cogliano
Angel S. Liamazares
7740 North Kendall Drive
Miami FL 33156

SUNRISE DAN PEARL LIBRARY
10500 W. Oakland Park Blvd.
Ft. Lauderdale FL 33351

Susan Leventhal & Assoc.
Susan Leventhal
242 Wildwood Lane
E. Deer Creek
Deerfield Beach FL 33442

The Broward Success Institute
1515 West Commercial Blvd.
Ft. Lauderdale, FL 33309

U.S. Dept. of Labor
Miami Job Corp.
3050 NW 183rd Street
Miami FL 33055

University of Florida
Attn: Librarian Career Res. Ctr.
P.O. Box 118507
Gainesville FL 32611-85

University of Miami
Career Planning & Placement
P.O. Box 249175
Coral Gables FL 33124

Urban League
11 NW 36th Avenue
Ft. Lauderdale FL 33311

Urban League of Broward
3521 West Broward Blvd. 201
Ft. Lauderdale FL 33312

Victory Living Programs
1001 W Cypress Creek Rd
#400
Ft. Lauderdale FL 33309

West Regional Library
8601 W Broward Blvd.
Plantation FL 33324

Western Kentucky University
CAP Center 2nd FL

Cravens Grad. Center
Bowling Green KY 42101

Women in Distress
P.O. Box 676
Ft. Lauderdale FL 33302

Workforce One
2301 W Sample Road. B-4
Pompano Beach FL 33073

Workforce One - A.C.S. 7550
Davie Road Ext.
Davie FL 33024

Workforce One Central
2610 West Oakland Park
Bld.
Ft. Lauderdale FL 33311

Veterans Administration
Vocational Rehabilitation
299 E. Broward Blvd
Suite 324
Ft. Lauderdale FL 33301