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WBEC-TV
BOCA RATON/FT. LAUDERDALE

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WBEC-TV, Channel 63.1 DTV-40
Boca Raton/ Fort Lauderdale, FL

Annual
Equal Employment Opportunities
Report

October 2021 – September 2022

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

WBEC-TV Equal Employment Opportunities Report
October 2021 - September 2022

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
11/29 - 12/7/2021	General Clerk II	12	7 (4 no shows)
11/16 - 29/2021	Manager of Graphics/Print Products	15	8
8/4 - 17/2022	TV Broadcast Engineer I	12	In process - none scheduled to date
9/1- 12/2022	Electronics Technician	1	No interviews - re-advertising in Oct.

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
General Clerk II	SBBC Employment Website
Manager of Graphics/Print Products	SBBC Employment Website (Applitrack)
TV Broadcast Engineer I	SBBC Employment Website (Applitrack) & Indeed
Electronics Technician	SBBC Employment Website

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/>

CIO Communications, Inc.

www.cio.com

DBM Job Scout

<http://dbm.careercast.com>

Education Week

www.edweek.org

Florida Engineering Society

www.fleng.org

Great School Jobs

<http://greatschooljobs.com/main.asp>

IFMA - International Facility Management Association

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

Indeed

www.indeed.com

Institute for Supply Management

www.ism.ws

Miami Herald and el Nuevo Herald

www.careerbuilder.com

Monster Jobs

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

Palm Beach Post

www.palmbeachpost.com

Right Management Consultants

<http://right.careercast.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. November 10, 2021 - Urban League of Broward County Virtual Job Fair
2. July 29, 2022 - Back to School Career Fair
3. Mega South Florida Job Fair - August 25, 2022
4. September 29, 2022 - Sheridan Technical College Virtual Job Fair

2. Internship & Training Programs:

Broward Teen News: offers television production students in district middle and high schools the opportunity in a quarterly 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 consist 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.

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 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 show. 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.

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 actually 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 in order 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

Azrin Job Club
Rick Azrin
5151 Bayview Dr.
Ft. Lauderdale FL 33308

Broward College
Hispanic Advisory Committee
Barbara Pippin
1207E - 225 E. Las Olas, Bldg 33 Ft.
Lauderdale FL 33301

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 Dev. 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 Faber
Displaced Homemakers
North 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
Maria Hincapie
Displaced Homemakers
South Campus

Broward College
Special Services
Central Campus

Broward College
Student Financial Services
Central Campus-Bldg. 7

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

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

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

Broward Cty. Human Relations
Gov. Center Room 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 Lauderdale
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 CT.
Lauderhill FL 33313 Carver
Ranches Multi-Purpose 4733 SW
18 St.
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

Early Head Start
Hollywood FL 33023

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 & Training
Lazaro Franco
2995 N Dixie Hwy
Ft. Lauderdale FL 33334

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

FAU
Brenda Pope
2912 College Ave.
Davie FL 33314

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

FAU
David Capps
29112 College Avenue, Suite 240
Davie FL 33314

FAU
George Sparks
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
Gail Battle
500 NW 20 St.
Boca Raton FL 33431

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

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

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

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

FL Dept. Labor Employee Security
Attn: Michael Oyejesobi 4690
NW 183 Street
Carl City FL 33056

FLAPSF
13264 NW 12 Street
Pembroke Pines FL 33028

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

Florida Atlantic University
Carolyn A. R. Diedrick
2912 College Ave. Mod. I. Davie
FL 33314

FLORIDA CULINARY INSTITUTE
Noel Shevack
1126 53 Ct.
W. Palm Beach FL 33407

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 Jackquie
Hankin
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
Valerie Jones
1957 Jackson Street
Hollywood FL 33020

Hepburn Center
Mary Washington
750 NW 8 Ave.
Hallandale FL 33009

Hispanic Alliance of Broward
Dr. Melissa Soldani-Lemon
7880 W. Oakland Park Blvd., #203
Ft. Lauderdale FL 33351

Hispanic Unity
Isilio Arriaga
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
Zell Murrell
619 NE 32 St.
Miami FL 33137

Keiser University
Violet Lowrey, Director Student
Svc
1500 NW 49th St.
Ft. Lauderdale FL 33309

Latin Chamber of Commerce Pepe
Lopez
8320 W.Sunrise Blvd. #206
Plantation FL 33326

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

Lockheed Martin
Attn: Janice McClendon
7261 Sheridan Street
Hollywood FL 33024

LULAC
Ceasar Montoya
10360 NW 40TH PL
CORAL SPRINGS FL 33065

Lynn University
Attn: Angela Butista - Career Dev.
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
Gilda Crocker
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
Attn: Jeanne Csurgay
1600 W. Hillsboro Blvd #200
Deerfield Bch FL 33442

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

Neighborhood Improvement Project
Attn: Patricia Henry
4350 W. Hallandale Beach Blvd.
Pembroke Park FL 33023

New Vistas Program
Judith Parker
2900 W. Prospect Road
Ft. Lauderdale FL 33309

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

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

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

Nova University
Joy Soto-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 VOC. REHAB
Jean Seducca
2550 W Oakland Park Blvd.
Ft. Lauderdale FL 33311

Olive Marcelin-JTPA Program
Career Placement Consultant 2660
W. Oakland Park Blvd.#237 Ft.
Lauderdale FL 33314

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 St.
Plantation FL 33317

PROFESA
P. O. BOX 524288
MIAMI FL 33152

Puerto Rican Chamber of Commerce
Frank Nieves
7321 Taylor Street
Hollywood FL 33024

School Board of Broward
ESE
North Area

S. Broward Employment Svc Ctr
7550 Davie Road Extension
Hollywood FL 33024

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 Florida State Hospital
Diane Dennis
c/o South Area Transportation

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

SPECTRUM
Mary Noa
450 East Atlantic Blvd.
Pompano Beach FL 33060

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

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

St. Thomas University
Attn: Sandra 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
Debbie Bradford
10500 W. Oakland Park Blvd.
Ft. Lauderdale FL 33351

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

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

U.S. Dept. of Labor
Miami Job Corp. (Laura Mebane)
3050 NW 183rd St.
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
Attn: Jackie Thomas
11 NW 36th Avenue
Ft. Lauderdale FL 33311

URBAN LEAGUE OF BROWARD
3521 West Broward Blvd. 201
Ft. Lauderdale FL 33312

Victory Living Programs
Dora Dean
P.O. Box 1025
Dania FL 33004

West Regional Library
Patti Nieves
8601 W Broward Blvd.
Plantation FL 33324

Western Kentucky University
Bob Somers, CAP Center
2nd FL Cravens Grad. Center
Bowling Green KY 42101

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

WORK FORCE ONE
ROBERTA CARRAWAY
2301 W. SAMPLE RD. B-4 SUIT
Pompano Beach FL 33073

Work Force One - A.C.S. 7550
Davie Rd. - Ex
Davie, FL 33024

Workforce One Central
c/o Rosalind Currington
2610 West Oakland Park Blvd. Ft.
Lauderdale FL 33311

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