



1 (877) TV BECON

**WPPB TV, Channel 63
Boca Raton/ Fort Lauderdale, FL**

**Annual
Equal Employment Opportunities
Report**

October 2004 – September 2005

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

WPPB TV Equal Employment Opportunities Report

October 2004 - September 2005

I. Vacancies Filled During The Period

WPPB 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 interviewed:

<u>DATE</u>	<u>POSITION</u>	<u>Interviewed</u>
02/01/05	TV Broadcast Engineer	6
03/15/05	TV Art/Graphics Specialist	8
04/26/05	TV Audio Production Specialist	7
07/18/05	TV production Assistant	8

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:

<u>POSITION</u>	<u>RECRUITMENT SOURCE FOR HIRED</u>
TV Broadcast Engineer	School Board Website
TV Art/Graphics Specialist	Word-of-mouth
TV Audio Production Specialist	School Board Website
TV Production Assistant	Word-of-mouth

The following is the list of the full-time vacancies for the reported period, as well as the recruitment source from which the interviewed but not-hired candidates learned about the respective vacancy:

<u>POSITION</u>	<u>RECRUITMENT SOURCE FOR INTERVIEWD BUT NOT HIRED</u>
TV Broadcast Engineer	School Board Website School Board Website School Board Website Word-of-Mouth Declined to specify

TV Art/Graphics Specialist

School Board Website
School Board Website
School Board Website
School Board Website
Word-of-Mouth
Declined to specify
Declined to specify

TV Audio Production Specialist

School Board Website
School Board Website
School Board Website
School Board Website
Declined to specify
Declined to specify

TV Production Assistant

School Board Website
School Board Website
School Board Website
School Board Website
School Board Website
Former Colleagues from BECON
Declined to specify

II. Most Frequently Used Resources For Employment Vacancies' Advertising

The School Board has achieved broad and inclusive outreach during the reported period. Listed below are the sources the School Board of Broward County uses to advertise employment vacancies in print and/ or on-line in print and/or internet postings in 2004-2005:

School Board of Broward County, Florida

www.browardschools.com

American Institute of Architects

www.aia.org

American School Food Service Association

www.asfsa.org

Associated General Contractors of America (AGC)

www.agc.org

Chronicle of Higher Education-Chronicle Careers

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

CIO Communications, Inc.

www.cio.com

Construction Specifications Institute

www.csinet.org

DBM Job Scout

<http://dbm.careercast.com>

Education Weekly

www.edweek.org

Education Weekly-Agent K-12

<http://www.agentk-12.edweek.org/recruiterinfo/index.shtm>

Florida Engineering Society

www.fleng.org

Florida Information Resource Network

www.firn.edu

Great School Jobs

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

IFMA - International Facility Management Association

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

Institute for Supply Management

www.ism.ws

Miami Herald and el Nuevo Herald

www.careerbuilder.com

Monster Jobs

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

National Association of School Psychologist

<http://jobs.naspcareercenter.org/>

National Association of Social Workers - Florida Chapter

www.naswfl.org/employment

Nursing Spectrum Magazine

www.nursingspectrum.com

Palm Beach Post

http://www.postclassads.com/cgi-bin/ad_submit.cgi?action=new

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. Miami-Dade Community College/20th Annual Employment Development - December 1, 2004;
2. Job Fair at the Broward County African American Research Library and Cultural Center – September 14, 2004;
3. BCC Election Year Job Fair – September 22, 2004;
4. Atlantic Technical Center Job Fair - April 13, 2005;
5. Sheridan Technical Center Career Fair - May 12, 2005;
6. Work Force One Job Fair – May 29, 2005;
7. Experience Broward – May 12 & May 13, 2005

2. Internship Programs:

Broward Teen News

Description:

Broward Teen News offers all 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. The ***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

Description:

Sports Blitz is the new, spots-related edition of ***Broward Teen News***. This 30-minute fast-paced show 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.

Broward School Beat Internship Program

Description:

The Broward Education Communications Network offers to interns in the field of Broadcast Journalism and Media Production the opportunity to work for our television program, ***Broward School Beat***. The program is a 30-minute news magazine show that highlights the positive events and stories happening throughout the Broward County School System. ***Broward School Beat*** is upbeat with fast edits and plenty of music and sound bites. The internship program accepts self-motivated, creative interns preferably with some experience in on-camera field reporting, news scriptwriting, camera operation, and non-linear editing. This internship is hands-on with students expected to complete stories, which actually air on our show. Duties include finding stories, videotaping, scriptwriting and postproduction.

BECON/ McFatter Tech Partnership

Description

The Broward Education Communications Network provides continuous training and the use of facilities in the field of Broadcast TV Production for McFatter Technical School. In a unique partnership with McFatter High School and Adult Education Center, BECON allows the TV Production classes to train on it's 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

The Recruitment Source List is continually modified/ updated in order to ensure wide dissemination of information concerning our open positions. On a regular basis, each Recruitment Source is contacted to verify contact name, address, phone and fax as well as e-mail address; and, to determine the best method for notification of our open positions.

A. D. Henderson Univ. School	BETA	Broward Community College
Florida Atlantic University	Tom Hunter	Career Education, South Campus
500 NW 20 St.	3800 Inverrary Blvd	7200 Pines Blvd.
Boca Raton FL 33431	Lauderhill FL 33319	Pembroke Pines Fl 33024
Adult Cov. Training Dept. Seminole Tribe	BETA	Broward Community College
Patricia Jaquiel	Toni Brown	Carol Faber-Displace Homemaker
6073 Stirling Rd.	2220 N. 57 Terrace	North Campus
Hollywood FL 33024	Hollywood FL 33021	

Adult Voc. Training Seminole Tribe
Vivian Crooks
6073 Stirling Rd.
Hollywood FL 33024

BETA/IBT
Attn: Diane Schiffman
7200 Pines Blvd., Bldg. 88-102
Pembroke Pines FL 33024

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

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

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

Broward Community College
Coop. Education Dept.
South Campus

Anna Tijon-Director Student Svc
Keiser College
1500 NW 49th St.
Ft. Lauderdale FL 33309

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

Broward Community College
Dean of Academic Affairs
North Campus

ASPIRA Broward
Syndia Nazario
6700 Miramar Parkway
Miramar FL 33023

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

Broward Community College
Linda Beziat
South Campus

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

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

Broward Community College
Maria Hincapie-Displace
South Campus

B.C.C./Hispanic Advisory Committee
Barbara Pippin
Bldg 33/1207E - 225 E. Las Olas
Ft. Lauderdale FL 33301

Broward Community College
Attn: Frank Kurz, Job Dev. Wages
1515 W. Commercial Blvd
Ft. Lauderdale FL 33309

Broward Community College
Special Services
Central Campus

BCC-Human Resources
Sherry Ferber
225 E. Las Olas Blvd.
Ft. Lauderdale FL 33301

Broward Community College
Bldg 57, Room 103
North Campus

Broward Community College
Student Financial Services
Central Campus-Bldg. 7

BETA
Linda Main
3800 Inverrary Blvd
Lauderhill FL 33319

Broward Community College
Career Center-Bldg. 7
Central Campus

Broward Community School
South Campus

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

Carver Ranches
4733 SW 18 St.
Hollywood FL 33023

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

Broward County Library North
RI | AI-Reference Desk 1100 Coconut
Creek Blvd.
Coconut Creek FL 33066

Carver Ranches Multi-Purpose
4733 SW 18 St. Hollywood FL 33023

Diane Dennis
South Florida State Hospital C/O
South Area Transportation

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

Centro Cultural de PR del Sur del la
FI id Jose Rodriguez 7018 NW 39 Court
Coral Springs FL 33065

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

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

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

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

Broward Employment Training
P I D t Personnel Dept. 3800 Inverrary
Blvd #4 Lauderdale FL 33319

CITE
c/o SHERRY PAGE 441 NW 33 AVENUE FT.
LAUDERDALE FL 33311

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

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

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

Dottie Slade
C/O Sexual Assault Treatment C S
400 N.E. 4th Street
Ft. Lauderdale FL 33301

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

City of Hollywood
Personnel 2600 Hollywood Blvd.
Hollywood FL 33020

Early Head Start
% Betty Moore 2201 S.W. 42
Avenue
Hollywood FL 33023

Broward Teachers Union
6000 N. University Drive
Tamarac FL 33321

Commisioner Diana
Wasserman-Rubin
115 S. Andrews Avenue
Ft. Lauderdale FL 33301

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

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

Cronos Magazine
Margaret Delmont 3970 Oaks Clubhouse
Drive, #110
Pompano Beach FL 33069

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

BUSINESS MACHINE EXPERTS
Janie Davis 5630 NW 12 CT.
Lauderhill FL 33313

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

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

Family Resource & Training Ofc Outreach
Lazaro Franco
2995 N Dixie Hwy
Ft. Lauderdale FL 33334

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

lorida State University
Jackie Hankin
104 Tully Gym
Tallahassee FL 32306

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

FLAPSF
13264 NW 12 Street
Pembroke Pines FL 33028

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

FAU
Brenda Pope
2912 College Ave.
Davie FL 33314

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

Gloria Tolar
ESE
North Area

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

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

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

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

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

Henderson Mental Health Ctr
Attn: Valerie Jones
1957 Jackson Street
Hollywood FL 33020

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

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

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

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

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

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

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

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

Hispanic Unity
Isilio Arriaga
5840 Johnson Street
Hollywood FL 33021

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

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

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

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

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

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

Job Placement Career Center

3501 Daive 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

Karyl Boynton Asst. Dean School of Ed.
Florida International Univ.
Tamiami Trail
Miami FL 33199

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 33065-15

Lynn University
Attn: Angela Butista - Career Dev. 3601
North Military Trail
Boca Raton FL 33431

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

Madeline Arritola - Market. & Pub

Rlti % Sun Sentinel
200 East LasOlas Blvd.
Ft. Lauderdale FL 33301

Melvin Parrish
B.C. Div of Alcohol & Drug Abuse
S 1011 S.W2nd Ct.
Ft. Lauderdale FL 33312

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

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

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

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

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

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

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

Vocational Rehabilitation
Ron Jankowsky
7550 Davie Road Ext.
Hollywood FL 33024

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
% Rosalind Currington
2610 West Oakland Park Blvd.
Ft. Lauderdale FL 33311