



1 (877) TV BECON

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

**Annual
Equal Employment Opportunities
Report**

October 2007 – September 2008

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

WBEC-TV Equal Employment Opportunities Report

October 2007 - September 2008

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 who applied and were interviewed:

<u>DATE</u>	<u>POSITION</u>	<u>Applied</u>	<u>Interviewed</u>
10/19/2007	BECON Public Relations & Fund Raising, Coordinator	19	8
05/12/2008	Accountant IV	21	6

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>
BECON Public Relations & Fund Raising, Coordinator	School Board Website
Accountant IV	School Board Website

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>
BECON Public Relations & Fund Raising, Coordinator	School Board Website School Board Website School Board Website Word-of-Mouth NAB Declined to specify School Board Website School Board Website School Board Website School Board Website Word-of-Mouth TV Jobs Declined to specify Declined to specify School Board Website

Accountant IV

Declined to specify
Declined to specify
NAB

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

In addition to SBBC recruitment sources, WBEC-TV also uses:

National Association of Broadcasters

www.nab.org

TV Jobs

www.tvjobs.com

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 2007-2008:

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

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 Annual Employment Development
2. Experience Broward – Winter, Spring & Fall
3. BCC Election Year Job Fair;
4. Atlantic Technical Center Job Fair
5. Sheridan Technical Center Career Fair
6. Work Force One Job Fair
7. Southeast Florida Career Consortium (Virtual Fair)
8. University of Central Florida
9. Florida Gulf Coast University
10. Florida A & M University
11. Florida State University
12. Florida International University
13. Florida Atlantic University
14. University of South Florida - St. Petersburg
15. Miami Dade College
16. University of Miami
17. Florida Memorial University
18. Bethune Cookman College
19. University of Florida

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, sports-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 Florida Atlantic University 500 NW 20 St. Boca Raton FL 33431	BETA Tom Hunter 3800 Inverrary Blvd Lauderhill FL 33319	Broward Community College Career Education, South Campus 7200 Pines Blvd. Pembroke Pines FL 33024
Adult Cov. Training Dept. Patricia Jaquiel 6073 Stirling Rd. Hollywood FL 33024	BETA Toni Brown 2220 N. 57 Terrace Hollywood FL 33021	Broward Community College Carol Faber-Displace Homemaker North Campus
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 Dev. Spec. Central Campus-Bldg. 85
American Rehab. Consultant Peter Gilbert 6280 Atlanta St. Hollywood FL 33024	Bethel Community Development 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 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 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. #714 Miami FL 33128
Broward Employment Training Personnel Dept. 3800 Inverrary Blvd #4 Lauderhill 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 Assoc. 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 Hollywood FL 33020	Early Head Start Hollywood FL 33023
Broward Teachers Union 6000 N. University Drive Tamarac FL 33321	Commissioner 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.	Department of Labor Attn: Wanda Holiday /WAGES Unit 311 N. State Road 7	Family & Child Development Services Patti Sylvester-North Network 2011 NW 3 Ave. Bldg. C 313

Lauderhill FL 33313	Plantation FL 33317	Pompano Beach FL 33060
Family Resource & Training 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	Florida 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 Colle ge 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 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 Davie Road Davie FL 33314	Madeline Arritola - Marketing Sun Sentinel 200 East Las Olas Blvd. Ft. Lauderdale FL 33301	North Miami Adult Education Ctr Attn: Lesly Prudent, Principal 800 N.E. 137th Street North Miami FL 33161
Job Service of Florida 2301 W Sample Rd #4 Pompano Beach FL 33073	Melvin Parrish B.C. Div of Alcohol & Drug Abuse S 1011 S.W 2nd Ct. Ft. Lauderdale FL 33312	Nova Univ. Family Center #204 Charlen Swanson 3301 College Ave. Ft. Lauderdale FL 33314
Job Services Zell Murrell 619 NE 32 St. Miami FL 33137	Miami Dade Community College Job Placement Service 300 NE 2nd Avenue Room 3108 Miami Beach FL 33132	Nova University Career Resource Center 3301 College Ave. Ft. Lauderdale FL 33314
Karyl Boynton Asst. Dean School of Education Florida International Univ. Tamiami Trail Miami FL 33199	Miami-Dade Community College Gilda Crocker 11011 SW 104 St. Miami FL 33176-33	Nova University Joy Soto-office of Univ. Registrar 3301 College Ave. Ft. Lauderdale FL 33314
Latin Chamber of Commerce Pepe Lopez 8320 W.Sunrise Blvd. #206 Plantation FL 33326	Michelin Career Center The Hendrix Student Center Suite 316 Clemson SC 29634	Nova University-Director Family Center 3301 College Ave. Ft. Lauderdale FL 33314
Legal Career Institute Placement Center 225 East Dania Beach Blvd 130 Dania Beach FL 33004	Michigan Education Assoc. Linda Keway, Consultant P.O. Box 673 East Lansing MI 48823	Office of Professional Expr. & Plm. Kumble Hall Long Island C.W. Post Campus Brookville NY 11548
Lockheed Martin Attn: Janice McClendon 7261 Sheridan Street Hollywood FL 33024	N. Broward County Courthouse Attn: Jeanne Csurgay 1600 W. Hillsboro Blvd #200 Deerfield Bch FL 33442	OFFICE OF VOC. REHAB Jean Seducca 2550 W Oakland Park Blvd. Ft. Lauderdale FL 33311
LULAC Ceasar Montoya 10360 NW 40TH PL CORAL SPRINGS FL 33065-15	NAACP 1409 W. Sistrunk Blvd. Ft. Lauderdale FL 33311	Olive Marcelin-JTPA Program Career Placement Consultant 2660 W. Oakland Park Blvd.#237 Ft. Lauderdale FL 33314
Lynn University Attn: Angela Butista - Career Dev. 3601 North Military Trail Boca Raton FL 33431	Neighborhood Improvement Project Attn: Patricia Henry 4350 W. Hallandale Beach Blvd. Pembroke Park FL 33023	Pediatric Care Center 1790 SW 43 Way Ft. Lauderdale FL 33317
Macalester College Education Office Teacher Placement Bureau 1600 Grand Ave.	New Vistas Program Judith Parker 2900 W. Prospect Road	Pines Plaza GED 7100 Pines Blvd. Pembroke Pines FL 33024

St. Paul MN 55105

Ft. Lauderdale FL 33309

Plantation Chamber of Commerce
Human Resource
7401 NW 4 St.
Plantation FL 33317

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

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

PROFESA
P. O. BOX 524288
MIAMI FL 33152

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

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

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

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

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

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

U.S. Dept. of Labor
Miami Job Corp. (Laura Mebane)
3050 NW 183rd St.
Miami FL 33055

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

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

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

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

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

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

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

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

Urban League
Attn: Jackie Thomas
11 NW 36th Avenue
Ft. Lauderdale FL 33311

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

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

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

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

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