

# EEO Public File Report

## Period Ending 9/30/2017

### Recruitment Source List

ABILITIES OF FLORIDA  
6602 SW 57 AVE  
MIAMI, FL 33143  
(305) 669-6981

MS. NANCY O'ROURKE  
CAREER SERVICES ADVISOR  
AI MIAMI INTERNATIONAL  
UNIVERSITY OF ART & DESIGN  
1501 BISCAYNE BLVD., SUITE 100  
MIAMI, FL 33132-1418  
(305) 428-5653  
norourke@aii.edu

LUWIN SANCHEZ  
ART INSTITUTE OF FT.  
LAUDERDALE  
1799 SE 17<sup>TH</sup> STREET  
FT. LAUDERDALE, FL 33316  
954-463-3000

MS. JODY BURKSHIRE  
ART INSTITUTE OF FT.  
LAUDERDALE  
1799 SE 17 ST  
FT. LAUDERDALE, FL 33316  
(954) 308-2606  
jburkshire@aii.edu

PAUL LUTTMAN  
DIRECTOR OF CAREER PLANNING &  
PLACEMENT SERVICES  
BARRY UNIVERSITY  
11300 NE 2 AVE  
MIAMI SHORES, FL 33161  
(305) 899-4010  
careerservices@mail.barry.edu

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STUDIO MANAGER  
BARRY UNIVERSITY  
11300 NE 2 AVE  
MIAMI SHORES, FL 33161  
(305) 899-3462  
careerservices@mail.barry.edu

BONNIE TRUNDY  
OFFICE OF CAREER SERVICES  
BATES COLLEGE  
31 FRYE STREET  
LEWISON, ME 04240  
207-786-6399

CLAUDINE MCKEE  
BETHUNE COOKMAN COLLEGE  
640 DR. MARY MCLEOD BETHUNE  
BLVD.  
DAYTONA BEACH, FL 32114  
904-255-1401

BROWARD COLLEGE  
CAREER CENTER - BLDG. 46/RM 237  
1000 COCONUT CREEK BLVD.  
COCONUT CREEK, FL 33066  
(954) 201-2272

BETTY GRADERA  
CAMACOL LATIN  
CHAMBER/COMMERCE  
1417 W. FLAGLER ST  
MIAMI, FL 33135  
(305) 642-3870  
[bettyg@camacol.org](mailto:bettyg@camacol.org)

CAREERSOURCE SOUTH FLORIDA  
NORTH MIAMI BEACH  
CAREER CENTER  
801 NE 167 STREET  
NORTH MIAMI BEACH, FL 33162  
305-654-7175

CAREERSOURCE SOUTH FLORIDA  
HIALEAH  
CAREER CENTER  
240 EAST 1ST AVE, SUITE 222  
HIALEAH, FL 33010  
305-883-6925

CAREERSOURCE  
NORTHSIDE  
CAREER CENTER  
DIV/WORKFORCE & EMP OPS (WEO)  
7900 NW 27 AVE, SUITE 200  
MIAMI, FL 33147  
(305) 693-2060

CARLOS ALBIZU UNIVERISTY  
DEPT. OF STUDENT SERVICES  
2173 NORTHWEST 99th AVENUE  
MIAMI, FLORIDA 33172  
(305) 593-1223

HARLEY RHODES  
CAMPUS COORDINATOR  
CONNECTICUT SCHOOL OF  
BROADCASTING  
3450 NORTHLAKE BOULEVARD,  
SUITE 110  
PALM BEACH GARDENS, FL 33403  
561-847-4126

RAY THOMAS  
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CONNECTICUT SCHOOL OF  
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7087 GRAND NATIONAL DRIVE,  
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407-704-8910

MARGO BEAVER  
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CONNECTICUT SCHOOL OF  
BROADCASTING  
3901 COCONUT PALM DRIVE, SUITE  
105  
TAMPA, FL 33619

CAROL ROBINSON  
CPB  
401 NINTH STREET, NW  
WASHINGTON, DC 20004-2006  
(202) 879-9600  
[www.cpb.org](http://www.cpb.org)

FLORIDA A&M UNIVERSITY  
CAREER CENTER  
100 STUDENT UNION PLZ  
BLDG. 1676  
TALLAHASSEE, FL 32307  
(850) 599-3700

FLORIDA ASSOCIATION OF  
BROADCASTERS  
201 SOUTH MONROE STREET, #201  
TALLAHASSEE, FL 32301

FLORIDA ATLANTIC UNIVERSITY  
CAREER PLANNING & PLACEMENT  
777 GLADES ROAD, SSB 228  
BOCA RATON, FL 33431  
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MAGALI GUZMAN  
STAND AMONG FRIENDS  
FLORIDA ATLANTIC UNIVERSITY  
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CAREER CENTER  
10501 FGCU BLVD., SOUTH  
FT. MYERS, FL 33965-6565  
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MR. BERT DELGADO  
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MR. MICHAEL DOUGLAS  
FLORIDA MEMORIAL UNIVERSITY  
15800 N.W. 42<sup>ND</sup> AVENUE  
MIAMI GARDENS, FL 33054  
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FLORIDA STATE UNIVERSITY  
CAREER CENTER  
600 WEST COLLEGE AVE.  
TALLAHASSEE, FL 32306  
(850) 644-2525

FLORIDA TECHNICAL COLLEGE  
CAREER SERVICES  
12689 CHALLENGER PKWY, #130  
ORLANDO, FL 32826-2750  
888-574-2082

GOODWILL INDUSTRIES  
2121 NW 21 ST  
MIAMI, FL 33142  
(305) 326-4166

LAILA SEAGLE  
GOODWILL INDUSTRIES  
3800 SOUTH CONGRESS AVE  
BOYNTON BEACH, FL 33406  
561-281-0811

JORGE AVELLANA  
EXECUTIVE DIRECTOR  
HISPANIC HUMAN RESOURCES  
1427 SOUTH CONGRESS AVENUE  
WEST PALM BEACH, FL 33406-5120

SAMUEL HALL  
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HOWARD UNIVERSITY  
525 BRYANT STREET, NW  
WASHINGTON, DC 20059  
202-8067513

CAROL Y. DUDLEY  
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HOWARD UNIVERSITY  
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WASHINGTON, DC 20059  
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ELIZABETH HOULIHAN  
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KEISER COLLEGE  
2085 VISTA PARKWAY  
WEST PALM BEACH, FL 33411  
561-471-6000

SHANTELL S. STUBBS  
COLLEGE PLACEMENT ASSOCIATE  
KEISER COLLEGE  
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TECHNOLOGY  
2410 METROCENTRE BLVD.  
WEST PALM BEACH, FL 33407  
561-712-5120

LYNN UNIVERSITY  
HANNIFAN CENTER FOR CAREER  
DEVELOPMENT & INTERNSHIP  
3601 N. MILITARY TRAIL  
BOCA RATON, FL 33431-5598  
(305) 237-7288

MIAMI DADE COLLEGE  
STUDENT EMPLOYMENT  
& CAREER SVCS  
11011 SW 104 ST, RM 3105  
MIAMI, FL 33176  
(305) 237-2356

NICOLE ARCHIE  
MIAMI LAKES TECH. CENTER  
JOB PLACEMENT OFFICE  
5780 NW 158 ST  
MIAMI LAKES, FL 33014  
(305) 557-1100 X2257

MIAMI MEDIA SCHOOL  
MARY BRICKELL VILLAGE  
901 SOUTH MIAMI AVENUE  
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MIAMI, FL 33130  
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NAACP  
ETHEL DUNCAN  
PO BOX 315  
OPA-LOCKA, FL 33054  
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NAACP  
RONALD COLSON  
1409 SISTRUNK BLVD  
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NAACP  
321 30<sup>TH</sup> STREET WEST  
RIVIERA BEACH, FL 33404  
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NATIONAL HISPANIC MEDIA  
COALITION  
1201 WEST 5<sup>th</sup> STREET  
SUITE T205  
LOS ANGELES, CA 90017  
(213) 534-3026

REBECCA FARMER  
NATIONAL ORGANIZATION FOR  
WOMEN  
1100 H STREET N.W., 3<sup>RD</sup> FLOOR  
WASHINGTON, DC 20005  
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now@now.org

DIANE SOMERVILLE  
NEW ENGLAND TECH  
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WEST PALM BEACH, FL 33407  
561-842-8324

NOVA SOUTHEASTERN UNIVERSITY  
CAREER SERVICES  
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(202) 693-7880

BARBARA FARNAN  
CAREER SERVICES – STUDENT  
SUCCESS CENTER  
PALM BEACH ATLANTIC COLLEGE  
P.O. BOX 24708  
WEST PALM BEACH, FL 33416-4708  
561-803-2061

MICHELLE MARTON  
PALM BEACH COUNTY FILM & TV  
COMMISSION  
1555 PALM BEACH LAKES BLVD.,  
#900  
WEST PALM BEACH, FL 33401  
561-233-3111

AMY WINTERS  
PALM BEACH HABILITATION  
CENTER  
4522 SOUTH CONGRESS AVENUE  
LAKE WORTH, FL 33461  
561-965-9500

PBC WORKFORCE ALLIANCE  
CAREER CENTER  
ADMINISTRATIVE OFFICE  
315 SOUTH DIXIE HWY., #102  
WEST PALM BEACH, FL 33401-5805  
561-837-5500

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MANAGER, EMPLOYER SVCS.  
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CAREER CENTER  
3400 BELVEDERE ROAD  
WEST PALM BEACH, FL 33406-1525  
561-616-5200

PBC WORKFORCE ALLIANCE  
WEST CAREER CENTER  
1085 SOUTH MAIN STREET  
BELLE GLADE, FL 33430  
561-992-1310

PBC WORKFORCE ALLIANCE  
SOUTH CAREER CENTER  
951 YAMATO ROAD, SUITE 175  
BOCA RATON, FL 33431  
561-853-0181

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509 ROYAL PLAZA DRIVE  
FORT LAUDERDALE, FL

ANGELA HOHMAN  
SHEFFIELD INSTITUTE FOR THE  
RECORDING ARTS  
13816 SUNNYBROOK ROAD  
PHOENIX, MD 21131  
410-628-7260

ST. THOMAS UNIVERSITY  
JOB PLACEMENT OFFICE  
16400 NW 32 AVE  
MIAMI, FL 33054  
(305) 628-6688

CRISTINA LOPEZ  
CAREER SERVICES  
ST. THOMAS UNIVERSITY  
16401 NW 37TH AVE  
MIAMI GARDENS, FL 33054  
(305) 628-6577

THE LEADERSHIP INSTITUTE  
STEVEN P.J. WOOD BUILDING  
1101 NORTH HIGHLAND STREET  
ARLINGTON, VA 22201  
703-247-2000

UNIVERSITY OF CENTRAL FLORIDA  
CAREER CENTER  
4000 CENTRAL FLORIDA BLVD.  
ORLANDO, FL 32816  
(407) 823-2000

UNIVERSITY OF FLORIDA  
CAREER RESOURCE CENTER  
DIVISION OF STUDENT AFFAIRS  
FIRST FLOOR J. WAYNE REITZ  
UNION  
P.O. BOX 118507  
GAINESVILLE, FL 32611  
352-392-1601

MR. DAN LYNCH  
UNIVERSITY OF MIAMI  
TOPPEL CAREER CENTER  
P.O. BOX 249175  
1306 STANFORD DRIVE  
CORAL GABLES, FL 33124-6930  
(305) 284-5451

UNIVERSITY OF TAMPA  
CAREER SERVICES  
401 W KENNEDY BLVD  
TAMPA FL 33606-1490  
(813) 253-3333

URBAN LEAGUE/BROWARD  
COUNTY  
JOB PLACEMENT  
560 NW 27<sup>TH</sup> AVENUE  
FORT LAUDERDALE, FL 33311  
954-584-0777

URBAN LEAGUE/GREATER MIAMI  
8500 N.W. 25 AVE  
MIAMI, FL 33147  
(305) 696-4450

GIGI MARSHALL, JOB POSTINGS  
URBAN LEAGUE/PALM BEACH  
COUNTY  
1700 NORTH AUSTRALIAN AVE  
WEST PALM BEACH, FL 33407  
561-833-1461

DAN YEAKEL  
VICKERS HOUSE  
811 PALM BEACH LAKES BLVD.  
WEST PALM BEACH, FL 33405  
561-835-7030

LELA JORDAN  
VICKERS HOUSE  
3801 GEORGIA AVENUE  
WEST PALM BEACH, FL 33405  
561-804-4975

YOUTH CO-OP, INC.  
780 FISHERMAN ST.  
OPA-LOCKA, FL 33054  
(305) 687-2886

SOUTH FLORIDA PBS, INC.  
BOARD OF DIRECTORS  
Total of 24

REQUESTS FROM MEMBERS OF THE  
COMMUNITY:

[ksoffia74@yahoo.com](mailto:ksoffia74@yahoo.com)

[rblattner@clwrg.com](mailto:rblattner@clwrg.com)

[maxine@martellinnovation.com](mailto:maxine@martellinnovation.com)

The above Recruitment Source List is continually modified/updated in order to ensure wide dissemination of information concerning our open positions, and includes all organizations who have requested inclusion on this list. On a regular basis, each Recruitment Source is contacted to verify contact name, address, phone, fax and e-mail address to determine the best method for notification of our open positions.

In addition, a notice appears on our website under Employment Opportunities publicizing notification requirements and providing contact information for organizations interested in receiving open position notification. Additionally, a 45-second on-air announcement detailing this information airs three times per week on WPBT.

**Full Time Job Vacancy Summaries**  
**October 1, 2016 – September 30, 2017**

Job Title: **CAO**

Date Opened: 2/8/2016  
Date Filled: 10/3/2016  
Referral Source of Hire:  
Agency Referral/CareerXchange

Total # of Interviewees: 7

**Recruitment Sources of Interviewees**

Industry Referral  
SFPBS Website  
SFPBS Website  
Agency Referral/Robert Half  
Agency Referral/Robert Half  
Employee Referral  
Agency Referral/CareerXchange

Job Title: **Controller**

Date Opened: 6/8/2017  
Date Filled: 8/28/2017  
Referral Source of Hire: Indeed.com

Total # of Interviewees: 5

**Recruitment Sources of Interviewees**

Indeed.com  
Indeed.com  
Indeed.com  
Indeed.com  
Employee Referral

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**Total number of interviewees for all positions: 12**

**Total number of interviewees referred from each recruitment source:**

Industry Referral **1**  
SFPBS Website **2**  
Agency Referral/Robert Half **2**  
Employee Referral **2**  
Agency Referral/CareerXchange **1**  
Indeed.com **4**

A copy of each of the foregoing vacancies was provided to each source on the Recruitment Source List.

Additional recruitment sources used for interviews not listed in the Recruitment Source List are as follows:

Agency Referral (CareerXchange)  
Agency Referral (Creative Staffing)  
Agency Referral (Robert Half)  
Indeed.com  
Twitter  
LinkedIn  
Facebook

## **Supplemental Initiative Descriptions**

### **Initiative Title: Internship Program**

Description of Initiative: The station has had a program of developing relationships with colleges/universities that provide intern candidates for many years. In lieu of compensation, these candidates receive college course credit for their semester program participation in the internship program. Our program provides the opportunity for comprehensive hands-on experience in all facets of broadcasting including broadcasting/journalism, production/programming, advertising/promotion and graphic design. Following is a list of those educational institutions from which interns have been recruited:

Ai Miami International University of Art & Design, Miami, FL  
Barry University, Miami, FL  
Brandeis University, Waltham, MA  
Broward College, Coconut Creek, FL  
Carlos Albizu University, Miami, FL  
Center of Cinematography Arts & Television, North Miami, FL  
City College, Ft. Lauderdale, FL  
Connecticut School of Broadcasting, Davie, FL  
Eastern Illinois, Charleston, IL  
Florida A&M University, Tallahassee, FL  
Florida Atlantic University, Boca Raton, FL  
Florida Gulf Coast University, Ft. Myers, FL  
Florida International University, North Miami, FL  
Florida Memorial University, Miami, FL  
Florida State University, Tallahassee, FL  
Full Sail Real World, Orlando, FL  
Ft. Lauderdale Art Institute, Ft. Lauderdale, FL  
Johnson & Wales University, North Miami, FL  
Jones College, Miami, FL  
Loyola Marymount University, Los Angeles, CA  
Lynn University, Boca Raton, FL  
Miami Country Day, Miami Shores, FL  
Miami Dade College, Miami, FL  
Miami Lakes Technical Center, Miami Lakes, FL  
Northwestern University, Evanston, IL  
Nova Southeastern University, Ft. Lauderdale, FL  
Palm Beach State College, Palm Beach, FL  
Southern Illinois University, Carbondale, IL  
St. Thomas University, Miami, FL  
University of Alabama, Tuscaloosa, AL  
University of Central Florida, Orlando FL  
University of Florida, Gainesville, FL  
University of Miami, Coral Gables, FL  
University of Tampa, Tampa, FL  
University of North Florida, Jacksonville, FL

The following is a list of the departments/divisions in which interns were used for fall semester 2016 and spring, summer and fall semesters of 2017:

Fall 2016

Johari Canty	Florida International University	Content/Art Loft
Hector Fabelo, Jr.	Florida International University	Content/Art Loft
Erica Santiago	Florida International University	Content/Art Loft

Spring 2017

Jayda Hall	Florida International University	Content/Check Please
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Summer 2017

Marco Cartolano	Northwestern University	Content/Check Please
Emily Kaplan	University of Alabama	Content/Check Please
Jaynell Perera	Eastern Illinois University	Content/Studio Operations
Megan Perdomo	University of South Florida	Content/Studio Operations
Morgan Mayback	Brandeis University	Marketing & Development/ Communications

Autism Internship Program

After providing Sensitivity Training to all staff (as detailed in last year's report), working with the UM-NSU Center for Autism and Related Disabilities (CARD) we identified and placed three (3) interns in this program, as follows:

Andres Alfonso	Autism Project/CARD	Content/Check Please
Zachary Hoaglund	Autism Project/CARD	Content/Check Please
Richard Berea	Autism Project/CARD	Content/Check Please

In addition, we participated in the University of Miami's UShadow program. This program gives participants the unique opportunity to investigate a potential career field while connecting with employer hosts. Students are able to explore an industry of interest and gain a realistic expectation of specific professions; giving them a better understanding of what is involved in a particular career choice or workplace. This UShadow experience consisted of a full day of shadowing with a detailed tour of the facility.

UShadow Experience – April 5, 2017

Kamila Hamp	University of Miami	Content/Check Please
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**Initiative Title: Job/Career Fairs**

Description of Initiative: Human Resources representatives, who are responsible for the recruitment efforts for open positions at either facility (WPBT or WXEL) and makes hiring recommendations, attended the following job/career fairs during the past year:

- Barry University Career Fair, Miami Shores, FL, February 21, 2017.
- Choice Career Fairs, West Palm Beach, FL, June 1, 2017.
- Choice Career Fairs, West Palm Beach, FL, September 21, 2017

At these job fairs information was provided on available positions in addition to information relative to future opportunities to students. In addition, general station and broadcasting career information as well as information on internship opportunities are provided.

Attendance at one additional job/career fair for the period ending September 30, 2016 is described in last year's report, meeting the required number of job fairs (4) in the two year term.

**Initiative: Career Days at Educational Institutions Regarding Career Opportunities in Broadcasting**

Several staff members participated in the following career days at local educational institutions to speak to students about career opportunities in broadcasting.

- October 15, 2016 – Frost Museum of Science/UBMS (Upward Bound Math & Science Program)
- April 21, 2017 – Pine Crest School
- September 17, 2017 – North Glades Elementary