

EEO Public File Report Period Ending 9/30/2016

Recruitment Source List

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

MS. PAMELA ANGARITA
STUDENT EMPLOYMENT ADVISOR
AI MIAMI INTERNATIONAL
UNIVERSITY OF ART & DESIGN
1501 BISCAYNE BLVD., SUITE 100
MIAMI, FL 33132-1418
(305) 428-5653
pangarita@aii.edu

DR. AMY RAPHAEL
BARRY UNIVERSITY
CAREER PLANNING &
PLACEMENT SVS.
11300 NE 2 AVE
MIAMI SHORES, FL 33161
(305) 899-4010
careerservices@mail.barry.edu

BROWARD COLLEGE
CAREER CENTER
BLDG. 46 / ROOM 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

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

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

CPB
401 NINTH STREET, NW
WASHINGTON, DC 20004-2006
(202) 879-9600
www.cpb.org

MR. BERT DELGADO
FLORIDA INTERNATIONAL
UNIVERSITY
FIU/SJMC AC2 RM 313
3000 NE 151 ST
N MIAMI, FL 33181
(305) 919-5625
delgadob@fiu.edu

FLORIDA ATLANTIC UNIVERSITY
STUDENT SERVICES BUILDING
777 GLADES ROAD
BUILDING SU
ROOM 220
BOCA RATON, FL 33431
(561) 297-3533
career@fau.edu
jwatson@fau.edu

MR. MICHAEL DOUGLAS
FLORIDA MEMORIAL UNIVERSITY
15800 N.W. 42ND AVENUE
MIAMI GARDENS, FL 33054
(305) 626-3128

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

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

JEFFREY JOHNSON
JEWISH VOCATIONAL SERVICE
(JVS)
735 NE 125 ST
NORTH MIAMI, FL 33161-5645
(305) 899-1587

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

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

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

NAACP
ETHEL DUNCAN
PO BOX 315
OPA-LOCKA, FL 33054
(305) 685-8694

NAACP
RONALD COLSON
1409 SISTRUNK BLVD
FT LAUDERDALE, FL 33311-7987
(954) 764-7604

NATIONAL HISPANIC MEDIA
COALITION
1201 WEST 5th STREET
SUITE T205
LOS ANGELES, CA 90017
(213) 534-3026

REBECCA FARMER
NATIONAL ORGANIZATION FOR
WOMEN
1100 H STREET N.W., 3RD FLOOR
WASHINGTON, DC 20005
(202) 331-0066
now@now.org

FLORIDA GULF COAST UNIVERSITY
CAREER CENTER
10501 FGCU BLVD., SOUTH
FT. MYERS, FL 33965-6565
(239) 590-1000

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

DINA DORICH
OFFICE OF DISABILITY
EMPLOYMENT
200 CONSTITUTION AVE, NW
SUITE 1303, F1303
WASHINGTON, DC 20210
(202) 693-7880

FLORIDA STATE UNIVERSITY
CAREER CENTER
600 WEST COLLEGE AVE.
TALLAHASSEE, FL 32306
(850) 644-2525

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

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
toppel@miami.edu

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

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

YOUTH CO-OP, INC.
780 FISHERMAN ST.
OPA-LOCKA, FL 33054
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MIAMI MEDIA SCHOOL
MARY BRICKELL VILLAGE
901 SOUTH MIAMI AVE., SUITE 303
MIAMI, FL 33130
dclark@beonair.com

WPBT2 BOARD OF DIRECTORS
Total of 32

REQUESTS FROM MEMBERS OF THE
COMMUNITY:

kolahr@aol.com

ksoffia74@yahoo.com

rblattner@clwrg.com

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.

Full Time Job Vacancy Summaries
October 1, 2015 – September 30, 2016

Job Title: **Supervising Producer**

Date Opened: 2/29/2015

Date Filled: 12/28/2015

Referral Source of Hire: Channel 2 Website

Total # of Interviewees: 4

Recruitment Sources of Interviewees

Channel 2 Website

Channel 2 Website

Indeed.com

Indeed.com

Job Title: **Producer, On-Air
Fundraising & Marketing**

Date Opened: 5/14/2015

Date Filled: 2/8/2016

Referral Source of Hire: Channel 2 Website

Total # of Interviewees: 11

Recruitment Sources of Interviewees

Channel 2 Website

Indeed.com

Indeed.com

Channel 2 Website

Indeed.com

Indeed.com

Indeed.com

Indeed.com

Indeed.com

Channel 2 Website

Channel 2 Website

Job Title: **Sr. Vice President, Content
& Community Partnerships**

Date Opened: 1/21/2016

Date Filled: 9/19/2016

Referral Source of Hire: Employee Referral

Total # of Interviewees: 8

Recruitment Sources of Interviewees

Employee Referral
Employee Referral
Employee Referral
In-house Candidate/Employee
Channel 2 Website
Recruitment Source List
Channel 2 Website
Channel 2 Website

Job Title: **Multi Media Communications & Outreach Specialist** Date Opened: 2/17/2016
Date Filled: 6/21/2016
Referral Source of Hire: Channel 2 Website

Total # of Interviewees: 5

Recruitment Sources of Interviewees

Channel 2 Website
In-house Candidate/Intern
Channel 2 Website
Channel 2 Website
Channel 2 Website

Total number of interviewees for all positions: 28

Total number of interviewees referred from each recruitment source:

Channel 2 Website: 13
Employee Referral: 3
In-house Candidate/Employee: 1
In-house Candidate/Intern: 1
Indeed.com: 9
Recruitment Source List: 1

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:

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
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
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
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 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 the spring, summer and fall semesters of 2016:

Spring 2016

Carolina Cuadra	Florida International University	Content/Check Please
Jasmine Romero	Florida International University	Content/Art Loft
Keren Celestin	Nova Southeastern University	Engineering/IT
Jamari Leak	Florida Memorial University	Dev. & Mktg./Communications
Davina Lewis	Florida Memorial University	Dev. & Mktg./Communications
Dwight Spencer, Jr.	Miami Country Day	Content/Issues & Issues Reports

Summer 2016

Andrea Eder	Florida International University	Content/Art Loft
Donny Dicaprio	Florida International University	Content/Art Loft & Issues
Nicole Malanga	Scripps Howard Foundation	Content/Issues & Issues Reports
Khadejah Farley	Southern Illinois University	Content/Changing Seas & Issues
Sara Dorvilier	Florida Atlantic University	Dev. & Mktg./On-Air Fundraising
Denise Olsak	University of North Florida	Dev. & Mktg./Communications

Fall 2016

Barbie Lazaro	Miami Dade College	Dev. & Mktg./Communications
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In addition, the station has developed an Autism Internship program. Working closely with the University of Miami – Nova Southeastern University Center for Autism and Related Disabilities (CARD) we have designed a paid internship specifically for individuals with Autism. The program provides an overview of TV production and TV studio operations with the intern working approximately 10 hours a week for a six to eight week period. Internship duties for TV production include research, transcription, and social media postings; duties for TV studio production include entering scripts into the teleprompter, studio and field equipment set up and assisting during field shoots. We are presently interviewing potential intern candidates and hope to have an intern placed for fall 2016.

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

Bernard Cottle, Manager, Facilities – Crewing, participated in following career days at local educational institutions to speak to students about career opportunities in broadcasting.

June 1, 2016 - North Glades Elementary School

June 2, 2016 - Nathan B. Young Elementary

July 9, 2016 - North Miami Middle School Summer Camp Program.

Also, we opened the station and our studios to a group of home schooled children and their parents on April 27, 2016 as part of a field trip. In addition to the studio tour, the children were

able to see a client production being produced and meet the host and scenic designer of the show, The Florida Insider Fishing Report Show.

Initiative: Training to Management Level Personnel as to Methods of Ensuring Equal Employment Opportunity and Preventing Discrimination

On June 29, 2016 we held a Sensitivity Training session, entitled “Working with Employees with ASD (Autism Spectrum Disorder)” for all staff. The session was approximately 45 minutes in length and was presented by Deborah Chin, M.A. of the UM-NSU Center for Autism and Related Disabilities (CARD). Topics covered included an overview of Autism Spectrum Disorders, strengths and challenges in the workplace, accommodations for employees with ASD, training tips and additional supports for successful employment. The purpose of the training was to familiarize staff with the disorder prior to placing a candidate in our newly created Autism Internship program.

In addition, on August 24, 2016 we conducted separate supervisor training for those that would have direct supervision/contact with the intern. This training session included an overview of general accommodations that might need to be made; a discussion of tasks that might be particularly interesting or appealing; the need for very specific, explicit training, i.e., providing clear instructions for tasks that might seem straight forward; the need to encourage the intern to ask questions and to prepare staff the intern may work with to solicit questions; provide a list of “back burner” activities, i.e., a checklist of activities to be done when the intern is between projects and identify a point person and a back up point person for the intern to check in with regarding duties at the start and end of each day.