South Florida PBS, Inc. Annual EEO Public File Report for 10/1/2024 to 9/30/2025 Stations WPBT, Miami, FL; WXEL-TV, Boynton Beach, FL

# **Recruitment Source List**

BARRY UNIVERSITY 11300 NE 2 AVE MIAMI SHORES, FL 33161 (305) 899-4010 careerservices@mail.barry.edu

BONNIE TRUNDY OFFICE OF CAREER SERVICES BATES COLLEGE 31 FRYE STREET LEWISON, ME 04240 207-786-6399 purposefulwork@bates.edu

Ms. Roshunda Jenkins, M.Ed.
BETHUNE COOKMAN UNIVERSITY
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careerdevelopment@cookman.edu

BROWARD COLLEGE SOUTH CAMPUS – amolina1@broward.edu NORTH CAMPUS – bvalera@broward.edu CENTRAL CAMPUS – sfranck@broward.edu (954) 201-4919

CAMACOL LATIN CHAMBER/COMMERCE 1417 W. FLAGLER ST MIAMI, FL 33135 (305) 642-3870 communications@camacol.org

CAREERSOURCE SOUTH FLORIDA NORTH MIAMI BEACH CAREER CENTER 801 NE 167 STREET NORTH MIAMI BEACH, FL 33162 305-654-7175 mirian.zeno@careersourcesfl.com CAREERSOURCE SOUTH FLORIDA HIALEAH CAREER CENTER 240 EAST 1ST AVE, SUITE 222 HIALEAH, FL 33010 305-883-6925 kenya.cruz@careersourcesfl.com

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

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

HARLEY RHODES
CAMPUS COORDINATOR
CONNECTICUT SCHOOL OF
BROADCASTING
3450 NORTHLAKE BOULEVARD,
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PALM BEACH GARDENS, FL 33403
561-847-4126
info@gocsb.com

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

FLORIDA A&M UNIVERSITY CAREER CENTER 100 STUDENT UNION PLZ BLDG. 1676 TALLAHASSEE, FL 32307 (850) 599-3700 cpdcenter@famu.edu FLORIDA ASSOCIATION OF BROADCASTERS 201 SOUTH MONROE STREET, 201 TALLAHASEE, FL 32301 info@fab.org

FLORIDA ATLANTIC UNIVERSITY CAREER PLANNING & PLACEMENT 777 GLADES ROAD, SSB 228 BOCA RATON, FL 33431 (561) 297-3533 career@fau.edu

FLORIDA GULF COAST UNIVERSITY CAREER CENTER 10501 FGCU BLVD., SOUTH FT. MYERS, FL 33965-6565 (239) 590-7946 careercenter@fgcu.edu

FLORIDA INTERNATIONAL UNIVERSITY FIU/SJMC AC2 RM 313 3000 NE 151 ST N MIAMI, FL 33181 (305) 919-5770 dcurtis@fiu.edu

MR. MICHAEL DOUGLAS FLORIDA MEMORIAL UNIVERSITY 15800 N.W. 42<sup>ND</sup> AVENUE MIAMI GARDENS, FL 33054 (305) 626-3734 hr@fmuniv.edu

FLORIDA STATE UNIVERSITY CAREER CENTER 100 SOUTH WOODWARD AVE TALLAHASSEE, FL 32306 (850) 644-6431 lmille@fsu.edu thudgens@fsu.edu

FLORIDA TECHNICAL COLLEGE CAREER SERVICES 12689 CHALLENGER PKWY, 130 ORLANDO, FL 32826-2750 888-574-2082 info@ftccollege.edu GOODWILL INDUSTRIES 2121 NW 21 ST MIAMI, FL 33142 (305) 326-4166 www.goodwillsouthflorida.org

CAREER SERVICES OFFICE HOWARD UNIVERSITY 525 BRYANT STREET, NW WASHINGTON, DC 20059 202-806-7513 careerservices@howard.edu

DIRECTOR OF STUDENT SERVICES KEISER UNIVERSITY 2085 VISTA PARKWAY WEST PALM BEACH, FL 33411 561-471-6000 AdmissionsInfoWPB@keiseruniversity.

KATHY S. PICCINI DIRECTOR OF CAREER SERVICES LINCOLN COLLEGE OF TECHNOLOGY 2410 METROCENTRE BLVD. WEST PALM BEACH, FL 33407 561-712-5120 careers@lincolntech.edu

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

MIAMI DADE COLLEGE STUDENT EMPLOYMENT & CAREER SERVICES 11011 SW 104 ST, RM 3105 MIAMI, FL 33176 (305) 237-2356 anorth@mdc.edu wadvisement@mdc.edu NICOLE ARCHIE MIAMI LAKES TECH. CENTER JOB PLACEMENT OFFICE 5780 NW 158 ST MIAMI LAKES, FL 33014 (305) 557-1100 X2257 RSosa@dadeschools.net

NAACP FT. LAUDERDALE/BROWARD info@naacpftlbroward.com MIAMI-DADE miamidadecommunications@gmail.com WEST PALM BEACH naacp5094@gmail.com

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200 CONSTITUTION AVE, NW
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WASHINGTON, DC 20210
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CAREER SERVICES – STUDENT SUCCESS CENTER PALM BEACH ATLANTIC COLLEGE P.O. BOX 24708 WEST PALM BEACH, FL 33416-4708 561-803-2061 Workship@pba.edu PALM BEACH COUNTY FILM & TV COMMISSION 1555 PALM BEACH LAKES BLVD., 900 WEST PALM BEACH, FL 33401 561-233-3111 info@pbfilm.com

CYNTHIA JUARBE
PALM BEACH HABILITATION
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4522 SOUTH CONGRESS AVENUE
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PBC WORKFORCE ALLIANCE CAREER CENTER ADMINISTRATIVE OFFICE 315 SOUTH DIXIE HWY., 102 WEST PALM BEACH, FL 33401-5805 561-837-5500 postmyjobs@careersourcepbc.com

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info@sheffieldav.com

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

WILLIAM JOHNSON THE LEADERSHIP INSTITUTE STEVEN P.J. WOOD BUILDING 1101 NORTH HIGHLAND STREET ARLINGTON, VA 22201 703-247-2000 wjohnson@leadershipinstitute.org UNITED LATINO JOB BANK Hirelatinos.org jobs@lulac.org

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UNIVERSITY OF FLORIDA
CAREER RESOURCE CENTER
FIRST FLOOR J. WAYNE REITZ
STUDENT UNION
P.O. BOX 118507
GAINESVILLE, FL 32611
352-392-1601
Hire-UFGators@ufl.edu

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 hireut@ut.edu

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

URBAN LEAGUE/GREATER MIAMI 8500 N.W. 25 AVE MIAMI, FL 33147 (305) 696-4450 media@miamiurbanleague.org GIGI MARSHALL, JOB POSTINGS URBAN LEAGUE/PALM BEACH COUNTY 1700 NORTH AUSTRALIAN AVE WEST PALM BEACH, FL 33407 561-833-1461 info@ulpbc.org

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

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

REQUESTS FROM MEMBERS OF THE COMMUNITY:

#### R. Blattner

\*Personal information redacted but available upon request. Multiple attempts were made to email new job opportunities, however emails were returned undeliverable. 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 Careers on both WPBT and WXEL, publicizing notification requirements and providing contact information for organizations or individuals interested in receiving open position notifications. Additionally, a 52-second on-air announcement detailing this information airs three times per week on WPBT, WXEL and WURH-Health Channel.

# **Full Time Job Vacancy Summaries** October 1, 2024 – September 30, 2025

Date Opened: 8/12/24 Job Title: Member Services Date Filled: 10/28/24

> Referral Source of Hire: Indeed.com Representative

Total # of Interviewees: 9

# Recruitment Sources of Interviewees

Indeed (4) Industry Referral (1) Palm Beach Film Commission (1) SFPBS Website (2) Staff Referral (1)

Date Opened: 9/24/24

Job Title: Development Associate, Date Filled: 5/27/25 Admin. & Donor Relations

Referral Source of Hire: Industry Referral

Total # of Interviewees: 3

# Recruitment Sources of Interviewees

Industry Referral (1) Staff Referral (1) Google Jobs (1)

Date Opened: 1/28/25

Date Filled: 8/4/25 Job Title: Deputy Managing Director,

**Development** Referral Source of Hire: Industry Referral

Total # of Interviewees: 3

### Recruitment Sources of Interviewees

Industry Referral (1) LinkedIn (1) Indeed (1)

Job Title: **Sr. Administrative Assistant, Development** 

Date Opened: 4/15/25 Date Filled: 8/18/25

Referral Source of Hire: Employee Referral

Total # of Interviewees: 5

# Recruitment Sources of Interviewees

Industry Referral (1)
Employee Referral (1)
Google Jobs (1)
LinkedIn (1)
SFPBS Website (1)

Total number of interviewees for all positions: 20

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

Indeed.com (5)
Industry Referral (5)
SFPBS Website (3)
Staff Referral (2)
Google Jobs (2)
LinkedIn (2)
Palm Beach Film Commission (1)

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

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

All positions were additionally posted on the South Florida PBS Website (<a href="https://www.southfloridapbs.org/about/careers/">https://www.southfloridapbs.org/about/careers/</a>) WPBT Website (<a href="https://www.wxel.org/careers/">https://www.wxel.org/careers/</a>), WXEL Website (<a href="https://www.wxel.org/careers/">https://www.wxel.org/careers/</a>)

The following positions were also posted on Indeed (<a href="www.indeed.com">www.indeed.com</a>):

- Member Services Representative
- Development Associate, Admin. & Donor Relations
- Deputy Managing Director, Development
- Sr. Administrative Assistant, Development

The following positions were posted on LinkedIn (www.linkedin.com):

- Development Associate, Admin. & Donor Relations
- Deputy Managing Director, Development
- Sr. Administrative Assistant, Development

The following position was posted on \*Workable (www.workable.com):

• Development Associate, Admin. & Donor Relations

The following position was posted on \*\*PostJobFree (www.postjobfree.com):

- Sr. Administrative Assistant, Development
- \* Workable job posts are distributed to the following boards:

Monster

Google for jobs

Talent.com

Trovit.com

jobrapido.com

recruit net

job is job

adzuna

National Labor Exchange

Careerjet

Jooble

LiveCareer

X (formally known as Twitter)

\*\* PostJobFree job posts are distributed (cross-posted) to the following job search engines/websites:

Google Search Yahoo Search Bing Search linkedin.com oodle.com

# **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 social media. Monica R. Westby, HR Manager, is responsible for coordinating the internship program. Following is a list of those educational institutions from which interns have been solicited:

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

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

Hamilton College, Clinton, NY

Loyola Marymount University, Los Angeles, CA

Lynn University, Boca Raton, FL

Miami Dade College, Miami, FL

Miami Lakes Technical Center, Miami Lakes, FL

Northwestern University, Evanston, IL

Nova Southeastern University, Ft. Lauderdale, FL

Olivet Nazarene University, Bourbonnais, Illinois

Palm Beach State College, Palm Beach, FL

Southern Illinois University, Carbondale, IL

St. Thomas University, Miami, FL

SUNY Purchase, Harrison, NY

University of Alabama, Tuscaloosa, AL

University of Central Florida, Orlando FL

University of Illinois, Chicago, IL

University of Florida, Gainesville, FL

University of Miami, Coral Gables, FL

University of Maryland, College Park, MD

University of Mississippi, Oxford, MS

University of North Florida, Jacksonville, FL

University of Tampa, Tampa, FL University of Virginia, Charlottesville, VA

The following is a list of the departments/divisions in which interns were used for the fall semester of 2024 and the spring, summer and fall semesters of 2025:

Educational Institution	Supervisor Overseeing Internship	Project/Assigned Area
Fall 2024		
FSU NSU Lynn University	Nicole Borrero, Producer Jackie Lo, Director, Interactive Media Jill Nadler, KidVision Producer	Check, Please! Digital Media KidVision
Spring 2025		
Lynn University FAU	Jill Nadler, KidVision Producer Melissa Harmon, Principal Dir., Content	KidVision Various Productions
Summer 2025		
UF UF UCF Lynn University UF	Anabel Moncada, Marketing & Comm. Mgr Melissa Harmon, Principal Dir., Content Melissa Harmon, Principal Dir., Content Melissa Harmon, Principal Dir., Content Anabel Moncada, Marketing & Comm. Mgr	Various Productions Various Productions Various Productions
Fall 2025		
FAU UF UF	Fitzroy Beeker, Principal Director, IT Anabel Moncada, Marketing & Comm. Mgr Anabel Moncada, Marketing & Comm. Mgr	_

### **Initiative Title: Job/Career Fairs**

Description of Initiative: Monica R. Westby, HR Manager, is responsible for the recruitment efforts for open positions at WPBT and WXEL and makes hiring recommendations, attended the following job/career fairs during this reporting period:

-FAU Virtual Career Fair - March 27, 2025

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

Attendance at two additional job/career fairs for the period ending September 30, 2024 is described in last year's report, meeting the required number of job fairs (4) in the two year term.

<sup>-</sup>Best Hire Ft. Lauderdale Job Fair – September 10, 2025

Initiative Title: Participation in scholarship programs designed to assist students interested in a career in broadcasting.

Flip the Script

Season 2 – Broward County Season 1 – Palm Beach County

Originally funded by the Community Foundation of Broward, this initiative was created to support and empower high school storytellers from underserved communities across Broward County. Thanks to new funding from the Rickel Foundation, the program has now expanded into Palm Beach County, enabling students from both counties to create powerful films and stories that spark dialogue and help residents confront challenges within their communities.

We welcomed a new cohort of young storytellers who represent the breadth and depth of talent in the region, offering robust perspectives that reflect how deeply engaged students are with the complexities of today's world. The selection process was highly competitive. Ultimately, six students were chosen for Broward County (2 of which are working on 1 film project) and six students for Palm Beach County (2 of which are working together on 1 film project) to ensure a rich and diverse mix of stories and voices.

The selected Broward County participants come from the following schools:

- Dillard 6–12
- Sheridan Technical High School
- Lauderhill 6–12
- South Broward High School
- Pompano Beach High School

The selected Palm Beach County participants come from the following schools:

- South Tech Academy
- Olympic Heights Community High School
- Spanish River Community High School
- Atlantic Community High School
- Glades Central Community High School

Their proposed stories range from reflections on miscommunication in relationships and the experience of anxiety in high school, to cultural identity and the environmental legacy of a "100-Year-Flood in a 100-Year-Old City."

We approached this season with a more deliberate onboarding process to ensure the program's rigor and time commitment were fully understood by both students and their families.

We hired a highly respected educator and producer to facilitate the program and executed a robust marketing campaign—including targeted outreach to schools, after-school groups, and a refreshed video and social media push. We also conducted in-depth interviews with several applicants to

prioritize equity and ensure students from underserved backgrounds were centered in the selection process.

The Broward County participants completed filming in August and editing is under way. We anticipate the Palm Beach County participants filming to be completed by September 30 2025 and will be in post-production in October. The Broward films are scheduled to premiere at the Ft. Lauderdale International Film Festival on November 8, 2025 and the Palm Beach films will premiere at the Subtropic Film Festival on November 9, 2025. All the films will premiere on-air on South Florida PBS sometime in the Spring 2026.

We're especially proud that this year's cohort includes a greater diversity in storytelling styles, with a mix of narrative and documentary formats.

Our goal is to continue to amplify unheard voices and provide youth in our community with the tools to share their stories—and inspire change.

Other Engagement with Schools and Community

#### May 2025

On May 9, 2025, Alexa Elliott, Sr. Manager, Science & Environmental Content, was one of two speakers at the "Women in Conservation – the Art of Storytelling" breakfast at Manatee Lagoon in West Plam Beach. Hosted by the Everglades Foundation and Friends of Manatee Lagoon, the event had approximately 65 participants.

# July/August 2025

Changing Seas and Nova Southeastern University again hosted the NSU Summer Dive-in screenings series at NSU's Halmos College of Arts and Sciences. Alexa Elliott, Sr. Manager, Science & Environmental Content, Hope Smith, Digital Media Specialist, and/or Liz Smith, Producer, moderated the Q&As with experts. Screenings were as follows:

July 16th, 2025

Costa Rica's Surfing Paradise - Experts Laura Zumbado and Diego Sancho joined via Zoom, approximately 62 people attended the screening.

July 23rd, 2025

Mystery of the Spinning Fish - Experts Tom Matthews, Theresa Tomas Cody, Mike Parsons, Ph.D., Alison Robertson, Ph.D., Matthew Smukall, Ph.D. and Dean Grubbs, Ph.D. joined via Zoom, approximately 78 people attended the screening.

July 30th, 2025

Whales in a Plastic Ocean - Experts Diane Esson, Ph.D., Annalisa Sambolino, Ph.D., Rita Ferreira, Ph.D. and Pedro Sepúlveda joined via Zoom, approximately 70 people attended the screening.

# August 6th, 2025

**The Elephant Seals of Año Nuevo** – Experts Dan Costa, Ph.D., *Distinguished Professor of Ecology & Evolutionary Biology*, and Rachel Holser, Ph.D., *Research Scientist, Costa Lab*, UCSC joined via Zoom, approximately 46 people attended the screening.

# Initiative Title: Training Program to Enable Station Personnel to Acquire New Skills

As South Florida PBS continues to expand its offering of immersive experiences, such as interactive exhibitions, live productions, and community events, we've held training sessions to enhance our team's ability to deliver high-quality, engaging, and technically sophisticated presentations.

# Stage Precision – Core Skills Training – June 16-18, 2025

In June, we had select staff members participate in the *Stage Precision* training to deepen their technical expertise in managing and integrating real-time data systems across complex multimedia environments.

The *Exploration of Stage Precision* training program offers comprehensive instruction on utilizing the SP software platform to manage and integrate real-time data across complex multimedia environments. This training is particularly beneficial for professionals involved in live events, broadcast, immersive installations, and virtual production.

Our staff gained hands-on experience with the SP interface, learning to build and manage project environments, map live data streams, and navigate the software's user interface. A significant focus was placed on integrating multiple production pipelines, including real-time camera systems, sensor and motion tracking devices, media servers, lighting, audio, and environmental control systems. Staff learned to calibrate cameras and sensors to align virtual and real-world data, an essential skill for virtual and augmented reality applications.

Below is a list of staff members that attended this training:

Principal Director, Information Technology Broadcasting Technology Engineer Technical Maintenance Engineer Sr. Broadcast Engineer Information Systems Engineer Sr. Manager, Engineering & Operations Sr. Technical Director/Media Operations Director, Studio Services Director, Immersive Media

### DisguiseOne – August 13 – 17, 2025

In August, we had select staff members participate in the DisguiseOne training which focused on three areas within Disguise's Designer software providing both creative and technical foundations for delivering immersive video experiences, as follows:

# **Designer Essentials**

The course introduced the full Disguise ecosystem, covering the software interface, hardware integration, and file management best practices. Staff learned to set up the Stage window, work in 3D space, and use timeline-based sequencing and transport controls. Additional topics included working with multiple media formats and codecs, managing layers (video and generative), and customizing the stage environment. Staff also gained skills in integrating LED screens, aligning virtual projectors, creating camera animations, advanced keyframing, and mapping workflows. The course also covered MIDI device setup, server roles in d3Net, 3D object animation, performance optimization, and exporting final outputs.

#### Creative Sequencing

This aspect of the course focused on building and controlling dynamic content through hands-on sequencing techniques. Staff learned video and image sequencing, setting up multi-transport systems, and configuring pro-audio output. It also covered the use of generative and effect modules, compositing live video inputs, and applying both static and dynamic mapping approaches. Additional skills learned included pixel and perspective mapping, linking MIDI controllers for interactive control, and advanced mapping techniques for more complex environments. In this area staff gained practical knowledge to create and manage visual projects inside Disguise.

# **Projection Mapping Techniques**

This area involved learning advanced techniques for projection mapping on irregular and large-scale surfaces. Training included manual and dynamic blending for seamless projector overlap, warping and masking feeds, and edge refinement and feathering. Staff worked with visualization and rendering features such as LUX Render Mode for realistic light behavior, and anti-aliasing/face culling for optimized clarity. Surface mapping topics included UV mapping for precision on 3D objects and final projector calibration adjustments. Workflow guidance included exporting Projector Tables for technical teams, best practices for preproduction and execution, and using QuickCal for fast alignment. Finally, staff learned how to configure multi-machine environments with d3Net for larger setups.

Below is a list of staff members that attended this training:

Principal Director, Information Technology Broadcasting Technology Engineer Technical Maintenance Engineer Sr. Broadcast Engineer Sr. Technical Director/Media Operations Information Systems Engineer Director, Studio Services Director, Creative Services Sr. Videographer/Editor Sr. Video Editor Editor