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

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

MARY WORLEY
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

BROWARD COLLEGE
CAREER CENTER
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

BETTY GRADERA
CAMACOL LATIN
CHAMBER/COMMERCE
1417 W. FLAGLER ST
MIAMI, FL  33135
(305) 642-3870
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
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 UNIVERSITY
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  
CAMPUS DIRECTOR  
CONNECTICUT SCHOOL OF BROADCASTING  
7087 GRAND NATIONAL DRIVE, SUITE 100  
ORLANDO, FL 32819-8316  
407-704-8910

MARGO BEAVER  
DIRECTOR  
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

MAGALI GUZMAN  
STAND AMONG FRIENDS  
FLORIDA ATLANTIC UNIVERSITY  
777 GLADES ROAD, NU84-120  
BOCA RATON, FL 33431  
(561) 297-3533

MICHAEL CHAMBERS  
DIRECTOR, MINORITY STUDENT SERVICES  
FLORIDA ATLANTIC UNIVERSITY  
PO BOX 3091  
BOCA RATON, FL 33431-0991  
(561) 297-3533

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

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

MS. BEVERLY BALRYMPE  
FLORIDA INTERNATIONAL UNIVERSITY  
CAREER RESOURCE CENTER  
3000 NE 151 ST  
N MIAMI, FL 33181  
(305) 919-5770

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

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
CAREER SERVICES OFFICE
HOWARD UNIVERSITY
525 BRYANT STREET, NW
WASHINGTON, DC 20059
202-8067513

CAROL Y. DUDLEY
SCHOOL OF COMMUNICATIONS
HOWARD UNIVERSITY
525 BRYANT STREET, NW C-107
WASHINGTON, DC 20059
202-8067513

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

ELIZABETH HOULIHAN
DIRECTOR OF STUDENT SERVICES
KEISER UNIVERSITY
2085 VISTA PARKWAY
WEST PALM BEACH, FL 33411
561-471-6000

SHANTELL S. STUBBS
COLLEGE PLACEMENT ASSOCIATE
KEISER UNIVERSITY
1500 NW 49TH STREET
FT LAUDERDALE, FL 33309
954-776-4456

KATHY S. PICCINI
DIRECTOR OF CAREER SERVICES
LINCOLN COLLEGE OF 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
SUITE 303
MIAMI, FL 33130
dclark@beonair.com

ELIZABETH HOULIHAN
DIRECTOR OF STUDENT SERVICES
KEISER UNIVERSITY
2085 VISTA PARKWAY
WEST PALM BEACH, FL 33411
561-471-6000

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

KERNA ISLES
NAACP
321 30TH STREET WEST
RIVIERA BEACH, FL 33404
561-832-9042

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

DIANE SOMERVILLE
NEW ENGLAND TECH
2410 METROCENTRE BLVD.
WEST PALM BEACH, FL 33407
561-842-8324

NOVA SOUTHEASTERN UNIVERSITY
CAREER SERVICES
3301 COLLEGE AVENUE
FORT LAUDERDALE, FL 33314-7796
954-262-7201

KATIE GITTLEMAN
OFFICE OF CAREER DEVELOPMENT
NOVA SOUTHEASTERN UNIVERSITY
3301 COLLEGE AVENUE
FORT LAUDERDALE, FL 33314-7796

DINA DORICH
OFFICE OF DISABILITY
EMPLOYMENT
200 CONSTITUTION AVE, NW
SUITE 1303, F1303
WASHINGTON, DC  20210

(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

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

PBC WORKFORCE ALLIANCE
CAREER CENTER
3400 BELVEDERE ROAD
WEST PALM BEACH, FL 33406-1525
561-992-1310

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

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

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

URBAN LEAGUE/BROWARD COUNTY  
JOB PLACEMENT  
560 NW 27TH 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 23
REQUESTS FROM MEMBERS OF THE COMMUNITY:

K. Soffía
R. Blattner
M. Martell

*Personal information redacted but available upon request.
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, 2021 – September 30, 2022

Job Title: Assistant VP, Engineering & Technology
Date Opened: 7/29/21
Date Filled: 4/29/22
Referral Source of Hire: Indeed

Total # of Interviewees: 5

Recruitment Sources of Interviewees
- Indeed.com
- SFPBS Website
- Public Media Jobs
- Indeed.com
- Indeed.com

Job Title: Director, Major Gifts-North
Date Opened: 7/29/21
Date Filled: 05/09/22
Referral Source of Hire: Agency Referral

Total # of Interviewees: 7

Recruitment Sources of Interviewees
- Agency Referral
- Agency Referral
- Agency Referral
- Agency Referral
- Agency Referral
- Indeed.com
- Indeed.com

Job Title: Assistant to the Managing Director
Date Opened: 02/03/22
Date Filled: 05/09/22
Referral Source of Hire: Internal Candidate

Total # of Interviewees: 5
Recruitment Sources of Interviewees

Internal Candidate
SFPBS Website
Public Media Jobs
Indeed.com
Indeed.com

Job Title: Promo Producer
Date Opened: 03/04/22
Date Filled: 05/23/22
Referral Source of Hire: Indeed

Total # of Interviewees: 5

Recruitment Sources of Interviewees

Indeed.com
Indeed.com
Indeed.com
Indeed.com
Indeed.com
SFPBS Website

Job Title: Communication & Marketing Specialist
Date Opened: 05/12/22
Date Filled: 07/18/22
Referral Source of Hire: LinkedIn

Total # of Interviewees: 8

Recruitment Sources of Interviewees

LinkedIn
Indeed.com
Employee Referral
Employee Referral
Employee Referral
SFPBS Website
Indeed.com
Indeed.com
Date Opened: 01/04/22
Date Filled: 08/17/22
Referral Source of Hire: Pam Giganti (host of our community affairs program *Your South Florida*)

Total # of Interviewees: 5

**Recruitment Sources of Interviewees**

Indeed.com
SFPBS Website
Indeed.com
SFPBS Website
Pam Giganti

Indeed.com

**Total number of interviewees for all positions:** 35

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

Agency Referral - Karla Mihm & Associates 5
LinkedIn 1
SFPBS Website 6
Indeed.com 16
Employee Referral 3
Internal Candidate 1
Public Media Jobs 2

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:

All positions were additionally posted on the South Florida PBS Website [https://www.southfloridapbs.org/about/careers/]; WPBT Website [https://www.wpbt2.org/careers/]; WXEL Website [https://www.wxel.org/careers/]; Indeed [www.indeed.com]; Corporation for Public Broadcasting [www.cpb.org]; Twitter [www.twitter.com], and Facebook [www.facebook.com].

The Assistant VP, Engineering/Technology position was also posted on LinkedIn [www.linkedin.com]; Public Media Jobs [https://jobs.current.org]; National Veterans Foundation
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 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
- Dillard Center for the Arts, Fort Lauderdale, 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
- Hamilton College, Clinton, NY
- 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
- 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 fall semester 2021 and spring, summer and fall semesters of 2022:

<table>
<thead>
<tr>
<th>Educational Institution</th>
<th>Supervisor Overseeing Internship</th>
<th>Project/Assigned Area</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fall/Winter 2021</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>FIU</td>
<td>Jacqueline Lo, Director, Interactive Media</td>
<td>Content – Social Media</td>
</tr>
<tr>
<td>FIU</td>
<td>Nathalia Lemos, Multimedia Producer</td>
<td>Content – Check, Please!</td>
</tr>
<tr>
<td>FAU</td>
<td>Melissa Harmon, Sr. Director, Production</td>
<td>Content – Art Loft</td>
</tr>
<tr>
<td>FAU</td>
<td>Nathalia Lemos, Multimedia Producer</td>
<td>Content – Check, Please!</td>
</tr>
<tr>
<td><strong>Spring 2022</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>FAU</td>
<td>Melissa Harmon, Sr. Director, Production</td>
<td>Content – Art Loft</td>
</tr>
<tr>
<td>FAU</td>
<td>Denise Olsak, Comm. &amp; Mktg. Specialist</td>
<td>Mktg. &amp; Comm.</td>
</tr>
<tr>
<td>FIU</td>
<td>Denise Olsak, Comm. &amp; Mktg. Specialist</td>
<td>Mktg. &amp; Comm.</td>
</tr>
<tr>
<td>FAU</td>
<td>Sarah Topf, KidVision Producer</td>
<td>KidVision</td>
</tr>
<tr>
<td>SUNY</td>
<td>Sarah Topf, KidVision Producer</td>
<td>KidVision</td>
</tr>
<tr>
<td>UM</td>
<td>Serena Jimenez, Social Media Producer</td>
<td>KidVision – Outreach</td>
</tr>
<tr>
<td>FAU</td>
<td>Nathalia Lemos, Multimedia Producer</td>
<td>Content – Check, Please!</td>
</tr>
<tr>
<td><strong>Summer 2022</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>FIU-Scripps</td>
<td>Nicole Borrero, Producer</td>
<td>Content – YSF/Art Loft</td>
</tr>
<tr>
<td>Nova Southeastern</td>
<td>Sarah Topf, KidVision Producer</td>
<td>KidVision</td>
</tr>
<tr>
<td>Hamilton College</td>
<td>Anabel Cardenas, HC Marketing Specialist</td>
<td>Mktg. &amp; Comm.</td>
</tr>
<tr>
<td><strong>Fall 2022</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Barry University</td>
<td>Anabel Cardenas, HC Marketing Specialist</td>
<td>Mktg. &amp; Comm.</td>
</tr>
<tr>
<td>UM</td>
<td>Nathalia Lemos, Multimedia Producer</td>
<td>Content – Check, Please!</td>
</tr>
</tbody>
</table>

(YSF = Your South Florida)
Initiative Title: Job/Career Fairs

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

- Diversity & Inclusion Career Fair, March 16, 2022
- NSU Fall 2022 Recruit a Shark Virtual Career Expo, September 21, 2022

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.

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

PBS Newshour Student Reporting Labs Gwen Ifill Fellowship

South Florida PBS, Inc. serves as a mentor to local high schools involved in the PBS Newshour Student Reporting Labs initiative. Melissa Harmon, Sr. Director Production, heads up this initiative and shares the Student Reporting Labs’ hope of building the next generation of public media journalists by connecting “students with a network of public broadcasting mentors, an innovative journalism curriculum and an online collaborative space to develop digital media, critical thinking and communications skills while producing original news reports.”

South Florida PBS’s engagement with the SRL’s continued to be impacted by limited in-person availability due to Covid concerns. However, we were able to create the opportunity for five local South Florida SRL students to get field experience collecting “person on the street” soundbites at the Miami Book Fair in November of 2021, for the upcoming January 2022 Your South Florida (“YSF”) episode focused on wellness and self-renewal. The students asked people if they incorporate mindfulness into their lives and what they do to nurture themselves mentally. The comments were used to create a story for the YSF episode, and the students received reporter credits on the broadcast.

Gun Violence Town Hall June 2022

Taped June 14, 2022 & aired on South Florida PBS WPBT2 & WXEL 42 on June 17, 2022 – Your South Florida Special Episode “Youth and Gun Violence”

Perhaps the most significant student engagement we did was as part of our Gun Violence Town Hall taped in partnership between South Florida PBS’ Your South Florida and a local Hispanic television network. We taped a discussion with a Miami-Dade school psychologist and a local school counselor and a panel that included teachers, parents, and five high school students. All spoke openly about their concerns for students in the wake of the Uvalde School Massacre in Texas that happened as schools across the country were shutting down for the summer. As part of this broadcast, we also aired a package of soundbites with students from across the country collected by Student Reporting Labs student journalists.
Other Engagement with Schools and Community

October 7th, 2021 – Alexa Elliot, Manager, Science & Environmental Content, gave a virtual presentation about *Changing Seas* to the USA Dive Club, Florida’s oldest and most sophisticated scuba diving club. Approximately 10 people attended live at the club’s meeting site and 22 others attended virtually.

October 10th, 2021 – Alexa Elliot, Manager, Science & Environmental Content, gave a virtual presentation about *Changing Seas* to the South Florida Underwater Photography Society. About 30 society members attended online.

May 12, 2022 – Mary Pat Lang, Sr. Director, Production Services, and Gene Talley, Sr. Vice President, Engineering & Technology, gave a tour and talk at our WXEL Studios to a group of students (8 students) from the Strategic Forum Student Group of Nova Southeastern University’s Business School. As a result of this tour, we engaged one of the students as a Summer Intern.

**Initiative Title:** Training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

**Sexual Harassment/Discrimination Training**

South Florida PBS, Inc. continues its commitment to a workplace free from any form of discrimination and/or harassment. We conduct mandatory sexual harassment and discrimination training for all staff and interns annually.

In May 2019 we rolled out our current training model which utilizes an online compliance training company, Trailiant, through which we have contracted for online Anti-Harassment and Anti-Discrimination training courses.

Each online course is comprised of bite-sized episodes presented in a Netflix-style news format. Episodes feature interactive videos that challenge employees to decide on the best approach to difficult, realistic work situations illustrating the different types of behavior that constitute sexual harassment such as unwelcome sexual advances, requests for sexual favors and other verbal or physical harassment of a sexual nature. Employee also learn about sexual harassment outside the workplace, consensual relationships and how to identify a “hostile work environment” and “quid pro quo” as defined by the Equal Employment Opportunity Commission (EEOC). The course also provides information on the corporation’s Workplace Respect and Complaint Procedures policies. The courses conclude with a question/answer session and a post training quiz.

Staff who supervise other employees were required to complete a 60-minute online course and staff that do not supervise others were required to complete a 30-minute online course. The module was disseminated to staff on April 5, 2022 and given a deadline for completion of April 29, 2022. Monica R. Westby, HR Manager, facilitated this online training. We were able to track and follow up with staff in order to ensure 100% participation.

As new staff are hired, they are required to complete this online training course as part of their new hire orientation program.