

South Florida PBS, Inc.
Annual EEO Public File Report for 10/1/2025 to 9/30/2026
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
640 DR. MARY MCLEOD BETHUNE
BLVD.
DAYTONA BEACH, FL 32114
386-481-2361
jenkinsr@cookman.edu
careerdevelopment@cookman.edu

BROWARD COLLEGE
SOUTH CAMPUS –
amolinal@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,
SUITE 110
PALM BEACH GARDENS, FL 33403
561-847-4126
info@gocsb.com

FLORIDA A&M UNIVERSITY
CAREER CENTER
100 STUDENT UNION PLZ
BLDG. 1676
TALLAHASSEE, FL 32307
(850) 599-3700
cpdcenter@fam.u.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. 42ND 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
(407) 447-7300
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.
edu

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
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MIAMI LAKES, FL 33014
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RSosa@dadeschools.net

NAACP
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info@naacpftlbroward.com
MIAMI-DADE
miamidadecommunications@gmail.com
WEST PALM BEACH
naacp5094@gmail.com

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

NOVA SOUTHEASTERN UNIVERSITY
CAREER SERVICES
3301 COLLEGE AVENUE
FORT LAUDERDALE, FL 33314-7796
954-262-7201
caps@nova.edu

DINA DORICH
OFFICE OF DISABILITY
EMPLOYMENT
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WASHINGTON, DC 20210
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odepemail@dol.gov

CAREER SERVICES – STUDENT
SUCCESS CENTER
PALM BEACH ATLANTIC COLLEGE
P.O. BOX 24708
WEST PALM BEACH, FL 33416-4708
561-803-2061
Workshop@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
CENTER
4522 SOUTH CONGRESS AVENUE
LAKE WORTH, FL 33461
561-965-9500
CJuarbe@arcpbc.org

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

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

UNIVERSITY OF CENTRAL FLORIDA
CAREER CETER
4000 CENTRL FLORIDA BLVD.
ORLANDO, L 32816
(407) 823-2000
career@ucf.edu

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 27TH 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
info@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:

B. Glynn

*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. Recruitment Source contact information and preferred notification methods are updated as needed based on responses and requests received when job openings are distributed

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, 2025 – September 30, 2026

Job Title: **Marketing & Communication Specialist** Date Opened: 8/04/25
Date Filled: 11/10/25
Referral Source of Hire: Indeed

Total # of Interviewees: 9

Recruitment Sources of Interviewees

Indeed (2)
Handshake (2)
SFPBS Website (2)
Glassdoor (1)
LinkedIn (1)
Palm Beach Film Commission (1)

Job Title: **Staff Accountant** Date Opened: 9/03/26
(2 Positions) Date Filled: 12/08/25 & 12/15/25
Referral Source of Hire: Indeed
ZipRecruiter

Total # of Interviewees: 8

Recruitment Sources of Interviewees

LinkedIn (2)
SFPBS Website (2)
Handshake (1)
Employee Referral (1)
Indeed (1)
Zip Recruiter (1)

Job Title: **Vice President, Membership & Mid-Level Giving** Date Opened: 2/11/26
Date Filled: 05/01/26
Referral Source of Hire: *Former
Employee/Contractor

Total # of Interviewees: 3

Recruitment Sources of Interviewees

Former Employee/Contractor (1)
Handshake (1)
SFPBS Website (1)

*Candidate was a former SFPBS employee who returned as a temporary contractor to provide coverage. When the full-time position became vacant and was posted through the station's normal recruitment process, the candidate independently applied and was subsequently selected.

Total number of interviewees for all positions: 20

Total number of interviewees referred from each recruitment source:

Indeed.com (3)
Handshake (4)
SFPBS Website (5)
Employee Referral (1)
Glassdoor (1)
LinkedIn (3)
Palm Beach Film Commission (1)
Zip Recruiter (1)
Former Employee/Contractor (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 (<https://www.southfloridapbs.org/about/careers/>) WPBT Website (<https://www.wpbt2.org/careers/>), WXEL Website (<https://www.wxel.org/careers/>)

The following positions were also posted on *Indeed (www.indeed.com):

- Marketing & Communications Specialist
- Staff Accountant
- Vice President, Membership & Mid-Level Giving

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

- Marketing & Communications Specialist
- Staff Accountant

The following positions were posted on CPB (www.cpb.org):

- Marketing & Communications Specialist

The following positions were posted on Handshake (<https://app.joinhandshake.com>)

- Marketing & Communications Specialist

- Staff Accountant
- Vice President, Membership & Mid-Level Giving

The following position was posted on Zip Recruiter (www.ziprecruiter.com)

- Staff Accountant

The following position was posted on Florida Career Source (www.employflorida.com)

- Vice President, Membership & Mid-Level Giving

*Indeed job postings may be distributed to affiliated and partner job boards, including Glassdoor and SimplyHired.

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, digital media and IT. 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:

Barry University, Miami, FL
Brandeis University, Waltham, MA
Broward College, Coconut Creek, FL
Carlos Albizu University, Miami, 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
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 Southern California, Los Angeles, CA
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 spring, summer and fall semesters of 2026:

<u>Educational Institution</u>	<u>Supervisor Overseeing Internship</u>	<u>Project/Assigned Area</u>
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Spring 2026

FIU	Anabel Moncada, Marketing & Comm. Mgr.	Mktg. & Comm.
FAU	Nicole Malanga, Manager, Multimedia Prod.	Various Productions
FAU	Nicole Malanga, Manager, Multimedia Prod.	Various Productions
FAU	Nicole Malanga, Manager, Multimedia Prod.	Various Productions
FAU	Nicole Malanga, Manager, Multimedia Prod.	Various Productions
Lynn University	Anabel Moncada, Marketing & Comm. Mgr.	Mktg. & Comm.

Summer 2026

University of S. California	Jackie Lo, Director, Interactive Media	Digital Media
UCF	Fitzroy Beeker, Principal Director, IT	IT Cloud Project
UCF	Anabel Moncada, Marketing & Comm. Mgr.	Mktg. & Comm.
Lynn University	Melissa Harmon, Principal Dir., Content	Various Productions
FAU	Nicole Malanga, Manager, Multimedia Prod.	Various Productions

Fall 2026

FAU	Nicole Malanga, Manager, Multimedia Prod.	Various Productions
FAU	Nicole Malanga, Manager, Multimedia Prod.	Various Productions
FAU	Melissa Harmon, Assistant V.P., Content	Immersive-Scenic Design

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:

- SEC & ACC Virtual Career Fair - November 12, 2025
- CareerSource NEFL Connecting Veterans to Careers - Virtual Fair – June 25, 2026

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.

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

Flip the Script (Broward and Palm Beach Counties)

South Florida PBS continued its *Flip the Script* youth media initiative, which provides high school students from underserved communities with hands-on experience in storytelling, film production, and broadcasting. During the reporting period, student-produced films created through the program were showcased at public film festivals in Broward and Palm Beach counties. Broward County participants presented their films at the Fort Lauderdale International Film Festival's Shorts Fest on November 7, 2025, and participated in an audience Q&A session. Palm Beach County participants debuted their films at the Subtropic Film Festival in West Palm Beach on November 9, 2025.

During the reporting period, South Florida PBS also produced two one-hour television programs featuring the students' films, one focused on the Broward County cohort and one focused on the Palm Beach County cohort. Both programs aired on WPBT and WXEL in May 2026, providing participating students exposure to the broadcast industry and the opportunity to have their work presented to a public television audience.

The initiative provided students with practical experience in media production and broadcasting while helping develop skills in storytelling, content creation, and public engagement.

We're especially proud that this season'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. We've been funded for a third season of Flip the Script Broward starting in Fall of 2026 with efforts to recruit our next five student storytellers. Those sophomores and juniors will be chosen in January of 2027 with story development workshops and film mentorship starting in March of 2027, and film production taking place in June and July of 2027.

Flip the Script links:

Broadcast screener of the films: --- updated link as of 5/16/26:

Flip the Script Broward:

<https://www.pbs.org/video/film-maker-flip-the-script-broward-0hlikv/>

Flip the Script Palm Beach:

<https://watch.southfloridapbs.org/video/film-maker-flip-the-script-palm-beach-kjer6h/>

Other Engagement with Schools and Community

April 2026

On April 1, 2026, *Changing Seas* Series Producer, and Sr. Manager, Science & Environmental Content, Alexa Elliott gave a virtual presentation hosted by the **ANGARI Foundation's Ocean Expert Exchange** on how this marine science documentary series is produced from start to finish.

<https://angari.org/producing-changing-seas>

"*Changing Seas: Whales in a Plastic Ocean*" was screened at the **23rd Annual International Ocean Film Festival**, Cowell Theater, Fort Mason Center for Arts & Culture, San Francisco on April 11, 2026. Series Producer Alexa Elliott participated in a Q&A following the showing.

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 sought out development opportunities specifically in this space to enhance our team's ability to deliver high-quality, engaging and technically sophisticated presentations.

Miami Immersive Intensive 2026

South Florida PBS supported employee professional development through participation in the **Miami Immersive Intensive 2026**, held June 4-7, 2026, in Miami, Florida. The four-day training program provided workshops, masterclasses, industry discussions, and networking opportunities focused on immersive storytelling, audience engagement, spatial design, performance, and emerging media.

The training enhanced participants' knowledge of immersive content creation, digital media production, audience-centered design, and innovative storytelling techniques. It provided practical skills applicable to content production, educational programming, community engagement, and experiential events. The program also encouraged collaboration among creative, technical, and engagement professionals.

South Florida PBS was represented at the event by employees and freelancers from content, immersive media, interactive media, production services, multimedia production, editing, promotion, and digital media disciplines. In addition, the organization's Chief Operating Officer, Chief Marketing & Education Officer, Principal Director of Immersive Content Partnerships, and Director of Immersive Media served as speakers at the inaugural Miami Immersive Summit, which concluded the training program. <https://www.miamiimmersiveintensive.com/summitspeakers>

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

Assistant Vice President, Content
Principal Director, Immersive Content Partnerships
Director, Immersive Media
Director, Interactive Media
Director, Production Services
Sr. Manager, Science & Environmental Content
Manager, Immersive Media Workflows
Manager Multimedia Production
Emerging Media Specialist
Promo Producer
Sr. Video Editor
Freelance Digital Media Specialist/Production Assistant
Freelance Multimedia Producer
Freelance Producer/Editor, Fundraising & Promotion

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

Sexual Harassment/Discrimination Training

South Florida PBS continued its commitment to maintaining a workplace free from harassment and discrimination by conducting mandatory sexual harassment and discrimination prevention training for all employees and interns. The training was delivered through Traliant's *Preventing Workplace Harassment* online course.

The interactive training covered harassment, discrimination, retaliation, workplace civility, bullying, bystander intervention, reporting procedures, and the responsibilities of employees and supervisors in maintaining a respectful workplace. The course also reinforced South Florida PBS's Workplace Respect and Complaint Procedures policies.

The training was assigned to staff on April 3, 2026, with a completion deadline of April 24, 2026. Monica R. Westby, HR Manager, administered the program and monitored participation to ensure 100% completion by all employees. In addition, newly hired employees are required to complete the training as part of the organization's onboarding process.