

**WPEC Channel 12, West Palm Beach
EEO Public File Report**

Reporting Period: 10/1/06 - 9/30/07

I. VACANCY LIST

Job Title	Recruitment Source of Hiree	Sources Used (Numbers refer to recruitment source list)
Assignment Editor	Decision Toolbox	1;1A;4-11;13-30;32-33;35;36;58
Associate Producer	TV Jobs.com	1;1A;4-11;13-30;32-33;35;36
Associate Producer	WPEC Website	1;1A;4-11;13-30;32-33;35;36
Associate Producer	WPEC Website	1;1A;4-11;13-30;32-33;35;36
News Anchor	WPEC Website	1;1A;4-11;13-30;32-33;35;36;52
News Producer	WPEC Website	1;1A;4-11;13-30;32-33;35;36
News Reporter	TV Jobs.com	1;1A;4-11;13-30;32-33;35;36
Executive Assistant	Agency/ Personally Yours	1;1A;4-11;13-30;32-33;35;36
News Reporter	TV Jobs.com	1;1A;4-11;13-30;32-33;35;36
News Reporter	WPEC Website	1;1A;4-11;13-30;32-33;35;36
News Video Editor	WPEC Website	1;1A;4-11;13-30;32-33;35;36
Photo-journalist	TV Jobs.com	1;1A;4-11;13-30;32-33;35;36
Photo-journalist	TV Jobs.com	1;1A;4-11;13-30;32-33;35;36
Photo-journalist	WPEC Website	1;1A;4-11;13-30;32-33;35;36
Promotion Writer/Producer	WPEC Website	1;1A;4-11;13-30;32-33;35;36
Promotion Writer/Producer	Art Institute of Florida	1;1A;4-11;13-30;32-33;35;36
Account Executive	WPEC Website	1;1A;4-11;13-30;32-33;35;36;53;65
Executive News Producer	Agency	1;1A;4-11;13-30;32-33;35;36;58
Studio Technician	Account-Temps	1;1A;4-11;13-30;32-33;35;36
Technical Director	WPEC Website	1;1A;4-11;13-30;32-33;35;36
Vice Pres & GM	Personal Referral	1;1A;4-11;13-30;32-33;35;36;53; 58; 59
Studio Technician	WPEC Website	1;1A;4-11;13-30;32-33;35;36
Studio Technician	WPEC Website	1;1A;4-11;13-30;32-33;35;36
News Producer	Website	1;1A;4-11;13-30;32-33;35;36
News Photographer	TV. Jobs.com	1;1A;4-11;13-30;32-33;35;36
Broadcast TV Maint. Engineer	WPEC Website	1;1A;4-11;13-30;32-33;35;36
News Photographer	WPEC Website	1;1A;4-11;13-30;32-33;35;36
News Producer	WPEC Website	1;1A;4-11;13-30;32-33;35;36
Executive News Director	Personal Referral	1;1A;4-11;13-30;32-33;35;36;58
News Photographer	TV Jobs.com	1;1A;4-11;13-30;32-33;35;36;
Photojournalist	WPEC Website	1;1A;4-11;13-30;32-33;35;36;
Account Executive	Referral	1;1A;4-11;13-30;32-33;35;36;

Video Editor	Employee Referral	1;1A;4-11;13-30;32-33;35;36
News Assistant	WPEC Website	1;1A;4-11;13-30;32-33;35;36
Graphic Designer	WPEC Website	1;1A;4-11;13-30;32-33;35;36
Executive Assistant	Office Team/ Agency	1;1A;4-11;13-30;32-33;35;36,66
Technical Operation Supervisor	Employee Referral	1;1A;4-11;13-30;32-33;35;36
Executive Producer	TV Jobs. com	1;1A;4-11;13-30;32-33;35;36
Managing Editor	TV Jobs. com	1;1A;4-11;13-30;32-33;35;36
Interactive Sales Account Executive	Recruiter	1;1A;4-11;13-30;32-33;35;36;41;50
Interactive Content Producer	WPEC Website	1;1A;4-11;13-30;32-33;35;36;41;50;62;63;64
Business Manager	BCFM	1;1A;4-11;13-30;32-33;35;36;40;
Technical Director	TVJobs.com	1;1A;4-11;13-30;32-33;35;36;
Photojournalist	Employee Referral	1;1A;4-11;13-30;32-33;35;36;
Technical Director	TVJobs.com	1;1A;4-11;13-30;32-33;35;36;

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II. WPEC RECRUITMENT SOURCE LIST

No.	Source	Contact Name	Address	Telephone/E-mail
1	WPEC Website (wpecnews12.com)	Geoff Roden	17666 Fitch, Irvine, CA 92614	949-798-3520
1A	In-house Posting		1100 Fairfield Drive, West Palm Bch, FL 33407	561-844-1212
2	The Art Institute of Fort Lauderdale	Lu Win Sanchz	1799 SE 17 th Street, Ste. 228, Fort Lauderdale, FL 3316	800-275-7603 x2615 lsanchez@aii.edu
3	Asian American Journalist Association	Karen Dispo	1182 Market Street, Suite 320, San Francisco, CA 94102	415-346-2051
4	Bethune Cookman College	Anthony Owens	Student Services, 640 Dr. Mary McLeod Bethune Blvd. Daytona Beach, FL 32114-3099	386-481-2141
5	Connecticut School of Broadcasting	Jim York	525 Northlake Boulevard North Palm Beach, FL 33408	561-842-2000
6	Cuban American National Council	Jessica Iglesias	300 SW 12th Ave., 2nd Floor Miami, FL 33130	305-631-0038
7	Florida A & M University Career Center	Delores Dean	Martin Luther King Blvd. Ste. 100, Tallahassee, FL 32307	850-599-8514
8	Florida Association of Broadcasters Jobline	Tiffany Hall	101 East College Avenue Tallahassee, FL 32301	850-681-6444
9	Florida Atlantic University	James Watson	777 Glades Road, P.O. Box 3091 Boca Raton, FL 33431-0991	561-297-3536

10	Freedom Commun, Inc.	Lena Sims	17666 Fitch, Irvine, CA 92614	949-253-2388
11	Hispanic Human Resource Center	Carmen Kunze	1427 Congress Avenue, West Palm Beach, FL 33406-5120	561-641-7400 561-641-4198
12	Hispanic Link News Service	Carlos Mendoza	1420 N. Street, N.W. Washington, DC 20005	202-234-0280
13	Howard University Career Planning & Placement Service	Joan Browne	525 N.W. Bryant Street, #206, Washington, DC 20059	202-806-7513
14	Media Line	Mark Shilstone	P.O. Box 51909 Pacific Grove, CA 93950	800-237-8073
15	Miami Dade Community College	Pam Wright	Career Planning Ofc.-Room 3113, 11011 SW 104th Street Miami, FL 33176	305-237-2000 305-237-2356
16	National Association of Hispanic Journalists	Ana Lopez Jonathan Higuera	1000 National Press Building, 529 14 th Street, N.W. Washington, DC 20045-2001	202-662-7145
17	National Assoc of TV Program Execs	Lisa Garibay	2425 Olympic Boulevard, Suite 600E, Santa Monica, CA 90404	310-453-4440
18	National Hispanic Media Coalition	Alex Nogales	2514 S. Grand Avenue Los Angeles, CA 90007	213-746-6988
19	Palm Beach County Film & Television Commission	Michelle Marton	1555 Palm Beach Lakes Boulevard, Suite 414 West Palm Beach, FL 33401	561-233-1000
20	Planetmedia Broadcast Employment	Randy Rauch	758 Haddonstone Circle, Suite 102, Heathrow, FL 32746	800-587-3842
21	Radio-Television News Directors Association	Steve Dunfee	1000 Connecticut Avenue, NW, Suite 615 Washington, DC 20036	202-467-5258
22	The Society of Broadcast Engineers, Inc.	Scott Jones	8445 Keystone Crossing, Ste. 140, Indianapolis, IN 46240	317-253-1640
23	Tallahassee Urban League Inc.	Yvonne Whitehead	923 Old Bainbridge Road Tallahassee, FL 32301	850-222-6111
24	The Emma L. Bowen Foundation For Minority Interests In Media, Inc.	Sandra D. Rice	825 - 7th Avenue, 2nd Floor New York, NY 10019	212-975-2545
25	University of Florida College of Journalism & Communications	Patricia Dunn-White	1080 Weimer Hall, P.O. Box 118400, Gainesville, FL 32611-8400	352-392-5968
26	Urban League of Greater Miami	T. Willard Fair	8500 N.W. 25 th Avenue Miami, FL 33147	305-696-4450
27	Urban League of Broward County Job Placement Coordinator	Marie Coe	11 N.W. 36 th Avenue Ft. Lauderdale, FL 33311	954-584-0777
28	VA Medical Center	Rosa Ayer	7305 N. Military Trail West Palm Beach, FL 33416	561-422-6670
29	Wider Opportunities for Women	Vivian Stewart	815 15th Street NW, Suite 916, Washington, DC 20005	202-638-3143
30	Women In Communications, Inc.	Deborah Stewart	c/o P.B. Co. School Board, 3320 Forest Hill Blvd. West Palm Beach, FL 33406-5813	561-434-8000 561-434-8622

31	Workforce Alliance	Lynne Rodgers	1951-D North Military Trail West Palm Beach, FL 33409	561-340-1055
32	Latin Chamber of Commerce	Hector Gasca	1417 W. Flagler Street Miami, FL 33135	305-642-3870
33	Urban League of Palm Beach County	Angela Nails	1700 Australian Avenue, North West Palm Beach, FL 33407	561-833-1461
34	Palm Beach Community College	Gail Tomei	Central Campus, 4200 Congress Avenue Lake Worth, FL 33461	561-868-3049
35	Emerson College	Kara Jessup	100 Beacon Street Boston, MA 02116-1596	617-824-8586
36	TVJobs.com - Broadcast Employment Services	Mark C. Holloway	P.O. Box 4116 Oceanside, CA 92052	877-988-9808
37	American Women in Radio and Television National	Amy Glushakow Headquarter - Careerline	8405 Greensboro Drive, Ste. 800, McLean, VA 22108	703-506-3290
38	Employers Association of Florida, Inc.	Christine Crews/Judy Gibbons	1200 W. State Road 434, Suite 220, Longwood, FL 32750	407-260-6556
39	National Association of Broadcasters	Karen Hunter	1771 N. Street, NW Washington, D.C. 20036	202-429-5498
40	Broadcast Cable Financial Management Association	Jamie Smith	701 Lee Street, Des Plaines, IL 60016	847-296-0200
41	Broadcasting & Cable	Yuki Atsumi	275 Washington Street, Newton, MA 02458	646-746-6949
42	Television Week	Eric Chasko	6500 Wilshire Boulevard, Suite 2300, Los Angeles, CA 90048	323-370-2415
43	Gainesville Sun	Nicole Moore	P.O. Box 147147, Gainesville, FL 32614-7147	352-372-4222
46	National Association of Black Journalists	Enid-Mai Jones Frost	8701-A Adelphi Road, Adelphi, MD 20783-1716	301-445-7100
47	Palm Beach Post	Candi Keene	2751 South Dixie Highway, West Palm Beach, FL 33405-4700	561-820-3119
48	The Stuart News, Scripps Treasure Coast Classifieds	Cindie Raveshield	P.O. Box 1796, 1939 S. Federal Highway Stuart, FL 34995-1796	772-692-8965
49	Graeme Newell	Marketing Ideanet 602 Communications	6839 Charter Hills Road Charlotte, NC 28277	704-543-1426
50	Monster.com		http://hiring.monster.com/	1 800 MONSTER
51	Careerbuilder.com		http://www.careerbuilder.com/jobposter/	1 800 891 8880
52	Collective Talent		http://www.collectivetalent.com/	info@michaelsmedia.com
53	Spots n Dots		167 Oakdale Road Johnson City, NY 13790	1 888 884 2630 april@spotsndots.com
54	Ohio Center for Broadcasting	Gary James National Placement Dir.	9000 Sweet Valley Drive Valley View, OH 44125	216 – 447 9117 gary@beonair.com
55	Tusculum College	Barth Cox	P.O. Box 5012	423 – 636 7300 ext 5142

	(Internships)	Assistant Professor Mass Media	Greenville, TN 37743	bcox@tusculum.edu
56	The City of New York	Yahaira Castro Graduate School of Journalism	535 E. 80 th Street New York, NY 10021	Yahaira.castro@journalism.com
57	Columbia University	Graduate School of Journalism		postjobs@jrn.columbia.edu
58	Decision Toolbox	Kathy Marshall	1526 14 th Street, Suite 102 Santa Monica, CA 90404	562-472-0708
59	Kaplan	Richard Fitch	Gary Kaplan & Associates 201 S. Lake Ave., Suite 600 Pasadena, CA 91101	626-204-2222 fax 626-796-1003
60	Cal State Fullerton	Lorraine Rigoli	Career Center LH-208 P O Box 6830 Fullerton, CA 92834-6839	714-278-3122 fax 714-278-7089 www.fullerton.edu/career/employer
61	TV News Gigs	Stacey Chaloux	318 SE Jackson St. Lee's Summit, MO 64063	info@tvnewsgigs.com www.tvnewsgigs.com
62	Editor & Publisher Jobs	Eric Biener	http://EditorandPublisherJobs.com	646-654-5633 Eric.Biener@nielsen.com
63	Journalismnext.com		http://Journalismnext.com	703- 629-0178
64	Journalismjobs.com		http://Journalismjobs.com	510-653-1521
65	Personally Yours		1665 Palm Beach Lakes Blvd., Suite 409 West Palm Beach, Florida 33401	561-689-2727
66	Office Team	Tracy Jakum	222 Lakeview Ave. Ste. 600 West Palm Beach, FL 33401	561- 366-8041 tracy.jakum@officeteam.com

Note: Sources in italics are entitled to vacancy notification

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III. INTERVIEWS GENERATED BY EACH RECRUITMENT SOURCE

Total Number of Persons Interviewed in Preceding Year: 42

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Account Temps	1
AL Employment	0
Careerbuilder.com	0
Connecticut School of Broadcasting	0
Decision Toolbox	1
Employee Referral	3
Freedom Communications transfer	0
Graeme Newell	0
Palm Beach Community College	0
Palm Beach County Film & TV Commission	0
Palm Beach Post	0
Personally Yours	1
Resource Accounts	0
Robert Half	0
Society of Broadcast Engineers, Inc.	0
The Art Institute of Florida	0
TVJobs.com	11
University of Florida	0
Walk in	0
WPEC/Freedom Website	22
Word of Mouth	0
Art Institute of Florida	1
Office Team	1
Broadcast Cable Financial Management Association	1

Only these sources referred interviewees during the reporting period.

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III. OUTREACH INITIATIVES

During the reporting period, WPEC participated in the following initiatives:

1. **JOB FAIR**

1a On April 18, 2007 the Senior Director of HR Deborah Mills, CFO Bill Rinchik of Freedom Broadcasting and News Director Cathy Younkin from WRGB TV participated in the **NAB Career Fair** held during the NAB2007 annual conference in Las Vegas, Nevada. The successful event was attended by more than 1000 professionals, students and entry level job seekers interested in the Broadcast industry. All the Broadcast positions were posted at the career Fair including all position vacancies from WPEC and all other Freedom Broadcast locations. The entire day was spent networking with potential candidates for open positions.

1b On September 17, 2007 WPEC participated in the West Palm Beach job fair sponsored by WRMF Radio and the Palm Beach Post. David Christopher the News Director and Laura Fulton the Local Sales Manager attended the job fair from 9am to 3pm. Over 800 participants were in attendance.

2. **Educational Institution Event**

On March 7-8, 2007, Donn Colee, Director of Research, Development and Strategic Planning for Freedom Broadcasting, Inc., and a member of the **University of Florida College of Journalism and Communication's Telecommunication Advisory Council**, represented Freedom Broadcasting's stations in five panel discussions with students about career opportunities in broadcasting. In addition, he conducted interviews and counseling sessions with seven individual students about their career plans, provided helpful information about finding job openings and tips about interviewing. Mr. Colee also reviewed and gave feedback on student's tapes.

On March 29, 2007, Mr. Colee, representing all Freedom Broadcasting stations, participated in a job and internship fair sponsored by the **University of Florida College of Journalism and Communication**. He interviewed and counseled 17 juniors and seniors about internships and job opportunities at Freedom Broadcasting's television stations.

3. **Internship Program**

During this report period WPEC accepted 4 interns from October 1, 2006 thru September 30, 2007 from the following college and university: University of Florida and Syracuse University . The internship program provides students the opportunity to acquire skills necessary for employment in broadcast industry. The key criteria for its internship program are the work done by interns result in no immediate benefit to the station, that the work performed by interns is directly related to educational course work, that interns work under close supervision and do not displace regular employees, that the interns understand and agree that they will receive no wages for time spent in training, and that they understand there is no guarantee of employment following the internship.