

## **WTVJ and WSCV 2016 Annual EEO Public File Report**

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WTVJ and WSCV.

The information contained in this Report covers the time period beginning October 1, 2015 to and including September 30, 2016 (the "Applicable Period").

The FCC's EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

## 2016 Annual EEO Public File Report

### I. Vacancy Recruitment

Covering the Period from October 1, 2015 to September 30, 2016  
Stations Comprising Station Employment Unit: WTVJ and WSCV

WTVJ Hires						
Quantity	Position Title	Date Filled	Recruitment source(s) used to fill vacancy	Recruitment Source for Candidate(s) Hired	Number Hired	Number Interviewed
1	Client Operations Representative	10/05/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	University of Miami	1	11
1	Photographer/ Editor	11/16/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Company Transfer	1	5
1	Producer	11/30/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Employee referral	1	8
1	Editor	11/30/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	YOH Staffing	1	3
1	Morning Anchor	12/16/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Talent Agency	1	5
1	Photojournalist	01/04/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	YOH Staffing	1	5
4	Associate Producer	1/11/2016 1/11/2016 1/11/2016 1/25/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	-YOH Staffing -YOH Staffing -nbcunicareers.com -Employee Referral	4	7
1	Community Relations & PR Manager	01/11/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Company Transfer	1	4
1	Photojournalist	02/22/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Employee referral	1	2
1	Account Manager	02/29/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Former Employee	1	6
1	Technician	03/14/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Miami-Dade College	1	4

1	APC Associate	04/04/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Florida International University	1	2
1	VP Creative Services	04/11/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	nbcunicareers.com	1	4
2	Deputy Editor	04/15/2016 06/27/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	-Employee referral -Internal Promotion	2	7
1	Consumer Reporter	05/02/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Talent Agency	1	4
1	Meteorologist	05/02/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Talent Agency	1	3
1	Manager Accounting/Finance	05/02/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	nbcunicareers.com	1	4
1	Reporter	05/02/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Reporter in Development Program	1	1
2	Photojournalist	05/10/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	-Employee Referral -nbcunicareers.com	2	4
1	Associate Producer	05/16/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	YOH Staffing	1	1
1	Producer	05/23/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Employee Referral	1	6
1	Client Operations Representative	06/13/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Employee Referral	1	8
1	Associate Producer	06/13/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Employee Referral	1	2
1	Preditor	07/13/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	nbcunicareers.com	1	1
1	Producer	07/25/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Promotion	1	1

1	Associate Producer	08/08/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Florida Atlantic University	1	1
1	Producer	08/08/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Company Transfer	1	1
1	Social Media Editor	08/08/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Florida Agricultural and Mechanical University	1	5
1	Client Operations Representative	08/08/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Employee Referral	1	1
1	Photojournalist	08/15/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	nbcunicareers.com	1	2
1	Community & Programming Coordinator	09/26/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Company Transfer	1	10
1	Reporter	09/26/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Talent agency	1	3
<b>WTVJ Total Number of Persons Interviewed</b>						<b>131</b>

<b>WSCV Hires</b>						
Quantity	Position Title	Date Filled	Recruitment source(s) used to fill vacancy	Recruitment Source for Candidate Hired	Number Hired	Number Interviewed
1	VP Creative Services	10/19/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Company Transfer	1	5
1	APC Operator	11/02/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Promotion	1	3
1	Technician	11/16/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Employee Referral	1	2
1	Account Manager	11/30/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	nbcunicareers.com	1	6

1	APC Associate	11/30/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	YOH Staffing	1	1
1	Broadcast Engineer	11/30/2015	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Employee Referral	1	9
1	Investigative Producer	01/04/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Company Transfer	1	1
1	Reporter Anchor	01/25/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	YOH Staffing	1	1
1	Digital Account Manager	01/25/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Company Transfer	1	2
1	APC Operator	03/07/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Promotion	1	1
1	Reporter	03/21/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	nbcunicareers.com	1	1
1	Meteorologist	06/27/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	YOH Staffing	1	4
1	Writer Producer	09/19/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Company Transfer	1	7
1	Producer	09/20/2016	Recruitment Source List Contacted for Each Full-time vacancy (see Appendix A)	Internal Company Transfer	1	2
<b>WSCV Total Number of Persons Interviewed</b>						<b>45</b>

**Total Number of Persons Interviewed During Applicable Period for WTVJ and WSCV: 176**

II. Recruitment Source Information for Vacancies

Covering the Period from October 1, 2015 to September 30, 2016  
Stations Comprising Station Employment Unit: WTVJ and WSCV

<b>Recruitment Source</b>	<b>Total Number of Interviewees This Source Has Provided During This Period (if Any)</b>
University of Miami	1
Florida Agricultural and Mechanical University	1
Florida International University	1
Miami –Dade College	1
Employee Referral	11
YOH Staffing Agency	8
Florida Atlantic University	1
www.nbcunicareers.com	8
Talent Agency	4
Internal Company Transfer	9
Internal Promotions	4
Reporter In Development	1
Former Employee	1
<b>TOTAL</b>	<b>51</b>

III. Non-Vacancy Specific Recruitment Activities

Covering the Period from October 1, 2015 to September 30, 2016  
Stations Comprising Station Employment Unit: WTVJ and WSCV

<b>JOB FAIR PARTICIPATION</b>			
<b>Organization</b>	<b>Date</b>	<b>Event</b>	<b>Participant(s)</b>
Vet Net	11/10/15	2015 Veteran's Day Virtual Career Fair	James Arroyave TLMD Station Group- Talent Acquisition recruiter
Miami Dade College Wolfson Campus	03/16/2016	ACCESS-MEED Job Fair Supporting Diversity and Inclusion in the Workforce	James Arroyave TLMD Station Group- Talent Acquisition recruiter & Lorena Ferreira WSCV HR Administrative Assistant
Florida International University	04/06/2016	Speed Interviewing Event	James Arroyave TLMD Station Group- Talent Acquisition recruiter
National Association of Hispanic Journalists - South Florida Chapter	05/21/2016	NAHJSFL Job Fair	James Arroyave TLMD Station Group- Talent Acquisition recruiter
AMS- American Meteorological Society Conference	06/15/2016-06/17/2016	44th Conference on Broadcast Meteorology	James Arroyave TLMD Station Group- Talent Acquisition recruiter
National Associations of Black & Hispanic Journalists	08/03/2016-08/07/2016	NABJ & NAHJ Convention and Career Fair	Helga Silva WSCV VP of News, Migdalia Figueroa WTVJ VP of News
NWA – National Weather Association Conference	09/10/2016-09/15/2016	National Weather Association's 41st Annual Meeting	Ryan Phillips – NBC6 Morning Meteorologist

**EDUCATIONAL INSTITUTION SPONSORED CAREER OPPORTUNITIES AND COMMUNITY GROUP SPONSORED ACTIVITY PARTICIPATION**

<b>Organization</b>	<b>Date</b>	<b>Event</b>	<b>Participant(s)</b>
Young Women with a Purpose	10/31/2015	Station Tour & Career Opportunities/College Workshop	Iliana Jauregui, WTVJ Manager Client of Operations, Trina Robinson WTVJ Anchor, Ellen Gorringer, WSCV/WTVJ HR Director, Miryam Hernandez WSCV/WTVJ HR Manager
Asian American Journalists Association ICON	11/06/2015	Inspire, Imagine and Influence Leadership Conference Panel Discussion	Migdalia Figueroa, VP News WTVJ
University of Miami	11/11/2015	University of Miami's School of Communication: Panelist of local news executives	Migdalia Figueroa, VP News WTVJ
Veterans Network	11/11/2015	Veteran's Day Parade	James Arroyave TLMD Station Group- Talent Acquisition recruiter
University of Central Florida	12/17/2015	2015 Winter Externship Experience	Gaby Carpio WTVJ Assignment Manager, David Henderson WTVJ Executive Producer, Frank Adelson WTVJ Editor
Women of Tomorrow	12/09/2015	Station Tour and presentation of News and Media	Trina Robinson WTVJ Anchor
Leadership Broward	12/10/2015	Media Day and Station Tour	Larry Olevitch, WTVJ GM & President
Tecnológico de Monterrey	12/18/2015	Station Tour and Discussion regarding the influence of Hispanic market in US Media Industry to students	Manuel Martinez, TLMD Stations President
St. Brendan's Elementary	01/25/2016 & 01/29/2016	Station Tour and Discussion regarding the importance of Media and relevance of the Broadcasting Industry	Ramon Brayan, WTVJ Account Manager
Nova Southeastern University	01/30/2016	Multimedia Conference: "How Social Media is being used in a Television/News Environment"	Barbara Besteni WTVJ Director of Integrated Media, Brandon Lopez WTVJ Social Media Producer
Law Enforcement Officers Memorial High School	01/28/2016	Young Women With Purpose Station Tour and Q&A Panel Session regarding the broadcasting industry	Migdalia Figueroa, WTVJ VP of News; Abel Aluart Duopoly Production Manager
Benjamin High School, Palm Beach County	02/19/2016	Career Day Presenter	Larry Olevitch, WTVJ GM & President
The University of Texas at Austin	02/22/2016	American Heritage School of Boca/Delray College Fair	Ella Goldberg, WTVJ & WSCV VP of Finance



Young Women with a Purpose	02/27/2016	Career Opportunities/College Workshop	Iliana Jauregui, WTVJ Manager Client of Operations, Sheli Muniz WTVJ Anchor, Miryam Hernandez WSCV/WTVJ HR Manager
NSHMBA	03/31/2016	NSHMBA Networking/Recruitment Event	Enrique Caballero – SVP, TLMD Human Resources, James Arroyave, TLMD Talent Acquisition and JC Delgado, TLMD Talent Acquisition.
University of Miami	04/13/2016	Meteorology workshop & Networking	Larry Olevitch, WTVJ GM & President; Ryan Phillips, WTVJ Meteorologist
Ponciana Park Elementary	05/04/2016	Career Day	Jamie Girola, WTVJ Reporter
Mater Gardens Academy	05/18/2016	Career Day	Sandra Esquivel, WTVJ Investigative Producer, Myriam Masihy, WSCV Consumer Reporter
Miami-Dade Gay & Lesbian Chamber of Commerce	07/27/2016	“Using the Power of Media to Market your Organization”	Sean Michael, WTVJ Account Manager

**EMMA BOWEN FOUNDATION FOR MINORITY INTERESTS IN MEDIA:** WTVJ is proud of its long standing partnership with the Foundation in growing minority youth for opportunities in the media. During a unique work-study and scholarship program, the goal is to expose minority teenagers to work experience during high school and college years. In 2005, WSCV joined the program to build a diverse pipeline within both stations. Both WSCV and WTVJ have hired a combined total of seven full time employees and also provided temporary assignments to graduating students. Unfortunately, our current Emma Bowen student was not able to participate, at the last moment, this summer. The program has also given station employees the opportunity to mentor and coach these students to build a pipeline of future diverse employees.

**INTERNAL SKILLS ENHANCEMENT PROGRAM:** Training is a key element in providing all employees with the opportunity to grow their careers by adding skills to their career tool kit. As a result, employees are growing to expand within their current roles and gaining the skills to advance into leadership roles.

During the report year, WSCV, WTVJ and Telemundo stations have participated in ranging from interviewing to engagement training for managers and Harassment Prevention training for all employees. Our sales teams have attended rigorous digital training to gain the knowledge and skills to sell in a digital environment

Seven WSCV/WTVJ managers and leaders attended leadership training conducted by our NBCU Talent Lab. The courses ranged from new management to leadership skills training.

**INTERNSHIP PROGRAM:** During the current Public File Annual Report year, 16 interns have participated in the internship program for the summer semester including 87% minorities and 74% females. The WSCV/WTVJ Internship program continues to build a pipeline of diverse future employees. The stations continue to partner with Florida Atlanta University, Fort Lauderdale Art Institute, University of Miami, University of Florida and Florida International University to attract large diverse populations. During the reporting year, a total of 3 former interns, from previous internship semesters, were either hired as full time employees or promoted to positions of greater responsibilities. Our mentors for this year included: Ken McAdams; WTVJ APC Operator, Alex Suarez; WTVJ Producer, Betty Frazier; WTVJ Research Manager, Vera Castillo; WSCV Senior Executive Producer, Jorge Rodriguez; WSCV Assignment Manager, Susan Solano; WSCV VP Creative Services and Community Relations, David Henderson; WTVJ Executive Producer, Sandra Esquivel; WSCV Investigative Producer, Luis Carrera; WSCV Meteorologist, Chris Clark; WTVJ Executive Producer, Ken Berk; WTVJ Creative Services Operations Manager, Gaby Carpio; WSCV Assignment Manager.

**PRODUCER IN DEVELOPMENT PROGRAM:** This NBC Owned Television Stations (NBCOTS) program is a fast track opportunity for individuals with the goal to learn news-gathering and enhance their producing skills. During the plan year, the WTVJ AM producing team engaged a diverse associate producer, Katherine Graubard, with the intent to strengthen her producing skills. A producer “boot camp” and additional training will be provided midyear within the program.

**REPORTER IN DEVELOPMENT PROGRAM:** WTVJ has entered into a third year as a participant in the NBCOTS Reporter in Training Program. This is a unique opportunity to expose reporters, with just a few years of experience in a small market, the opportunity to participate in an on the job training experience working at an NBCOTS station. WTVJ has hired two diverse reporters in the past three years and is currently engaging a new reporter trainee, Melissa Adan, who should be qualified to fill a reporter position in one of the NBCOTS markets.

**WOMEN OF TOMORROW:** WTVJ continues to support Women of Tomorrow (WOT), a mentoring organization established in 1997, by a former station President and GM and former WTVJ anchor/reporter. The program partners female community and business leaders with teenagers from local area schools. During the plan year, Trina Robinson, WTVJ News Anchor, is currently on the WOT board and has hosted tours and presentations with other female business role models.

**YOUNG WOMEN WITH A PURPOSE:** Young Women with a Purpose is a nonprofit 501 (c) (3) resource dedicated to helping disadvantaged young women to attend college. It was established in 2014 by Iliana Jauregui WTVJ Traffic Manager. The goal is to assist in educational and financial aid through fundraising, educational workshops and advisement, as well as volunteering initiatives. During the plan year, WTVJ and WTVJ managers hosted two career workshops for high school graduating seniors.

**Appendix A: Recruiting Sources 2015 - 2016**

<p>Mr. Willy Williams  <b>American Adult Education Center</b>          18350 NW 67 Avenue          Hialeah, FL 33015          (305) 557-3770  <a href="mailto:wwilliams@yahoo.com">wwilliams@yahoo.com</a></p>	<p>Ms. Deborah Powell  <b>American Women in Radio &amp; TV</b>          c/o WPLG          3900 Bisc. Blvd.          Miami, FL 33137          305-576-1010  <a href="mailto:dpowell@wplg.com">dpowell@wplg.com</a></p>
<p>Ms. Luwin Sanchez          Employment Advisor  <b>Art Institute of Ft. Lauderdale</b>          1799 SE 17 Street          Ft. Lauderdale, FL 33316-3000          954-463-9293 / 800-275-7603  <a href="mailto:lsanchez@aia.edu">lsanchez@aia.edu</a></p>	<p>Mrs. Olivia Sarson  <b>Broward Community College</b>          3501 SW Davie Rd.          Ft. Laud., FL 33314          954-201-6612          954-201-6413 Fax  <a href="mailto:osarson@broward.edu">osarson@broward.edu</a></p>
<p>Ms. Agenis Gonzalez  <b>Centro Campesino</b>          Career Planning Office          PO Box 343449          Florida City, FL 33034          305-245-7738</p>	<p>Ms. Claire L. Persichilli          Placement Dir.  <b>City College</b>          2000 West Commercial Blvd,          Ft. Lauderdale, FL 33309          954-492-5353  <a href="mailto:cpersichilli@citycollege.edu">cpersichilli@citycollege.edu</a></p>
<p>Ms. Aurora Thomen          Ms. Kyla Bailey  <b>Eastern New Mexico University</b>          Counseling and Career Services          SAS 214, ENMU Station #34          Portales, NM 88130          (505) 562-2211          (505) 562-2215  <a href="mailto:Kyla.Bailey@enmu.edu">Kyla.Bailey@enmu.edu</a></p>	<p>Ms. Ana Gonzalez          Mary Gomez          Office Manager  <b>Epilepsy Assoc. of Broward County</b>          512 NE 3 Ave.          Ft. Laud., FL 33301-3236          (954) 779-1509  <a href="mailto:mgomez@epilepsysofla.org">mgomez@epilepsysofla.org</a></p>

<p>Ms. Janelle Dougery  <b>Fellowship House</b>  5711 So. Dixie Hwy.  So. Miami, FL 33143  305-667-1036  <a href="mailto:jdougery@fellowshiphouse.org">jdougery@fellowshiphouse.org</a></p>	<p>Mr. James Watson  <b>Florida Atlantic University</b>  Career Development Ctr.  P.O. Box 3091  Boca Raton, FL 33431-0991  561-297-3533  <a href="mailto:jwatson@fau.edu">jwatson@fau.edu</a>  <a href="mailto:career@fau.edu">career@fau.edu</a></p>
<p>Ms. Susan Hill  Job Placement Coordinator  <b>Florida Computer &amp; Business School</b>  1321 Sw107th Ave #201B  Miami, Fl. 33174  (305) 553-6065/Fx (305) 225-0128  <a href="mailto:shill@careercollege.edu">shill@careercollege.edu</a></p>	<p>Ms. Betty Clark  Student Employment  <b>Florida Community College</b>  11901 Bch. Blvd., U-110  Jacksonville, FL 32246  904-633-8492  <a href="mailto:bgclark@fccj.edu">bgclark@fccj.edu</a></p>
<p>Ms. Kathy Payne Foreman  Director of Career Services  <b>Edward Waters College</b>  1658 Kings Road  Jacksonville, Florida 32209  904-470-8007  <a href="mailto:careerservices@ewc.edu">careerservices@ewc.edu</a></p>	<p>School of Journ. &amp; Mass Commun.  <b>Florida Intl. University/N. Campus</b>  3000 NE 145 St.  No. Miami, FL 33181  Advertising: Kate Kahler  305-919-4578  <a href="mailto:heclayto@fiu.edu">heclayto@fiu.edu</a>  Journalism: Harold Clayton  305-919-5634</p>
<p>Steven Davis, Assistant Director  <b>Florida Memorial College</b>  15800 NW 42 Ave.  Miami Gardens, Fl 33054  (305) 626-3782  <a href="mailto:cdcenter@fmuniv.edu">cdcenter@fmuniv.edu</a></p>	<p>Ms. Karen Trudeau  Film Employer Liaison  <b>Full Sail Real World Education</b>  3300 University Boulevard  Winter Park, Fl. 32792  407-551-2023 ext. 5615  <a href="mailto:ktrudeau@fullsail.com">ktrudeau@fullsail.com</a></p>

<p>Mr. Carlos Ericksen  <b>Hispanic Link News Svcs., Inc.</b>  1420 N. St., NW  Washington, DC 20005  (202) 234-0280  <a href="mailto:editor@hispaniclink.org">editor@hispaniclink.org</a></p>	<p>Ms. Linda Collins  Career Services  <b>J. Edwards Waters College</b>  1658 Kings Rd.  Jacksonville, FL 32205  (904) 355-3030 Ext</p>
<p>Nat'l Headquarters  <b>Japanese American Citizens League</b>  1765 Sutter St.  San Francisco, CA 94115  (415) 921-5225  <a href="mailto:jacl@jacl.org">jacl@jacl.org</a></p>	<p>Ms. Sofia Suarez  <b>Job Service of Florida</b>  633 NE 167 St., #200  No. Miami Bch., FL 33162-3497  (305) 654-7175 X 223  Fax (305) 654-7188  <a href="mailto:ssuarez@southfloridaworkforce.com">ssuarez@southfloridaworkforce.com</a></p>
<p>Mr. Jeffrey Johnson  <b>JVS/Jewish Vocational Svc., Inc.</b>  735 NE 125 St.  Miami, FL 33161-5645  (305) 899-1587  <a href="mailto:jjohnson@jcsfl.org">jjohnson@jcsfl.org</a></p>	<p>Lori Alonso  Director of Student Services  <b>Keiser University - Pembroke Pines</b>  12520 Pines Blvd.  Pembroke Pines, FL 33027  954.431.4300 (Phone)  954.431.2929 (Fax)</p>
<p>Mrs. Connie Rodriguez  <b>Little Havana Activities Ctr.</b>  700 SW 8 St., #210  Miami, FL 33130  305-858-7783</p>	<p>Mark Shinstone  Owner/Manager  <b>Media Line</b>  PO Box 51909  Pacific Grove, CA 93950  800-237-8073  <a href="mailto:medialine@medialine.com">medialine@medialine.com</a></p>

<p>Mr. Frank J. Boulton  <b>McFatter Technical Ctr.</b>          6500 Nova Dr.          Davie, FL 33317          954-370-8324  <a href="mailto:fboulton@bellsouth.net">fboulton@bellsouth.net</a></p>	<p>Debra Pierce          Director of Career Services  <b>Miami Intl University of Art &amp; Design</b>          1501 Biscayne Blvd., Suite #100          Miami, FL 33132-1418          1800-225-9023  <a href="mailto:pierced@aia.edu">pierced@aia.edu</a></p>
<p>Holly Prociv          Career Services Advisor  <b>Miami Intl University of Art &amp; Design</b>          1501 Biscayne Blvd., Suite #100          Miami, FL 33132-1418          (305) 428-5973  <a href="mailto:hprociv@aia.edu">hprociv@aia.edu</a></p>	<p>Ashley Serrate          Career Services Director  <b>Miami Media School</b>          901 South Miami Ave, STE 303          Miami, FL 33130          305) 728-1120  <a href="mailto:aserrate@beonair.com">aserrate@beonair.com</a></p>
<p>Ethel Duncan  <b>NAACP Miami-Dade</b>          P.O. Box 315          Opa Locka, FL 33054          305-685-8694  <a href="mailto:Ethel.duncan@naacpmiamidade.org">Ethel.duncan@naacpmiamidade.org</a></p>	<p>Mr. Steve McDowell          College of Commun./R-42  <b>Motion Picture &amp; TV Advisory Council</b>          Florida State University          Tallahassee, FL 32306          850-644-2276/Fax:850-644-8642  <a href="mailto:karen.ball@comm.fsu.edu">karen.ball@comm.fsu.edu</a></p>
<p>Adela Green          Mgr. Of Partner Services &amp; Career Services  <b>National Black MBA Assoc.</b>          180 N. Michigan Ave., #1400          Chicago, IL 60601          (312) 580-8070/Fax: (312) 236-4131</p>	<p>Ms. Juliet Reid          Job Bank Coord./So. FL Chptr.  <b>Natl. Assoc. of Black Journalists</b>          c/o WPBT; 14901 NE 20 Ave.          Miami, FL 33181          305-949-8321  <a href="mailto:juliet_reid@wpbt.org">juliet_reid@wpbt.org</a></p>

<p>Mr. Willy Sims  <b>Office of Black Affairs</b>  111 NW 1 St., #615  Miami, FL 33128-1967  (305) 375-4606  <a href="mailto:wsims@miamidade.gov">wsims@miamidade.gov</a></p>	<p>Mr. Willy Sims  <b>Office of ADA Coordination</b>  111 NW 1 St., 12<sup>th</sup> Floor #348  Miami, FL 33128-1967  (305) 375-3566  <a href="mailto:wsims@miamidade.gov">wsims@miamidade.gov</a></p>
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<p>Sharon Melville  <b>Pinellas County Urban League</b>  333 31<sup>st</sup> St., No.  St. Petersburg, FL 33713  727-327-2081  <a href="mailto:skillsbank@pcul.org">skillsbank@pcul.org</a></p>	<p>Mr. Nathaniel J. Wilcox  Executive Dir.  <b>People United to Lead the Struggle for Equality (PULSE)</b>  150 NE 19 St.  Miami, FL 33132  305-576-7590  <a href="mailto:pulsemia@aol.com">pulsemia@aol.com</a></p>
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