

EEO PROGRAM STATEMENT

WBEC is owned and operated by the School Board of Broward County, the largest employer in Broward County Florida, and one of the largest within the state of Florida. WBEC-TV operates as a department of the School Board and is considered a separate employment unit. However, as part of a large government employer, EEO and employment policy for the Station is set by the School Board's dedicated Equal Employment Opportunity and Human Resources departments. Job Listings and much of candidate processing for open WBEC positions is handled by the District's professional HR department. The primary means of listing available positions is through the District's website. This website and positions listed there are reviewed locally and nationally by those seeking employment within the District, and its employment listings on this site generally generate a healthy number of applicants for posted positions. While not necessary for any of the applicable listings, in situations where a position is specialized in nature, or the response to an initial website posting produces an insufficient or less than diverse pool of qualified applicants, the station may request specialized posting through other sources on its source list.

In the case of the four full-time openings reported on during the two most recent annual reports for the WBEC-TV employment unit, the station received more than 138 applicants for the four positions (an average of 34 per position) and interviewed 34 candidates for the open positions (an average of 8 per position). Listings generate a healthy number of qualified applicants including women and minorities. Of the four full-time positions that have opened during the past two years, hires from the qualified applicants interviewed have included three females and two minority individuals.

WBEC recently completed and submitted its response to a random 2020 EEO audit in which it explained in greater detail the workings and success of its EEO program. When factoring in the three years covered between that audit and this form 396 report, 5 of the last 7 full-time hires made by WBEC-TV over that period were women and 5 were minorities.

Accordingly, WBEC-TV believes that its program components result in a broad and inclusive outreach into the workforce that in practice have produced a diverse pool of qualified applicants for open positions. Additionally, WBEC-TV's record of hiring over the past years also demonstrates an effective commitment to diversity in its workforce.