

EEO PUBLIC FILE REPORT

For the reporting period of October 1, 2013 through September 30, 2014
Amended March 18, 2015

This report covers the following station employment unit (SEU):

| Licensee / Permittee Name | Call Sign and Type | Community of License (City, State) | FCC Facility ID Number | LMA |
|----------------------------------|---------------------------|---|-------------------------------|------------|
| Common Ground Broadcasting, Inc | WTBN (AM) | Pinellas Park, FL | 51985 | No |
| South Texas Broadcasting, Inc. | WTWD (AM) | Plant City, FL | 26145 | No |
| Caron Broadcasting, Inc. | WGUL (AM) | Dunedin, FL | 1177 | No |
| South Texas Broadcasting, Inc. | WLCC (AM) | Brandon, FL | 71212 | No |

I. VACANCY LIST

The following is a list of all vacancies for full-time jobs filled during the reporting period and the recruitment source ("RS") that referred the person hired for each vacancy:

| Job No. | Job Vacancy Title | Recruitment Source that Referred Hired Person | Date Filled | RS's Contacted to Fill Vacancy |
|----------------|---|--|--------------------|---------------------------------------|
| 1 | General Sales Manager (WLCC) | None – Internal Promotion | 11-03-13 | None – Internal Promotion |
| 2 | General Sales Manager (Cluster) | Inside Radio | 12-31-13 | 4,6,8,11-12,16-17,25 |
| 3 | Assistant Operations Manager / Technical Assistant | None – Internal Promotion | 03-03-14 | None – Internal Promotion |
| 4 | Account Executive / On Air Talent / Producer (WLCC) | Internal Station Posting | 03-05-14 | 1-4,6-8,11-17 |
| 5 | News Reporter | SEU Web Advertisements | 03-06-14 | 1-4,6-8,11-15,17 |
| 6 | On Air Talent / Sales Coordinator | Internal Station Posting | 04-08-14 | 1-4,7-8,11-17 |
| 7 | Board Operator (WLCC) | None – Internal Promotion | 06-02-14 | None – Internal Promotion |
| 8 | News Reporter | Unsolicited | 07-08-14 | 4,6,8,11-12,16-17 |
| 9 | General Sales Manager | None-Internal Promotion | 07-07-14 | None-Internal Promotion |
| 10 | Marketing and Promotions Director | SEU Web Advertisements | 08-20-14 | 1-4,6-8,11-17,21-22,24 |
| 11 | Multi-Media Marketing Consultant (Cluster) | Referral | 09-22-14 | 1-4,6-8,11-17,21-24 |

II. **RECRUITMENT SOURCE LIST**

During the reporting period, the following recruitment sources (“RS”) were contacted as vacancies for full-time SEU jobs opened. There were a total of 49 people interviewed for full-time positions.

| RS No. | Recruitment Source | (*) | Address, Telephone and Contact Person of RS | Number of Interviewees Referred by RS |
|--|-------------------------------------|-----|--|---------------------------------------|
| * Denotes those organizations that requested notification of vacancy information | | | | |
| 1 | Exciting Idlewild Baptist Church | | Jobs Support Group Director iWork Group P.O. Box 44 Tampa, FL 33548 Contact: Jo Ann Eaton jeaton@idlewild.org | 0 |
| 2 | In Between Jobs Support Group | | Bnpsaxon@tampabay.rr.com Contact: Bob Saxon | 0 |
| 3 | St. Paul Catholic Job Support Group | | jnkissane@stpaulchurch.com Contact: Jim Kissane | 0 |
| 4 | Connecticut School of Broadcasting | | Shayna Lance 3901 Coconut Palm Drive. #105 Tampa, FL 33619 813-740-0990 | 0 |
| 5 | Southeastern University | | Jackie Small Career Services 1000 Longfellow Boulevard Lakeland, FL 33801 863-667-5157 | 0 |
| 6 | Everest University | | 3924 Coconut Palm Drive Tampa, FL 33619 813-621-0041 813-623-3183 Contact: Jennifer Johnson | 0 |
| 7 | Family First | | 5211 W. Laurel Street Suite 102 Tampa, FL 33607 marlene@familyfirst.net Contact: Marlene Nikolich | 0 |
| 8 | Trinity College | | Dean of Student Development 2430 Welbilt Blvd. Trinity, FL 34655 727-376-6911 Contact: Professor Al Depopoutot adeputot@trinitycollege.edu | 0 |
| 9 | University of South Florida | | Job Line Coordinator 4202 E. Fowler Avenue Tampa, FL 33629 813-974-2171 813-974-0998 kroche@admin.usf.edu www.career.usf.edu Contact: Kathi Roche | 0 |

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|----|---|---|--------|
| 10 | University of Tampa | Office of Career Services 401 W. Kennedy Blvd. Tampa, FL 33606 813-253-3333 813-258-7455 Dnapoli@ut.edu Contact: Donna Napoli | 0 |
| 11 | Hillsborough Community College | Dale Mabry Campus Job Placement Manager P.O. Box 3030 Tampa, FL 33630 813-253-7275 813-259-6047 Contact: Laurie Ragsdale | 0 |
| 12 | Hillsborough Community College | Radio-TV Program Manager 2112 N. 15 th St. YPST-134 Tampa, FL 33605 813-253-7282 813-253-7973 Contact: Ed Ericsson | 0 |
| 13 | Florida College | Advising Office 119 N. Glen Arven Ave. Temple Terrace, FL 33617 813-988-5131 Contact: Kathy advisingoffice@floridacollege.edu | 0 0 |
| 14 | Frederick Communications & Consulting, LLC | Al Frederick Frederick.communications@gmail.com | 0 |
| 15 | Florida Association of Broadcasters | intern@fab.org www.fab.org | 2 |
| 16 | Sandler Training | 3030 N. Rocky Point Dr. West Ste.100 Tampa, FL 33607 Contact: Jim Marshall | 2 |
| 17 | Pinellas County Urban League | 33 31 st Street North St. Petersburg, FL 33713 727-327-2081 x112 727-327-1672 Contact: Cyndi Robinson-Myrick Contact: Regina Knight rknight@pcul.org www.pcul.org | 0 |
| 18 | Tampa Bay Workforce Alliance/Employ Florida | 9215 N. Florida Ave. Suite 103 Tampa, FL 33612 813-930-7570 813-930-7486 joborder@workforcetampa.com | 0 |
| 19 | LinkedIn | www.linkedin.com | 0 |
| 20 | Craigslist | www.tampa.craigslist.org | 0 |
| 21 | All Access | www.allaccess.com | 0 |
| 22 | Christian Chamber of Commerce | Contact: Laurie Hill info@c3tb.org | 0 |

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|--------------------------------------|-------------------------------------|--|-------------------------------|
| 23 | Christian Radio Jobs | www.hisair.net jobs@hisair.net | 0 |
| 24 | Media Staffing Network | www.mediastaffingnetwork.com | 0 |
| 25 | Inside Radio | www.insideradio.com | 14 |
| OTHER SOURCES OF INTERVIEWEES | | | |
| No. | Description of Other Sources | | Number of Interviewees |
| 26 | SEU Web Advertisements | | 16 |
| 27 | Referrals | | 8 |
| 28 | Radio Advertisements | | 0 |
| 29 | Unsolicited | | 3 |
| 30 | Internal Station Posting | | 2 |
| 31 | Employee Referral | | 2 |
| 32 | Twitter | | 0 |
| 33 | Facebook | | 0 |
| Total Number of Interviewees | | | 49 |

III. **OUTREACH INITIATIVES**

The following outreach initiatives were completed by the SEU during the reporting period:

A. **Management Training:**

1. The Salem Director of Human Resources conducts monthly HR Network Training sessions via teleconference and Powerpoint presentations, which includes review of EEO policies and compliance. The SEU's Office Manager and Business Manager participate in these training sessions each month and then routinely communicate with the SEU's General Manager and other management team members to keep all employees apprised of the company and SEU's policy on equal employment.
2. The SEU participated in the GB Risk Control training for all entry level managers and above to train them in methods of ensuring equal opportunity and preventing discrimination. Training modules include "Ethics in Action", and Sexual Harassment Prevention". During this reporting period, nine SEU employees participated in the program.

B. Job Fairs:

1. SEU's Office Manager participated in the DeVry University and Keller Graduate School of Management Tampa Career Fair on November 15, 2013. At this event, job opportunities available at the SEU were discussed. Job information was distributed and resumes were collected.

2. SEU's Office Manager participated in the State Representative Janet Cruz's 2014 Job Fair on July 23, 2014. At this event, job opportunities available at the SEU were discussed. Job information was distributed and resumes were collected.

3. SEU's Office Manager participated in the Fall 2014 Part-Time Job Fair at the University of Tampa on August 28, 2014. At this event, job opportunities available at the SEU were discussed. Job information was distributed and resumes were collected.

C. Internship Program: The objective of this program is to provide students the opportunity to work with a major market media group. Through this experience the student is able to learn more about careers in the broadcasting industry. The Office Manager and Promotions Director worked with the student in establishing their schedule and internship work responsibilities. One student from Clearwater Christian College interned at the SEU from January to April 2014.