

**WBTP(FM), WDAE(AM), WFLA(AM), WFLZ-FM, WFUS(FM), WHNZ(AM),
WMTX(FM), WXTB(FM)**

EEO PUBLIC FILE REPORT

October 1, 2014 - September 30, 2015

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Integrated Media Solutions Provider	1-3, 5-7, 9-10, 13-20	3
Local Sales Manager	1-7, 9-10, 13-18, 20	3
Radio Program Director	1-3, 5, 7-10, 14, 16-18, 20-21	8
Morning News Anchor	2-5, 7, 9-10, 14-15, 17-18, 20	5
Integrated Media Solutions Provider	1-2, 4-7, 9, 11-18, 20	11
Sales Assistant	1-7, 9, 12-18, 20	6

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access Music 28955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-6616 Email : jdenver@allaccess.com Fax : 1-310-457-8058 Joel Denver	N	1
2	Brewster Tech Center 2222 North Tampa St Tampa, Florida 33602 Email : john.holmes@sdhc.k12.fl.us John Holmes	N	0
3	Employee Referral	N	12
4	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com OpenHire Source Manual Posting	N	0
5	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	12
6	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com OpenHire Source Manual Posting	N	4
7	Internal Posting 4002 Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Jen Lawson Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Internal Transfer/Promotion	N	1
9	Keiser University 5225 Memorial Hwy Tampa, Florida 33634 Phone : None Ms. E. Tamayo Manual Posting	N	0
10	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
11	Non-Employee Referral	N	1
12	Pinellas County Urban League 333 31st St North St Petersburg, Florida 33713 Phone : 727-327-2081x112 Email : mscott@pcul.org Marshae Scott	N	0
13	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net OpenHire Source Manual Posting	N	0
14	Service Source 2735 Whitney Road Clearwater, Florida 33760 Phone : 727-5387370 Email : cher.street@servicesource.org Cher Street	N	0

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15	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com OpenHire Source Manual Posting	N	0
16	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams	N	0
17	University of South Florida 4202 E. Fowler Avenue SVC 2088 Tampa, Florida 33620 Phone : 813-974-3202 Kathi Roche Manual Posting	Y	0
18	University of Tampa 401 West Kennedy Blvd. Box K Tampa, Florida 33606 Phone : 813-253-6236 Email : shood@ut.edu Fax : 1-813-258-7271 Sheila Hood	Y	0
19	Walk In/Self-Referral	N	1
20	Workforce/Employ Florida.com 9215 N Florida Avenue Suite 101 Tampa, Florida 33612 Phone : 813-830-7508 Url : EmpoyFlorida.com Odie Clark Manual Posting	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	www.MyDamnChannel.com/RAMP 25379 Wayne Mills Place #382 Valencia, California 91355 Phone : 661-294-9408 Kevin Carter Manual Posting	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			33

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**EEO PUBLIC FILE REPORT
OCTOBER 1, 2014-SEPTEMBER 30, 2015**

III. RECRUITMENT INITIATIVES

	Date	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	10/1/2014	Establishment of an intern program designed to assist members of the community	<p>This SEU regularly hosts interns from local colleges and universities. The internship program offers meaningful educational and work experiences designed to meet the academic and career goals of the intern.</p> <p>Connecticut School of Broadcasting 2 interns worked for the WDAE Programming Department from August and September 2014 to December 2014 and were supervised by the Assistant Program Director.</p> <p>1 intern worked for the WDAE Programming Department from November 2104 to January 2015 and was supervised by the Assistant Program Director.</p> <p>Sanford-Brown College 1 intern worked for the Marketing and Promotions Department from September 2014 to November 2014 and was supervised by the Field Operations Coordinator.</p> <p>University of South Florida 1 intern worked for the WDAE Programming Department from August 2104 to October 2014 and was supervised by the Assistant Program Director</p> <p>3 interns worked for the Online Content Department from September 2014 to December 2014 and were supervised by the Director.</p> <p>2 interns worked for the WFLZ Programming Department from September 2014 to December 2014 and were supervised by the Afternoon Drive Talent.</p>

			<p>1 intern worked for the WFLZ Online Content Department from September 2014 to December 2014 and were supervised by the Online Content Manager.</p> <p>1 intern worked for the WMTX Programming Department from September 2014 to December 2014 and was supervised by the Program Director.</p> <p>St Petersburg College 1 intern worked for the WFLZ Programming Department from September 2014 to December 2014 and was supervised by the Morning Drive Show Producer.</p> <p>The University of Tampa 1 intern worked for the Marketing and Promotions Department from September 2014 to December 2014 and was supervised by the Field Operations Coordinator.</p>
2	11/3/2014	Participation in an event or program sponsored by schools and colleges relating to broadcast careers	The Morning Drive On Air Talent discussed the radio business and careers in radio with the students in a marketing class at the University of Tampa. He talked about his career and answered questions about getting into the business.
3	1/2/2015	Establishment of an intern program designed to assist members of the community	<p>This SEU regularly hosts interns from local colleges and universities. The internship program offers meaningful educational and work experiences designed to meet the academic and career goals of the intern.</p> <p>St Petersburg College 1 intern worked for the WFLZ Programming Department from January 2015 to April 2015 and was supervised by the Morning Drive Show Producer.</p> <p>University of South Florida 1 intern worked for the WFLZ Programming Department from January 2015 to April 2015 and was supervised by the Morning Drive Show Producer.</p>
4	1/29/2015	Participation in an event sponsored by educational institutions interested in broadcast	This SEU, including the Assistant Program Director and an On Air Talent/Producer, gave a studio tour to the students from the Connecticut School of Broadcasting, discussing the equipment and systems, as well as careers in radio.

		employment	
5	2/6/2015	Participation in an event sponsored by local organizations interested in broadcast employment	This SEU, including the Promo Manager for WFLA, WDAE, and WBTP, gave a tour of the facilities to a local Junior Achievement group, discussing careers in radio and the qualifications for each job.
6	3/13/2015	Participation in an event sponsored by educational institutions interested in broadcast employment	This SEU, including, including the Promo Manager for WFLA, WDAE, and WBTP, gave a tour of the facilities to mass communications students at University of South Florida. He described the various jobs at the station and careers in radio.
7	3/31/2015	Participation in an event sponsored by educational institutions interested in broadcast employment	This SEU, including, the Promo Manager for WFLA, WDAE, and WBTP, gave a tour of the facilities to the students from Progress Village Magnet School. He described the various jobs in radio while they toured the stations and talked about his career.
8	4/8/2015	Participation in an event sponsored by educational institutions interested in broadcast employment	This SEU, including the WFLA Assistant Program Director, gave a tour of the facilities to the radio class from the University of Tampa, showing the students the studios, production rooms, and observing live On Air shows. He discussed the various jobs at the stations and careers in radio.