

WBCG(FM), WBTT(FM), WCCF(AM), WCKT(FM), WCVU(FM), WIKX(FM),  
 WKII(AM), WOLZ(FM), WZJZ(FM)

EEO PUBLIC FILE REPORT

October 1, 2012 - September 30, 2013

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
Account Executive	2-5, 7-13, 15, 17-28	18
Account Executive	2-15, 17, 19, 22-29	8
Program Director/On-Air Talent	2-5, 7-15, 17-19, 22-28, 30	18
Account Executive	2-15, 17, 19, 22-25, 27-28	8
Account Executive	2-15, 17, 19, 22-25, 27-28	8
IT Technician	1-2, 4-17, 19, 22-27, 31	31
Account Executive Outside Sales	1-2, 4-14, 17, 19-20, 22-27	8
Promotion Director	1-2, 4-15, 17, 19-20, 22-28	20
AE Outside Sales - Ft Myers/Naples, FL	1-2, 4-15, 17-19, 22-29	18
AE Outside Sales - Ft Myers/Naples, FL	1-2, 4-15, 17-19, 22-29	8
AE Outside Sales - Port Charlotte, FL	1-2, 4-17, 19, 22-28	8
AE Outside Sales - Port Charlotte, FL	1-2, 4-17, 19, 22-28	16

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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 Phone : 310-457-8058 Email : jdenver@allaccess.com Joel Denver	N	0
2	Bethune Cookman College Career Planning 640 Dr. Mary McLeod Bethune Rd Boytona Beach, Florida 32114 Phone : 386-481-2143 Url : www.bethune.cookman.edu Email : bonnerd@cookman.edu Fax : 1-386-481-2139 Davita Bonner	N	0
3	Career and Service Ctr of SW FLA 19500 Cochran Blvd Pt. Charlotte, Florida 33948 Phone : 941-235-5900 Email : dfrees@swflworks.org Dan Frees	N	0
4	Career Channel 200 E. Basse Road San Antonio, Texas 78209 Url : https://careerchannel.silkroad.com/ Career Services Manual Posting	N	4
5	Career Source Southwest Florida 4150 Ford Street Extension Ft. Myers, Florida 33916 Phone : 239-931-8200x1220 Email : asoto@careersourcesouthwestflorida.com Fax : 1-239-921-8206 Andres Soto	N	0
6	Catholic Charities of Collier Country Family Resource Ctr. 4209 Tamiami Trail E. Naples, Florida 34112 Phone : 239-793-0059 Email : Armando@catholiccharitiescc.org Fax : 1-239-774-0523 Armando Galella	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Craig's List Ft Myers/SW Florida P.O. Box 225159 San Francisco, California 94122 Url : <a href="https://fortmyers.craigslislist.org/">https://fortmyers.craigslislist.org/</a> Career Services Manual Posting	N	0
8	Employee Referral 13320 Metro Parkway Suite 1 Ft. Myers, Florida 33966 Phone : 239-225-4402 Josie Burdier Manual Posting	N	13
9	Florida A&M University Placement Office P.O. Box 14 Tallahassee, Florida 32073 Phone : 850-599-3496 Email : <a href="mailto:careercenter@fam.u.edu">careercenter@fam.u.edu</a> Melony Washington	N	0
10	Florida Association of Broadcasters Job Bank 201 S. Monroe Street Tallahassee, Florida 32301 Phone : 850-825-5322 Url : <a href="http://www.fab.org">www.fab.org</a> Email : <a href="mailto:intern@fab.org">intern@fab.org</a> Lindsay Varn	N	0
11	Florida Gulf Coast University Career Development Services 10501 FGCU Blvd Ft. Myers, Florida 33965 Phone : 239-590-7833 Url : <a href="http://studentservices.fgcu.edu/careers">studentservices.fgcu.edu/careers</a> Email : <a href="mailto:aparke@fgcu.edu">aparke@fgcu.edu</a> Amanda Parke	N	0
12	Florida Memorial University 15800 NW 42nd Avenue Miami, Florida 33054 Phone : 305-626-3600 Email : <a href="mailto:ajackson@fmuniv.edu">ajackson@fmuniv.edu</a> Athena Jackson	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Florida Southwestern College Career Placement Center P.O. Box 06210 Ft. Myers, Florida 33906 Phone : 941-637-5693 Email : pschollard@fsw.edu Paul Schollard	N	0
14	Goodwill Job Link Center 2325 Tamiami Trail Port Charlotte, Florida 33952 Phone : 941-255-3884 Email : sabreniamorgan@goodwillswfl.org Fax : 1-941-255-3884 Sabrenia Morgan  Prong 2 Start Date: 7/10/2012	Y	0
15	Hispanic Affairs Advisory Board Dept of Human Resources P.O. Box 398 Ft. Myers, Florida 33902 Phone : 239-595-4658 Email : IleanitaRamos@gmail.com Ileana Ramos	N	0
16	Indeed.com Not contacted by SEU 13320 Metro Parkway Ft Myers, Florida 33912 Phone : 239-225-4300 Rhonda Richey Manual Posting	N	2
17	Internal Posting 13320 Metro Parkway Suite 1 Ft. Myers, Florida 33966 Phone : 239-225-4442 Rhonda Richey Manual Posting	N	2
18	Internal Promotion/Transfer 13320 Metro Parkway Suite 1 Ft Myers, Florida 33966 Phone : 239-225-4402 Josie Burdier Manual Posting	N	3

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October 1, 2012 - September 30, 2013

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
19	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
20	Non Employee Referral 13320 Metro Parkway Suite 1 Ft Myers, Florida 33912 Phone : 239-225-4402 Josie Burdier Manual Posting	N	3
21	On-Air Announcements ( one or more SEU stations) 13320 Metro Parkway Ft Myers, Florida 33966 Phone : 239-225-4442 Rhonda Richey Manual Posting	N	1
22	Southern Technical College Placement Office 1685 Medical Lane, Suite 200 Ft. Myers, Florida 33907 Phone : 239-939-4766x226 Email : cacevedo@southernotech.edu Christy Acevedo	N	0
23	Station Website (one or more SEU stations) 13320 Metro Parkway Ft. Myers, Florida 33966 Phone : 239-225-4442 Rhonda Richey Manual Posting	N	0
24	SW Florida Hispanic Chamber of Commerce Career Placement Center 3343 Palm Beach Blvd Ft. Myers, Florida 33916 Phone : 239-418-1441 Email : info@hispanicchamberflorida.org Veronica Culbertson	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	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
26	University of Central Florida Career Resource Center Adm. Building, Room 124 Orlando, Florida 32816 Phone : 407-823-3368 Email : career@mail.ucf.edu Fax : 1-407-823-5909 Genesis Rawls	N	0
27	University of Florida College of Journalism & Communication 1080 Weimer Hall / P.O. Box 118400 Gainesville, Florida 32611 Phone : 352-392-0466 Email : KGraham@jou.ufl.edu Fax : 1-352-845-2484 Katrice Graham	N	0
28	University of South Florida Placement Office 4202 East Fowler Ave., SBC 2088 Tampa, Florida 33620-6930 Phone : 813-974-3202 Email : kroche@usf.edu Kathi Roche	N	0
29	Walk In/Self Referral 13320 Metro Parkway Suite 1 Ft. Myers, Florida 33966 Phone : 239-225-4402 Josie Burdier Manual Posting	N	2
30	www.allaccess.com Not contacted by SEU 13320 Metro Parkway Suite 1 Ft Myers, Florida Phone : 239-225-4402 Josie Burdier Manual Posting	N	1

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**EEO PUBLIC FILE REPORT**

October 1, 2012 - September 30, 2013

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	www.careerbuilder.com Not contacted by SEU Florida Url : www.careerbuilder.com Career Services Manual Posting	N	3
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			34

**EEO PUBLIC FILE REPORT**

October 1, 2012 - September 30, 2013

**III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/1/2012	Establishment of an intern program designed to assist members of the community	From August 2012 through December 2012, our SEU hosted an intern from Florida Gulf Coast University. This intern worked in our Sales Department under the supervision of our Local Sales Manager. He created digital content, assisted with remote broadcasts, and wrote and voiced commercials for our clients.	1	Local Sales Manager
2	10/17/2012	Participation in events sponsored by community groups	On October 17, 2012, our SEU hosted nine middle and high school aged students from Children's Home Society of Florida, a program that provides support and counseling for families, for a station tour. SEU participants included our Operations Director, our Program Director, and our Executive Assistant, who described various employment opportunities at a radio station and the education and experience required for each.	3	Executive Assistant Operations Director Program Director
3	10/26/2012	Establishment of an intern program designed to assist members of the community	From October 2012 through April 2013, our SEU hosted an intern from Florida Gulf Coast University. This intern worked in our Promotions Department under the supervision of our Promotions Director. He assisted with remote broadcasts and station contests.	1	Promotions Director
4	12/14/2012	Participation in events sponsored by community groups	On December 14, 2012, our SEU hosted disabled adults from Opportunity Services for a station tour. SEU participants included our Operations Director, our Program Director, and our Executive Assistant, who described various employment opportunities at a radio station and the education and experience required for each.	3	Executive Assistant Operations Director Local Sales Manager

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October 1, 2013 - September 30, 2014<sup>1</sup>

**I. VACANCY LIST**

See Master Recruitment Source List (MRSL) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sales Assistant	14, 17-18	14

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<sup>1</sup> This report was modified in March 2015 to address minor reporting issues.

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	<b>All Access Music</b> 28955 Pacific Coast Highway Malibu, California Phone : 310-457-8058 Email : jdenver@allaccess.com Joel Denver	N	0
2	<b>Bethune Cookman College</b> Career Planning 640 Dr. Mary McLeod Bethune Rd Boytona Beach, Florida 32114 Phone : 386-481-2143 Url : www.bethune.cookman.edu Email : bonnerd@cookman.edu Fax : 1-386-481-2139 Davita Bonner	N	0
3	<b>Career and Service Ctr of SW FLA</b> 19500 Cochran Blvd Pt. Charlotte, Florida 33948 Phone : 941-235-5900 Email : dfrees@swflworks.org Dan Frees	N	0
4	<b>Career Channel</b> 200 E. Basse Road San Antonio, Texas 78209 Url : https://careerchannel.silkroad.com/ Career Services Manual Posting	N	0
5	<b>Career Source Southwest Florida</b> 4150 Ford Street Extension Ft. Myers, Florida 33916 Phone : 239-931-8200x1220 Email : asoto@careersourcesouthwestflorida.com Fax : 1-239-921-8206 Andres Soto	N	0
6	<b>Catholic Charities of Collier Country</b> Family Resource Ctr. 4209 Tamiami Trail E. Naples, Florida 34112 Phone : 239-793-0059 Email : Armando@catholiccharitiescc.org Fax : 1-239-774-0523 Armando Galella	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
7	<b>Craig's List Ft Myers/SW Florida</b> P.O. Box 225159 San Francisco, California 94122 Url : <a href="https://fortmyers.craigslist.org/">https://fortmyers.craigslist.org/</a> Career Services Manual Posting	N	0
8	<b>Employee Referral</b> 13320 Metro Parkway Suite 1 Ft. Myers, Florida 33966 Phone : 239-225-4402 Josie Burdier Manual Posting	N	0
9	<b>Florida A&amp;M University</b> Placement Office P.O. Box 14 Tallahassee, Florida 32073 Phone : 850-599-3496 Email : <a href="mailto:careercenter@famuedu.edu">careercenter@famuedu.edu</a> Melony Washington	N	0
10	<b>Florida Association of Broadcasters</b> Job Bank 201 S. Monroe Street Tallahassee, Florida 32301 Phone : 850-825-5322 Url : <a href="http://www.fab.org">www.fab.org</a> Email : <a href="mailto:intern@fab.org">intern@fab.org</a> Lindsay Varn	N	0
11	<b>Florida Gulf Coast University</b> Career Development Services 10501 FGCU Blvd Ft. Myers, Florida 33965 Phone : 239-590-7833 Url : <a href="http://studentservices.fgcu.edu/careers">studentservices.fgcu.edu/careers</a> Email : <a href="mailto:aparke@fgcu.edu">aparke@fgcu.edu</a> Amanda Parke	N	0
12	<b>Florida Memorial University</b> 15800 NW 42nd Avenue Miami, Florida 33054 Phone : 305-626-3600 Email : <a href="mailto:ajackson@fmuniv.edu">ajackson@fmuniv.edu</a> Athena Jackson	N	0
13	<b>Florida Southwestern College</b> Career Placement Center P.O. Box 06210 Ft. Myers, Florida 33906 Phone : 941-637-5693 Email : <a href="mailto:pschollard@fsw.edu">pschollard@fsw.edu</a> Paul Schollard	N	0
14	<b>Former Employee</b>	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
15	<p><b>Goodwill Job Link Center</b>            2325 Tamiami Trail            Port Charlotte, Florida 33952            Phone : 941-255-3884            Email : sabreniamorgan@goodwillswfl.org            Fax : 1-941-255-3884            Sabrenia Morgan</p> <p>Prong 2 Start Date: 7/10/2012</p>	Y	0
16	<p><b>Hispanic Affairs Advisory Board</b>            Dept of Human Resources P.O. Box 398            Ft. Myers, Florida 33902            Phone : 239-595-4658            Email : IleanitaRamos@gmail.com            Ileana Ramos</p>	N	0
17	<p><b>iHeartMediaCareers.com</b>            20880 Stone Oak Pkwy            San Antonio, Texas 78258            Phone : 210-253-5126            Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a>            Talent Acquisition Coordinator            Manual Posting</p>	N	0
18	<p><b>Internal Posting</b>            13320 Metro Parkway Suite 1            Ft. Myers, Florida 33966            Phone : 239-225-4442            Rhonda Richey            Manual Posting</p>	N	0
19	<p><b>Internal Promotion/Transfer</b>            13320 Metro Parkway Suite 1            Ft Myers, Florida 33966            Phone : 239-225-4402            Josie Burdier            Manual Posting</p>	N	0
20	<p><b>My Air Check</b>            #1-771 Gibsons Way            Gibsons, Texas            Phone : 604-740-1374            Email : <a href="mailto:registration@myaircheck.com">registration@myaircheck.com</a>            Scott Russell</p>	N	0
21	<p><b>Non Employee Referral</b>            13320 Metro Parkway Suite 1            Ft Myers, Florida 33912            Phone : 239-225-4402            Josie Burdier            Manual Posting</p>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
22	<b>On-Air Announcements ( one or more SEU stations)</b> 13320 Metro Parkway Ft Myers, Florida 33966 Phone : 239-225-4442 Rhonda Richey Manual Posting	N	0
23	<b>Southern Technical College</b> Placement Office 1685 Medical Lane, Suite 200 Ft. Myers, Florida 33907 Phone : 239-939-4766x226 Email : cacevedo@southerntech.edu Christy Acevedo	N	0
24	<b>Station Website (one or more SEU stations)</b> 13320 Metro Parkway Ft. Myers, Florida 33966 Phone : 239-225-4442 Rhonda Richey Manual Posting	N	0
25	<b>SW Florida Hispanic Chamber of Commerce</b> Career Placement Center 3343 Palm Beach Blvd Ft. Myers, Florida 33916 Phone : 239-418-1441 Email : info@hispanicchamberflorida.org Veronica Culbertson	N	0
26	<b>The Freeform Radio Initiative</b> 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams	N	0
27	<b>University of Central Florida</b> Career Resource Center Adm. Building, Room 124 Orlando, Florida 32816 Phone : 407-823-3368 Email : career@mail.ucf.edu Fax : 1-407-823-5909 Genesis Rawls	N	0
28	<b>University of Florida</b> College of Journalism & Communication 1080 Weimer Hall / P.O. Box 118400 Gainesville, Florida 32611 Phone : 352-392-0466 Email : KGraham@jou.ufl.edu Fax : 1-352-845-2484 Katrice Graham	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
29	<b>University of South Florida</b> Placement Office 4202 East Fowler Ave., SBC 2088 Tampa, Florida 33620-6930 Phone : 813-974-3202 Email : kroche@usf.edu Kathi Roche	N	0
30	<b>Walk In/Self Referral</b> 13320 Metro Parkway Suite 1 Ft. Myers, Florida 33966 Phone : 239-225-4402 Josie Burdier Manual Posting	N	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			1

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October 1, 2013 - September 30, 2014**

**RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Establishment of an intern program designed to assist members of the community	From August 2013 through November 2013, our SEU hosted an intern from Florida Gulf Coast University. This intern worked in our Promotions Department, where she assisted with remote broadcasts and contests.
<b>2</b>	Establishment of an intern program designed to assist members of the community	From May 2014 through July 2014, our SEU hosted an intern from Florida Gulf Coast University. This intern worked in our Digital Content Department, where she assisted with developing and maintaining content for our station websites under the supervision of our Web Master/Online Content Manager.