

Annual EEO Public File

WTMG, WHHZ, WPLL, WDVH-AM/FM, WRZN, WTMN, WXJZ

October 1, 2017-September 30, 2018

Stations WTMG, WHHZ, WPLL, WDVH-AM, WRZN, WTMN and WXJZ licensee is MARC Radio Gainesville, LLC. We are an equal opportunity employer.

We have a four-part plan in an attempt to reach all segments of the population to fill full-time positions.

1. Weekly announcements on all MARC Radio stations encouraging organizations who wish to be notified of job openings to contact us so we may add them to our recruitment outreach list.
2. The wide dissemination of full-time openings via our radio properties, online classified advertising, trade periodicals/websites, a database connecting us to numerous colleges & universities, and the use of appropriate job sources.
3. The sending of notices to community groups via letters or e-mail that request such notification. We grow this list through on-air notices soliciting for organization who wish to be contacted regarding employment opportunities and the development of relationships with applicable organizations.
4. Through a variety of outreach initiatives.

SECTION I

Vacancy List

The following chart shows employment positions filled during the reporting period. Please see section II for the full Master Recruitment Source List (“MRSL”) for recruitment source data.

Position	Fill Date	Sources Used
Assistant Program Director, WPLL/WXJZ	March 27th, 2018	1, 2, 4, 6-12, 14-30, 32-37
Sales, MARC Radio	August 13th, 2018	1, 2, 4-12, 14-55

SECTION II

Master Recruitment Source List

The following chart displays our source list names, phone numbers and other information.

#	<u>POSTING SITE</u>	<u>CONTACT</u>
	Florida Association of	
1	Broadcasters	Lindsay Varn
2	Orlando Jobs	Erin Tuttle
	American Women in	
3	Radio & TV	
4	Alachua County NAACP	Lynne Shade
	University of Florida	
	College of Journalism &	
5	Communication	Princess Wilkerson
6	All Access	
7	Radio-online.com	
8	MARC Radio	Dave Cobb
		Joe Johnson,
9	Employ Florida	Gainesville Chamber
		Joe Johnson,
10	US Jobs	Gainesville Chamber
	America's Job	Joe Johnson,
11	Exchange	Gainesville Chamber
12	Santa Fe College	James Schindler
	The Independent	
13	Alligator Newspaper	
	Gainesville Black	
14	Professionals	Virginia Grant
15	Barry University	Louis Soto
	University of South	
16	Florida St. Petersburg	Marisela Juarez
17	Alabama A&M	
18	Florida A&M	Christopher Anderson
19	Augusta University	Jessica Carroll
	University of North	
20	Georgia	Diane Farrell
21	University of Georgia	Debi Grayson
	University of Southern	
22	Mississippi	Cindy Walker

23	Florida Institute of Technology	Stephanie Lynch
24	Seminole State College of Florida	Samuel Liberatore
25	University of Central Florida	Autumn Riesz
26	Ave Marie University	Maeve Alflen
27	University of Mississippi	Christy Wright
28	Kennsaw State University	Ryan Whitfield
29	Covenant College	Xavier Rollman
30	Florida State University	Debbie Crowder
31	Belmont University	Rachel Walden
32	Georgia State University	Belinda Lindsey
33	Florida International University	Carmen Rosado
34	Auburn University	Jay Skipworth
35	Jacksonville University	Shanda Lamb
36	Nova Southeastern University	Veronica Noel
37	University of Miami	Sharon Moy
38	Mercer University	Hugh Hunter
39	University of Alabama	Jared Taylor-White
40	Troy University	Lauren Cole
41	University of South Florida	Pranam Parsanlal
42	Flagler College	Cassie Everly
43	Alcorn State	Joey Mitchell
44	University of Tampa	Sheila Hood
45	St. Thomas	Cristina Lopez
46	Emory University	Ticia Herold
47	University of South Florida Sarasota- Manatee	Sacheath Son
48	Tennessee State University	Jamal Coleman
49	Florida Southern University	Garrett Secor
50	University of Tennessee at Martin	Renard Miles
51	Tulane University	Sara Kent

52	Southern University and A&M College	Kathy Hayes
52	University of South Alabama	Rory Beaco
53	Morehouse College	Bridget Baggett
54	Rollins College	Anne Meehan
55	AMFM Jobs	Mark Holloway

<u>Position</u>	<u>Applicants</u>	<u>Source</u>	<u># of Applicants from Source</u>	<u>Hired From</u>
APD	18	1	0	
WPLL/WXJZ		2	5	
		3	0	
		5	0	
		6	8	
		7	4	
		8	1	Yes
		9	0	
		10	0	
		11	0	
		12	0	
		14	0	
		15	0	
		16	0	
		17	0	
		18	0	
		19	0	
		20	0	
		21	0	
		22	0	
		23	0	
		24	0	
		25	0	
		26	0	
		27	0	
		28	0	
		29	0	
		30	0	
		32	0	
		33	0	
		34	0	
		35	0	
		36	0	
		37	0	

<u>Position</u>	<u>Applicants</u>	<u>Source</u>	<u># of Applicants from Source</u>	<u>Hired From</u>
Sales	12	1	0	
		2	0	
		3	0	
		4	1	
		5	2	
		6	4	
		7	0	
		8	5	Yes
		9	0	
		10	0	
		11	0	
		12	0	
		14	0	
		15	0	
		16	0	
		17	0	
		18	0	
		19	0	
		20	0	
		21	0	
		22	0	
		23	0	
		24	0	
		25	0	
		26	0	
		27	0	
		28	0	
		29	0	
		30	0	
		32	0	
		33	0	
		34	0	
		35	0	
		36	0	
		37	0	
		38	0	
		39	0	
		40	0	
		41	0	

42	0
43	0
44	0
45	0
46	0
47	0
48	0
49	0
50	0
51	0
52	0
53	0
54	0
55	0

SECTION III

Outreach Initiatives

The following chart describes the Community Outreach initiatives undertaken by the above stations during the period covered in this report.

1. **EEO Webinar Training, October 18, 2017**

General Manager Dave Cobb participated in a webinar entitled “Changing Face of EEO” conducted by Lauren Lynch Flick, Esq. of the law firm Pillsbury, Winthrop, Shaw & Pittman, LLP and presented on behalf of The Florida Association of Broadcasters as well as other numerous state associations. The program touched on topics including general FCC EEO requirements, outreach, recordkeeping, reporting, enforcement and “proposals for change”.

2. **MARC Radio Job Fair, May 2nd, 2018**

MARC Radio hosted an on-site “Sales Recruitment Open House” job fair designed to give attendees an overview of MARC Radio, our various department and specifically what the position of sales involves. All full time MARC Radio staff participated in the event along with MARC Radio corporate Human Resources Director Charlotte McDonald. Attendees were able to ask questions of any staff member throughout the event.