

Annual EEO Public File

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

October 1, 2018-September 30, 2019

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
Sales, MARC Radio	May 14th, 2019	1, 2, 4-12, 14-59

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

<u>Position</u>	<u>Applicants</u>	<u>Source</u>	<u># of Applicants from Source</u>	<u>Hired From</u>
Sales	10	1	0	
		2	1	
		3	0	
		4	0	
		5	0	
		6	0	
		7	0	
		8	0	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
56	0
57	0
58	8
59	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. **University of Florida College of Journalism and Communications Fall 2018 CJC Career Day**

General Manager Dave Cobb and Operations Manager Kevin Mangan attended **The University of Florida's College of Journalism and Communications (CJC)**, the Knight Division 2016 Fall CJC Career Day. on Wednesday October 17th, 2018 from 9 a.m. to 4 p.m. Discuss our organization's job and internship opportunities with undergraduate and graduate students from one of the nation's top ten Colleges of Journalism and Communications.

2. **University of Florida Athletic Department Job Fair, February 5th, 2019**

MARC Radio staff members Kyle Baldry and Kaylan Moody attended **The University of Florida's Career Round-table**, at the UAA 2019 Spring Career Day on Tuesday February 5th, 2019 from 7 P.M. to 8:30 P.M. They discussed our organization's job and internship opportunities with undergraduate student athletes from one of the nation's top ten Colleges of Journalism and Communications.

3. **Staff EEO Training, September 18th, 2019**

MARC Radio Human Resource Director Charlotte McDonald and MARC Radio General Manager Dave Cobb facilitated staff training for all MARC Radio Gainesville, LLC employees. The various components of the FCC required EEO program were reviewed and discussed, along with a "Q&A" period to answer any questions regarding MARC Radio's EEO program.

4. **MARC Radio Internship Program**

MARC Radio's Internship Program allows students and The University of Florida and Santa Fe College to gain experience through a "hands on" experience working in the stations while also earning college credits. Interns at MARC Radio are exposed to nearly every facet of the daily operation of a radio station. Eligible college students spend two weeks learning and working in the following departments:

--Programming

--Production

--Sales

At the conclusion of the rotations, the student spends the rest of their internship focusing on the department that interests him or her the most. During the fall semester of 2018, MARC Radio had one student who interned while working on her Master's degree.