

**WBTP, WDAE, WFLA, WFLZ-FM, WFUS, WHNZ, WMTX, WXTB**  
**EEO PUBLIC FILE REPORT**  
**October 3, 2016 - October 2, 2017**

**I. VACANCY LIST**

See Section II, the "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>
Account Executive	1-2, 6-8, 11-12, 15-16, 20	12
Chief Engineer - RF	1-8, 11, 15-17, 20	4
Digital Sales Engineer	1-2, 5-8, 10-11, 15-16, 20	10
Morning Host WXTB	1-2, 4-9, 11, 13-22	4
Outside Account Executive	1-2, 4-9, 11, 13, 15-19, 22	4

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

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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	0
2	Brewster Tech Center 2222 North Tampa St Tampa, Florida 33602 Email : john.holmes@sdhc.k12.fl.us John Holmes	N	0
3	Corporate Recruiter	N	1
4	Employee Referral	N	3
5	FL Association of Broadcasters 201 South Monroe Street Ste. 201 Tallahassee, Florida 32301 Phone : 850-681-6444 Email : intern@fab.org Lindsay Varn	N	0
6	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0
7	iHeartMediaCareers.com 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	N	1
8	Indeed 7501 Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Online Source Manual Posting	N	6

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
9	Inside Radio Texas Phone : 813-832-1000 Miki Parks Manual Posting	N	0
10	Internal Candidate	N	1
11	Internal Posting 4002 Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Jen Lawson Manual Posting	N	2
12	Linked In	N	1
13	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 813-832-1000 Miki Parks Manual Posting	N	0
14	LinkedIn / Word of Mouth	N	1
15	Pinellas County Urban League 333 31st St North St Petersburg, Florida 33713 Phone : 727-327-2081x112 Email : mscott@pcul.org Marshae Scott	N	0
16	Service Source 2735 Whitney Road Clearwater, Florida 33760 Phone : 727-5387370 Email : cher.street@servicesource.org Cher Street	N	0
17	Society of Broadcast Engineers 9102 N Meridian St Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 John Poray Manual Posting	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
18	Tampa Radio Advertising (one or more SEU stations) 4002 Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Miki Parks Manual Posting	N	0
19	Tampa Radio Websites (one or more SEU stations) 4002 Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Miki Parks Manual Posting	N	0
20	University of Tampa 401 West Kennedy Blvd. Box K Tampa, Florida 33606 Phone : 813-253-6236 Email : hireut@ut.edu Fax : 1-813-258-7271 Sheila Hood	Y	0
21	Unknown Referral Source	N	1
22	www.MyDamnChannel.com/RAMP 25379 Wayne Mills Place #382 Valencia, California 91355 Phone : 661-294-9408 Kevin Carter Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>17</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	11/3/2016	Participation in other activities designed by the station employment unit	The WFLA Asst PD conducted a tour of the programming facilities for the University of Tampa Radio class. The students went studio to studio, our Asst PD explaining what goes on in each room, station, etc. explaining the format, how Nexgen works for automation, satellite fed shows, voice-tracking and live assist... as well as what our news people do in the newsroom, coordinating with board ops, etc...They visit the FM studios while an On Air Talent was still voice-tracking. He conducted his own personal Q&A...The tour ended in the Gold and Diamond Source Theater and opened up to answering any final questions from the group.	4	Asst Program Director
2	11/12/2016	Participation in events or programs sponsored by educational institutions	The WFLA Assistant Program Director gave a presentation about careers in radio and his job in particular to the students at Tampa University	1	Assistant Program Director
3	11/16/2016	Participation in events or programs sponsored by educational institutions	Guest speaker at Great American Teach-in at Ridgecrest Elementary	1	Production Director
4	1/10/2017	Participation in events or programs sponsored by educational institutions	guest speaker at Davidson Middle School Career Day	1	SVPP
5	2/2/2017	Participation in events or programs sponsored by educational institutions	Guest Speaker at Career Day at St. Peter Claver Catholic School	1	Production Director
6	9/26/2017	Participation in events or programs sponsored by educational institutions	University of Tampa Professor Valerie Ingram had 970 WFLA morning show Executive Producer Aaron Jacobson come in to her class to discuss his career path and other stories from his career. The class had Aaron in for 2 hours to speak and answer questions following the discussion. The class took place at the University of Tampa from 6p-8p on Tuesday 9/26/17.	1	Monring Show Producer