

**WLZR-AM, WROK-FM, WHKR-FM, WAOA-FM**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2016 – September 30, 2017**

**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	1,3,4,6,7,8,9,10,11,12,13,14,16,18,19,23,24,26,27,28,29,30	18
Account Executive	1,3,4,6,7,8,9,10,11,12,13,14,16,19,23,26,27,28	26
Account Executive	1,3,4,6,7,8,9,10,11,12,13,14,16,19,23,26,27,28	28
Account Executive	1,3,4,6,7,8,9,10,12,13,14,15,16,19,20,23,26,27,28,31,32,33,34,35,36,37,38,39,40,41	20

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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	<b>Bethune-Cookman College</b> Office of Career Service 640 Dr. Mary McLeod Bethune Blvd. Daytona Beach, Florida 32114 Davita Bonner 386-481-2143 Fax 386-481-2139 bonnerd@cookman.edu	N	0
2	<b>Brevard Workforce</b> 297 Barnes Blvd. Rockledge, FL 32955 321-504-7600 **Brevard Job Link sends notices to Cocoa and Titusville Job Links	N	0
3	<b>CT School of Broadcasting</b> 3450 Northlake Blvd., Ste 110 Palm beach Gardens, L 33403 561-847-4126 csbpalmbeach@gocsb.com	N	0
4	<b>Employ Florida</b> 1-866-FLA-2345 efmhelpmailbox@deo.myflorida.com ** <b>Employ Florida</b> links all of Florida's state and local workforce services and resources.	N	0
5	<b>Florida Association of Broadcasters</b> Florida Association of Broadcasters, Inc. 201 South Monroe Street Suite 201 Tallahassee, FL 32301 (850) 681-6444 lvarn@fab.org	N	0
6	<b>Florida Institute of Technology</b> Job Development Coordinator 150 W. University Blvd. Melbourne, Florida 32901 321-674-8000 Dona Gaynor dgaynor@fit.edu	N	0
7	<b>Full Sail University</b> 3300 University Blvd. Winter Park, FL 32792 placement@fullsail.edu	N	0

<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>
8	<b>Hispanic Chamber of Commerce</b> 10051 McGregor Boulevard Suite 204 Fort Myers, Florida 33919 239-418-1441 info@hispanicchamberflorida.org	N	0
9	<b>Mt. Hood Community College</b> 26000 S.E. Stark St. Gresham, Oregon 97030 503-491-6422 JD.Kiggins@mhcc.edu	N	0
10	<b>National Lesbian &amp; Gay Journalist Assoc.</b> 2120 L St, NW Suite 850 Washington, DC 20037 202-588-9888 info@nljja.org	N	0
11	<b>University Of Central Florida</b> Career Resource Center Admin Bldg. Room 124 Orlando, Florida 32816 407-823-2361 csrecruit@ucf.edu	N	0
12	<b>Station websites</b> www.wa1a.com	N	0
13	<b>SimplyHired.com</b>	N	0
14	<b>Glassdoor.com</b>	N	0
15	<b>LinkedIn.com</b>	N	0
16	<b>Internal Posting</b>	N	0
17	<b>Employee Referral</b>	N	3
18	<b>Non-Employee Referral</b>	N	1
19	<b>LinkUp.com</b>	N	0
20	<b>On-Air Announcements</b> <i>(one or more SEU stations)</i>	N	1
21	<b>Walk-In/Self-Referral</b>	N	1
22	<b>Inside Radio</b>	N	0
23	<b>www.allaccess.com</b>	N	0
24	<b>American Job Exchange</b> America's Job Exchange 200 Minuteman Road Andover, MA 01810	N	0
25	<b>Traffic Directors Guild of America</b> www.TDGA.org	N	0
26	<b>Cumulus.com</b>	N	4
27	<b>Ziprecruiter.com</b>	N	1
28	<b>Indeed.com</b>	N	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	<b>Florida Today</b> #1 Gannett Plaza Melbourne, FL 32940 Contact: Shelton Swanson Phone: 888-986-9954 Email: sswanson@gannett.com	N	0
30	<b>Velvet Jobs</b> Velvetjobs.com	N	0
31	<b>University of South Florida</b> Handshake.com	N	0
32	<b>Florida Agricultural &amp; Mechanical University</b> Handshake.com	N	0
33	<b>Barry University</b> Handshake.com	N	0
34	<b>Florida State University</b> Handshake.com	N	0
35	<b>University of Miami</b> Handshake.com	N	0
36	<b>Nova Southeastern University</b> Handshake.com	N	0
37	<b>Florida International University</b> Handshake.com	N	0
38	<b>University of South Florida Sarasota-Manatee</b> Handshake.com	N	0
39	<b>The University of Tampa</b> Handshake.com	N	0
40	<b>Rollins College</b> Handshake.com	N	0
41	<b>St. Thomas University</b> Handshake.com	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>14</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Establish a mentoring program for station personnel.	From March 10, 2017 to May 25, 2017, SEU established a mentorship program. Part-time Promotions Assistant was mentored by Operations Manager, Promotions Director, and Production Director. Topics covered included on-air skills, production, operation of programming equipment , and programming as well as promotions software.
<b>2</b>	Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	On May 16, 2017, Promotions Director represented SEU in a studio tour of 8 students from Florida Institute of Technology and discussed how radio works, radio broadcasting careers, music selection, and how radio serves listeners, clients, and the community.
<b>3</b>	Participate in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.	On June 27, 2017, WLZR Program Director represented SEU at the Brevard County Sheriff's Office summer basketball camp. Topics covered included sports radio broadcasting and how to tour the Cumulus Melbourne radio stations.
<b>4</b>	Sponsor Events in the Community Designed to Inform and Educate the Public Concerning Employment Opportunities in Broadcasting.	On July 17, 2017, WLZR Program Director represented SEU in a job shadow program with a student of Sports Management Worldwide. Student experienced a typical workday in sports radio broadcasting.
<b>5</b>	Host at least one job fair.	On August 22, 2017 our SEU hosted a job fair at the Space Coast Convention Center. SEU Business Manager educated attendees on career opportunities in radio to include current open positions of Account Executive and Promotions Assistant. An additional 16 other businesses in the community were represented at the job fair. Over 200 people attended this event, which was promoted on all SEU stations.

