

**WAOA-FM, WHKR-FM, WINT-AM, and WSJZ-FM,
EEO PUBLIC FILE REPORT
October 1, 2011 – September 30, 2012**

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
Sales Representative	5, 8, 10, 13, 14, 15, 17, 18, 19, 22, 23, 25, 27, 28, 29, 30, 31, 32, 34, 35, 38	29
Sales Representative	5, 8, 10, 13, 14, 15, 17, 18, 19, 22, 23, 25, 27, 28, 29, 30, 31, 32, 34, 35, 38	34
Sales Representative	5, 8, 10, 13, 14, 15, 17, 18, 19, 22, 23, 25, 27, 28, 29, 30, 31, 32, 34, 35, 38, 28, 29, 30, 39	39
Sales Representative	28, 29, 30, 39	39
Sales Representative	5, 8, 10, 13, 14, 15, 17, 18, 19, 22, 23, 25, 27, 28, 29, 30, 31, 32, 34, 35, 38, 28, 29, 30, 39, 42	42
Sales Representative	28, 29, 30, 39	39
Sales Representative	28, 29, 30, 39	39
Sales Representative	5, 8, 10, 13, 14, 15, 17, 18, 19, 22, 23, 25, 27, 28, 29, 30, 31, 32, 34, 35, 38, 42	28
Sales Representative	5, 8, 10, 13, 14, 15, 17, 18, 19, 22, 23, 25, 27, 28, 29, 30, 31, 32, 34, 35, 38	35
Sales Representative	5, 8, 10, 13, 14, 15, 17, 18, 19, 22, 23, 25, 27, 28, 29, 30, 31, 32, 33, 34, 35, 38, 42	33
Sales Assistant	5, 8, 10, 11, 13, 14, 15, 17, 18, 19, 22, 23, 25, 27, 28, 29, 30, 31, 32, 34, 35	11
Promotions Director	5, 6, 8, 10, 11, 13, 14, 15, 17, 18, 19, 22, 23, 25, 27, 28, 29, 30, 31, 32, 34, 45, 48	34
Receptionist/Traffic Assistant	5, 7, 8, 10, 11, 13, 14, 15, 17, 18, 19, 22, 23, 25, 27, 28, 29, 30, 31, 33, 40, 46	33
Production Director/On-Air Host – WHKR	5, 7, 8, 10, 11, 13, 14, 15, 17, 18, 19, 22, 23, 25, 27, 28, 29, 30, 31, 32, 40, 45, 46, 47, 50	40
Production Director/On-Air Host - WHKR	5, 8, 10, 11, 13, 14, 15, 17, 18, 19, 22, 23, 25, 27, 28, 29, 30, 31, 32, 40, 49, 50	38
On-Air Host/Production Assistant - WAOA	5, 7, 8, 10, 11, 13, 14, 15, 17, 18, 19, 22, 23, 25, 27, 28, 29, 30, 31, 32, 40, 45, 46, 47, 50	40
Program Director – WAOA	5, 8, 10, 11, 13, 14, 15, 17, 18, 19, 22, 23, 25, 27, 28, 29, 30, 31, 32, 43, 50	43
Program Director – WAOA	5, 8, 10, 11, 13, 14, 15, 17, 18, 19, 22, 23, 25, 27, 28, 29, 30, 31, 32, 33, 38, 40, 43, 50	33

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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	Allen Chapel African Methodist Episcopal Church Rev. Moore, Pastor 2416 South Lipscomb Street Melbourne, Florida 32901	N	
2	Alpha Kappa Alpha Sorority Attn: Melvena Crosky 204 East Southgate Blvd. Melbourne, Florida 32901	N	
3	Alpha Phi Fraternity Attn: Mr. Peter Frink 1850 Colbert Circle Melbourne, Florida 32901	N	
4	Barry University Job Development Coordinator 630 S. Wickham Road Melbourne, Florida 32935	N	
5	Bethune Cookman College 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	
6	Brevard Community College Career Center 3865 N. Wickham Road Melbourne, Florida 32935 321-632-1111 Linda DeAngelis deangelisl@brevardcc.edu	N	
7	Brevard Workforce 297 Barnes Blvd. Rockledge, FL 32955 321-504-7600 **Brevard Job Link sends notices to Cocoa and Titusville Job Links	N	1
8	Center for Independent Living 720 North Denning Drive Winter Park, FL 32789 asanabria@cilorlando.org	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Cocoa Beach Women's Club Sales Development Specialist 2424 Edgewater Drive Orlando, Florida 32804	N	
10	CT School of Broadcasting 3450 Northlake Blvd., Ste 110 Palm beach Gardens, L 33403 561-847-4126 csbpalmbeach@gocsb.com	N	
11	Employ Florida 1-866-FLA-2345 efmhelpmailbox@deo.myflorida.com ** Employ Florida links all of Florida's state and local workforce services and resources.	N	13
12	Everest University 2401 N. Harbor City Blvd. Melbourne, Florida 32935 Catherine M. Mallozzi 321-253-2929 X116 cmallozz@cci.edu	N	
13	Florida A&M University FAMU Career Center 100 Student Union Plaza Martin Luther King Blvd. Tallahassee, Florida 32307 850-599-3044 Melody Washington Melody.washington@FAMU.edu	N	
14	Florida Association of Broadcasters 201 South Monroe Street Suite 201 Tallahassee, FL 32301 (850) 681-6444 lvarn@fab.org	N	
15	Florida Institute of Technology Job Development Coordinator 150 W. University Blvd. Melbourne, Florida 32901 321-674-8000 Dona Gaynor dgaynor@fit.edu	N	1
16	Florida Today Human Resources Department P.O. Box 419000 Melbourne, Florida 32941	N	
17	Full Sail University 3300 University Blvd. Winter Park, FL 32792 placement@fullsail.edu	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Hispanic Chamber of Commerce 10051 McGregor Boulevard Suite 204 Fort Myers, Florida 33919 239-418-1441 info@hispanicchamberflorida.org	N	
19	Mt. Hood Community College 26000 S.E. Stark St. Gresham, Oregon 97030 503-491-6422 JD.Kiggins@mhcc.edu	N	
20	NAACP – Employment Resource Center 1025 Vermont Avenue N.W. Suite 1120 Washington, D.C. 20005	N	
21	NAACP South Brevard Attn: Eugene Johnson 531 1 st Avenue Satellite Beach, Florida 32937 321-728-4622	N	
22	National Lesbian & Gay Journalist Assoc. 2120 L St, NW Suite 850 Washington, DC 20037 202-588-9888 info@nlgia.org	N	
23	Native American Journalists Assoc. 395 W. Lindsey St. Norman, OK 73019-4201 405-325-9008 jharjo@ou.edu	N	
24	Olsten Staffing Services Job Development Coordinator 380 N. Wickham Road Suite G Melbourne, Florida 32936 OLSTEN-INQUIRY@olsten.com	N	
25	University Of Central Florida Career Resource Center Admin Bldg. Room 124 Orlando, Florida 32816 407-823-2361 csrecruit@ucf.edu	N	
26	University of Central Florida UCF Radio Network P.O. Box 25000 Orlando, Florida 32816	N	
27	University of Florida 6861 Reitz Union Drive Gainesville, FL 32611-8507 Samantha Rist samantharist@crc.ufl.edu	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	WAOA Station website www.wala.com	N	4
29	WHKR Station website www.thehitkicker.com	N	1
30	WSJZ Station Website www.Espn959.com	N	
31	Internal Job Posting	N	1
32	Cumulus/CMP Business Managers BM1@cumulus.com, BM2@cumulus.com	N	
33	Internal Transfer/Promotion	N	3
34	Employee Referral	N	5
35	Non-Employee Referral	N	1
36	Internship Program	N	
37	On-Air Announcements <i>(one or more SEU stations)</i>	N	13
38	Walk-In/Self-Referral	N	3
39	Job Fairs <i>(see Section III)</i>	N	8
40	www.allaccess.com	N	5
41	www.insideradio.com	N	
42	www.mediarecruiter.com	N	1
43	www.careerbuilders.com	N	
44	www.melbourne.craigslist.com	N	
45	Traffic Directors Guild of America www.TDGA.org	N	
46	Illinois Center for Broadcasting	N	
47	Journal Broadcast Group	N	1
48	www.simplyhired.com	N	
49	Rollins College	N	
50	Corporate Talent Pool	N	7
TOTAL INTERVIEWEES OVER REPORTING PERIOD			68

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program	SPRING/SUMMER 2012: Our SEU hosted student interns from Brevard Community College (2) and the University of Central Florida (3). The interns worked in the Promotions Department and were supervised by the station’s Promotions Director. The interns learned about operations, business processes and the inner-workings of the Department and assisted whenever possible.
2	Participate in program sponsored by or on behalf of a community organization regarding careers in broadcasting	On February 4, 2012, SEU hosted a group of students from the American Cancer Society, providing them with a tour of the station and educational presentation of different career paths within broadcasting.
3	Participate in program sponsored by or on behalf of a community organization regarding careers in broadcasting	On July 2, 2012, SEU hosted a group of students from the Alvion Group Home, providing them with a tour of the station and educational presentation of different career paths within broadcasting.
4	Participation in a job fair by station personnel who have substantial responsibility in the making of hiring decisions	On April 25, 2012, Promotions Director represented SEU at a job fair hosted by Brevard Community College. Open Sales, Programming, and Promotional Internship Positions were presented.
5	Management-level training regarding equal employment opportunity and preventing discrimination	On August 7, 2012, Business Manager participated, via online video, in a management-level training session entitled, “The Nuts and Bolts of EEO Compliance” as presented by the FCC.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
6	Mentoring Program	Our SEU conducts an on-going Mentoring Program which is designed to insure that new members of the sales staff receive hands-on mentoring from at least one of our Senior Sales Representatives to learn the lay of the land, providing local perspective on the formal skills that they're being trained on, helping them stay motivated, and demonstrating – through actions- the skills required.
7	Training Program	Our SEU conducts an on-going Training Program which is designed to insure that at least one person from each Station's On-air staff and the current Sales Assistant receives hands-on training from one of our Program Directors and Business Manager to learn about a job not directly related to their current.
8	Participation 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	<p>SEU hosted four different Cub Scout troops from Boy Scouts of America, providing them with a tour of the station and educational presentation of different career paths within broadcasting.</p> <p>Tour dates were: December 11, 2011 January 31, 2012 April 24, 2012 May 5, 2012</p>
9	Host Job Fair	On February 23, 2012, our SEU hosted a job fair at our studios in Melbourne, Florida. Our Vice President Sales/Market Manager presented information about career opportunities in radio sales to the attendees and then gave those interested a tour of our facilities. This event was promoted on all SEU stations.