

**WINT-AM, WSJZ-FM, WHKR-FM, WAOA-FM
EEO PUBLIC FILE REPORT
October 1, 2012 – September 30, 2013**

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 (Todd)	19, 22, 27, 29, 30, 31	29
Sales Representative (Cecil)	19, 22, 27, 29, 30, 31	29
Sales Representative (Diane)	1, 3, 4, 6, 7, 8, 9, 10, 11, 12, 13, 19, 22, 23, 26, 27, 29, 30, 31	29
Key Account Manager (Bill)	19, 20, 22, 25, 27	20
Key Account Manager (Carl)	19, 22, 29, 31	19
Sales Representative (Paulle-Ann)	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 17, 18, 19, 22, 29, 31	17
Promotions Director (Brooke)	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 18, 19, 22, 24, 26, 27	24
On-Air Host - WAOA (Elaina)	1, 3, 4, 6, 7, 8, 9, 10, 11, 12, 13, 18, 19, 22, 26, 27	26
On-Air Host - WHKR (Ashley)	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 18, 19, 22, 26	19

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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	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	
2	Brevard Workforce 297 Barnes Blvd. Rockledge, FL 32955 321-504-7600 **Brevard Job Link sends notices to Cocoa and Titusville Job Links	N	
3	Center for Independent Living 720 North Denning Drive Winter Park, FL 32789 asanabria@cilorlando.org	N	
4	CT School of Broadcasting 3450 Northlake Blvd., Ste 110 Palm beach Gardens, L 33403 561-847-4126 csbpalmbeach@gocsb.com	N	
5	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	
6	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	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Florida Association of Broadcasters Florida Association of Broadcasters, Inc. 201 South Monroe Street Suite 201 Tallahassee, FL 32301 (850) 681-6444 lvarn@fab.org	N	
8	Florida Institute of Technology Job Development Coordinator 150 W. University Blvd. Melbourne, Florida 32901 321-674-8000 Dona Gaynor dgaynor@fit.edu	N	
9	Full Sail University 3300 University Blvd. Winter Park, FL 32792 placement@fullsail.edu	N	
10	Hispanic Chamber of Commerce 10051 McGregor Boulevard Suite 204 Fort Myers, Florida 33919 239-418-1441 info@hispanicchamberflorida.org	N	
11	Mt. Hood Community College 26000 S.E. Stark St. Gresham, Oregon 97030 503-491-6422 JD.Kiggins@mhcc.edu	N	
12	National Lesbian & Gay Journalist Assoc. 2120 L St, NW Suite 850 Washington, DC 20037 202-588-9888 info@nlgia.org	N	
13	University Of Central Florida Career Resource Center Admin Bldg. Room 124 Orlando, Florida 32816 407-823-2361 csrecruit@ucf.edu	N	
14	WAOA Station website www.wala.com	N	
15	WHKR Station website www.nashfm1027.com	N	
16	WSJZ Station Website www.sportsradio959.com	N	
17	LinkedIn.com	N	1
18	Cumulus/CMP Business Managers BM1@cumulus.com, BM2@cumulus.com	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Internal Transfer/Promotion	N	2
20	Employee Referral	N	3
21	Non-Employee Referral	N	
22	Internship Program	N	
23	On-Air Announcements <i>(one or more SEU stations)</i>	N	
24	Walk-In/Self-Referral	N	1
25	Job Fairs <i>(see Section III)</i>	N	
26	www.allaccess.com	N	10
27	www.mediarecruiter.com	N	2
28	Traffic Directors Guild of America www.TDGA.org	N	
29	Cumulus.com	N	7
30	Ziprecruiter.com	N	1
31	Indeed.com	N	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			27

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program	SPRING/SUMMER 2013: Our SEU hosted student interns from Brevard Community College (2) and the University of Central Florida (1). 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	Participation in a job fair by station personnel who have substantial responsibility in the making of hiring decisions	On November 1, 2012, Promotions Director represented SEU at a job fair hosted by Brevard Community College. Open Sales and Promotional Internship Positions were presented.
3	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.
4	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.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
5	Participate in program sponsored by or on behalf of a community organization regarding careers in broadcasting	On November 5, 2012, WAOA Host presented career opportunities within broadcasting and personal experience within the industry to the Ocean Breeze Character Counts Program.
7	Participate in an event sponsored by educational institutions relating to career opportunities in broadcasting.	On November 12, 2012 WAOA Host presented career opportunities within broadcasting and personal experience within the industry to students at Brevard Community College