

**WLZR-AM, WSJZ-FM, WHKR-FM, WAOA-FM  
EEO PUBLIC FILE REPORT  
October 1, 2014 – September 30, 2015**

**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>
Sales Representative	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 17, 19, 20, 22, 23, 24, 26, 28, 29, 30, 31	29
Sales Representative	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 17, 19, 20, 22, 23, 24, 26, 28, 29, 30, 31	17
Sales Representative	5, 14, 15, 17, 19, 20, 22, 28, 29, 30, 32	14
Market Manager	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 19, 28, 30	28
Morning Show Host	1, 2, 3, 4, 6, 7, 8, 9, 10, 11, 12, 13, 15, 16, 18, 20, 21, 25, 30	20
Program Director	18, 21, 28, 30, 32, 33	33
Sales Representative	5, 14, 15, 17, 19, 20, 22, 28, 29, 30, 32	17

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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>Center for Independent Living</b> 720 North Denning Drive Winter Park, FL 32789 asanabria@cilorlando.org	N	0
4	<b>CT School of Broadcasting</b> 3450 Northlake Blvd., Ste 110 Palm beach Gardens, L 33403 561-847-4126 csbpalmbeach@gocsb.com	N	0
5	<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
6	<b>Florida A&amp;M University</b> FAMU Career Center 100 Student Union Plaza Martin Luther King Blvd. Tallahassee, Florida 32307 850-599-3044 Melody Washington Melody.washington@FAMU.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	<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
8	<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
9	<b>Full Sail University</b> 3300 University Blvd. Winter Park, FL 32792 placement@fullsail.edu	N	0
10	<b>Hispanic Chamber of Commerce</b> 10051 McGregor Boulevard Suite 204 Fort Myers, Florida 33919 239-418-1441 info@hispanicchamberflorida.org	N	0
11	<b>Mt. Hood Community College</b> 26000 S.E. Stark St. Gresham, Oregon 97030 503-491-6422 JD.Kiggins@mhcc.edu	N	0
12	<b>National Lesbian &amp; Gay Journalist Assoc.</b> 2120 L St, NW Suite 850 Washington, DC 20037 202-588-9888 info@nlgia.org	N	0
13	<b>University Of Central Florida</b> Career Resource Center Admin Bldg. Room 124 Orlando, Florida 32816 407-823-2361 csrecruit@ucf.edu	N	0
14	<b>WAOA Station website</b> www.wala.com	N	1
15	<b>SimplyHired.com</b>	N	1
16	<b>Glassdoor.com</b>	N	0
17	<b>LinkedIn.com</b>	N	10
18	<b>Internal Transfer/Promotion</b>	N	1
19	<b>Employee Referral</b>	N	2
20	<b>Non-Employee Referral</b>	N	3

<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>
21	<b>LinkUp.com</b>	N	0
22	<b>On-Air Announcements</b> <i>(one or more SEU stations)</i>	N	1
23	<b>Walk-In/Self-Referral</b>	N	1
24	<b>Inside Radio</b>	N	0
25	<b>www.allaccess.com</b>	N	2
26	<b>American Job Exchange</b> America's Job Exchange 200 Minuteman Road Andover, MA 01810	N	0
27	<b>Traffic Directors Guild of America</b> www.TDGA.org	N	0
28	<b>Cumulus.com</b>	N	12
29	<b>Ziprecruiter.com</b>	N	3
30	<b>Indeed.com</b>	N	6
31	<b>US Jobs</b> UsJobs.gov	N	0
32	<b>The Ladders</b> Theadders.com	N	0
33	<b>Facebook.com</b>	N	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>44</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>	Internship Program	Spring 2015: Our SEU hosted a student intern from the Eastern Florida State College. Supervision was done by the WSJZ Program Director who taught production, show planning, on-air hosting, interview skills, and website maintenance.
<b>2</b>	Internship Program	Fall 2015: Our SEU hosted a student intern from the Eastern Florida State College. Supervision was done by the WSJZ Program Director who taught production, show planning, on-air hosting and interview skills.
<b>3</b>	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level staff positions	Our SEU conducted a Mentoring Program with a General Administrative staff member. The mentoring program is designed to provide training of on-air hosting skills, audio editing, and studio equipment use. Supervision was done by the WAOA Program Director.
<b>4</b>	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level staff positions	Our SEU conducted a Mentoring Program with a Promotions staff member. The mentoring program is designed to provide training of on-air hosting skills, studio equipment use, and vocal training. Supervision was done by the WAOA Program Director.
<b>5</b>	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>-Tours for Cub Scout completing communication requirement, learning about the importance of and career opportunities within radio.</p> <p style="text-align: center;">-Pac 322 on 2/10/15</p> <p style="text-align: center;">-Pac 732 on 7/15/15</p>

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
6	Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;	<p>Our SEU hosted Eastern Florida State College's Digital Television/Digital Media Production program students, providing station tour and meetings with department heads providing guidance on career opportunities and portfolio preparation for applications (4/13/15).</p> <p>Our SEU hosted Pineapple Cove Academy student classes, providing station tour and education on career opportunities.</p> <p style="padding-left: 40px;">-Kindergarten-2<sup>nd</sup> grade – 7/14/15</p> <p style="padding-left: 40px;">-3<sup>rd</sup>-5<sup>th</sup> grade – 7/15/15</p>
7	Management-level training regarding equal employment opportunity and preventing discrimination	<p>On October 1, 2014, Promotions Director participated, via online video, in a management-level training session entitled, "The Nuts and Bolts of EEO Compliance" as presented by the FCC.</p>