

**WEAT(FM), WIRK(FM), WMBX(FM), WRMF(FM), WFTL(AM), WMEN(AM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2017 – September 30, 2018**

**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>
Business Office Assistant	1-3, 8-9, 13, 20, 22, 30	9
Account Executive	1-3, 9-11, 13, 20, 28-29	9
Account Executive	1-3, 5-11, 13, 20, 32	9
Traffic Manager	1-3, 8-9, 13, 15, 19-20, 22, 30	15
Business Manager	9, 13, 30, 32	13
Director of Sales	1, 8-9, 13, 30-32	31
On Air Talent/WMBX	1, 9, 13, 19-20, 24, 30	30
On Air Talent/WFTL	1-3, 6, 13, 20, 22, 30	13
Digital Marketing Specialist	1-3, 8-13, 17, 20, 22, 24, 27	20
Account Executive	1-3, 5-11, 13, 16, 19-20, 34	34
Account Executive	1-3, 5-11, 13, 16, 20, 33	33

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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	<b>AllAccess.com</b> 28955 Pacific Coast Hwy Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : <a href="http://allaccess.com">http://allaccess.com</a> Email : <a href="mailto:mcapuano@allaccess.com">mcapuano@allaccess.com</a> John Denver	N	2
2	<b>Black Chamber of Commerce of Palm Beach</b> P.O Box 223356 West Palm Beach, Florida 33422 Phone : 561-707-7993 Url : <a href="http://www.blackchamberpbc.com">http://www.blackchamberpbc.com</a> Email : <a href="mailto:events@blackchamberpbc.com">events@blackchamberpbc.com</a> Keely Gideon-Taylor	N	0
3	<b>Broward Community College</b> 111 E Las Olas Blvd Fort Lauderdale, Florida 33301 Phone : 954-201-7338 Url : <a href="http://www.broward.edu">http://www.broward.edu</a> Heidi Schwartz Manual Posting	N	0
4	<b>Job/Career Fair</b> ( <i>see Sec. III</i> )	N	0
5	<b>Chinese Cultural Association of South Florida</b> P.O Box 2272573 Boca Raton, Florida 33427 Phone : 561-445-0608 Url : <a href="http://www.ccasf.us">http://www.ccasf.us</a> Email : <a href="mailto:annawong99@hotmail.com">annawong99@hotmail.com</a> Anna Wong	N	0
6	<b>Connecticut School of Broadcasting</b> 3450 Northlake Blvd #110 North Palm Beach, Florida 33403 Email : <a href="mailto:csbpalmbeach@gocsb.com">csbpalmbeach@gocsb.com</a> Fax : 1-561-847-4130 Harley Rhodes	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	<b>Connecticut School of Broadcasting</b> 3450 North Lake Blvd Suite 110 Palm Beach Gardens, Florida 33403 Phone : 561-847-4126 Url : <a href="http://www.gocsb.com">http://www.gocsb.com</a> Email : <a href="mailto:ddoyle@gocsb.com">ddoyle@gocsb.com</a> Danny Doyle	N	0
8	<b>Internal Posting/Candidate</b>	N	4
9	<b>Word-of-Mouth Referral</b>	N	18
10	<b>Florida A&amp;M University</b> 100 St Union Plaza MLK Blvd Tallahassee, Florida 32307 Phone : 904-599-3000 Email : <a href="mailto:careercenter@fam.u.edu">careercenter@fam.u.edu</a> Fax : 1-904-599-3353 Brandi Milton	N	0
11	<b>Florida Southern College</b> 111 Lake Hollingsworth Dr Career Center Lakeland, Florida 33801 Phone : 863-680-4990 Url : <a href="http://www.flsouthern.edu">http://www.flsouthern.edu</a> Jessica Morgan Manual Posting	N	0
12	<b>Hispanic Human Resources Council</b> 1427 S. Congress Ave Palm Springs, Florida 33406 Phone : 561-641-4198 Url : <a href="http://www.hhrcinc.com">http://www.hhrcinc.com</a> Email : <a href="mailto:hhrcn01@aol.com">hhrcn01@aol.com</a> Fax : 1-561-641-3607 Judy Pierman	N	0
13	<b>Indeed.com</b>	N	31
14	<b>Inside Radio.com</b> P.O Box 56925 Atlanta, Georgia 31156 Phone : 800-640-8852 Url : <a href="http://www.insideradio.com">http://www.insideradio.com</a> Email : <a href="mailto:genemckay@insideradio.com">genemckay@insideradio.com</a> Gene McCay	N	0
15	<b>Internal Transfer/Promotion</b>	N	1
16	<b>Unknown</b> ( <i>source not adequately identified upon inquiry by SEU</i> )	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	<b>Keiser Career College</b> 5002 T-Rex Avenue Suite 100 Boca Raton, Florida 33431 Phone : 561-912-1211 Url : <a href="http://www.evergladesuniversity.edu">http://www.evergladesuniversity.edu</a> Email : <a href="mailto:rvalbuena@evergladesuniversity.edu">rvalbuena@evergladesuniversity.edu</a> Ruben Valbuena	N	0
18	<b>Palm Beach Post</b> 2751 S. Dixie Highway West Palm Beach, FL 33405 Phone: 561.820.4361 Email: <a href="mailto:jgreen@pbpost.com">jgreen@pbpost.com</a> Judy Green, Account Executive	N	0
19	<b>National Black Chamber of Commerce</b> 4400 Jenifer Street NW Suite 331 Washington, District of Columbia 20015 Phone : 202-466-6888 Url : <a href="http://www.nationalbcc.org">http://www.nationalbcc.org</a> Email : <a href="mailto:info@nationalbcc.org">info@nationalbcc.org</a> Kay Alvord	N	0
20	<b>Palm Beach Atlantic University</b> P.O Box 24708 Career Center West Palm Beach, Florida 33401 Phone : 561-803-2171 Url : <a href="http://www.pba.edu">http://www.pba.edu</a> Fax : 1-561-803-2179 Career Center	N	2
21	<b>Palm Beach Post</b> 2751 S. Dixie Highway West Palm Beach, Florida 33405 Phone : 561-820-4100 Url : <a href="http://www.palmbeachpost.com">http://www.palmbeachpost.com</a> Email : <a href="mailto:portado@pbpost.com">portado@pbpost.com</a> Peter Ortado	N	0
22	<b>Palm Beach State College Career Center</b> 4200 S. Congress Ave Lake Worth, Florida 33461 Phone : 561-868-3036 Url : <a href="http://www.palmbeachstate.edu">http://www.palmbeachstate.edu</a> Gail Tomei Manual Posting	N	0
23	<b>Walk-In/Self-Referral</b>	N	1
24	<b>Station Website Posting</b> ( <i>link to Alpha Media careers website</i> )	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	<b>The Association of Indians in America South FL</b> 2298 NW 56th Street Boca Raton, Florida 33496 Phone : 561-866-3438 Url : <a href="http://www.aiaflorida.org">http://www.aiaflorida.org</a> Email : <a href="mailto:aia.sflorida@gmail.com">aia.sflorida@gmail.com</a> Ujvala Bhuta	N	0
26	<b>Urban Leage of Palm Beach County</b> 1700 Australian Ave West Palm Beach, Florida 33407 Phone : 561-833-1461 Url : <a href="http://www.ulpbc.org">http://www.ulpbc.org</a> Fax : 1-561-833-6050 Joan Kennedy	N	0
27	<b>Workforce Alliance of Palm Beach County</b> 3400 Belvedere Road West Palm Beach, Florida 33406 Phone : 561-340-1060 Url : <a href="http://www.pbcalliance.com">http://www.pbcalliance.com</a> Fax : 1-561-340-1062 Mary Fleming	N	0
28	<b>Ladders.com</b> <i>(not directly contacted by SEU)</i>	N	2
29	<b>Zip Recuriter.com</b> <i>(not directly contacted by SEU)</i>	N	1
30	<b>Alpha Media Careers Website</b> <a href="http://www.alphamediausa.com/careers/">http://www.alphamediausa.com/careers/</a>	N	6
31	<b>Sierra Marketing</b> Deb McCain Cell: 615-887-8859 Deb@Sierra-Marketing.com	N	12
32	<b>Linkedin.com</b> <i>(via active sourcing, self-referral or job board posting)</i>	N	1
33	<b>Women in Radio.org</b> <i>(see Sec. III)</i>	N	2
34	<b>Former Employee (Rehire)</b>	N	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD:</b>			<b>86</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Internship Program	During this reporting period, our SEU hosted 12 interns from various local area colleges, including Palm Beach State College and Palm Beach Atlantic University. The interns worked closely with SEU staff to learn the "behind-the scenes" functioning of a radio station. During the internship, they shadowed the majority of the SEU staff, participating in/observing sales calls/presentations, on-air broadcasts, station events/promotions, etc. They also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.
2	Mentoring Program for Station Personnel	During May 2018-Sept 2018, our Sales department hosted a mentoring program, providing guidance on selling to several junior employees. The program included weekly instruction and guidance with regular in-person meetings, assigned reading materials, mentor-mentee "shadow" days as well as presentations and workshops.
4	Host event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting	On February 28, 2018, our SEU hosted students from King's Academy for a job shadowing opportunity as part of their Career Exploration Day. Our Video/Events staff member was shadowed by the students during the work day, explaining his job duties and how it impacts station operations as a whole.
5	Host event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting	On October 10, 2017, our SEU hosted members of Leadership Palm Beach as part of its Youth Leadership Media Day for a station tour (50 students & 6 chaperones). Our Promotion Staff escorted the members around our facilities to observe the various departments, functions and jobs importance to broadcast operations. A question-and-answer period followed the tour.
6	Host event/program sponsored by or on behalf of an educational institution regarding careers in broadcasting	On January 17, 2018, our SEU hosted 23 home-schooled students of varying ages and grades as well as 10 parents for a station tour. Our Promotion Staff escorted the students around our facilities to observe the various departments, functions and jobs importance to broadcast operations. A question-and-answer period followed the tour.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
7	Host event/program sponsored by or on behalf of a community organization regarding careers in broadcasting	On February 7, 2018, our SEU hosted the City of West Palm Beach Pleasant City Youth Empowerment Center for a station tour for 10 members. Our Promotion Staff escorted the children around our facilities to observe the various departments, functions and jobs importance to broadcast operations. A question-and-answer period followed the tour.
8	Participate in an event/program sponsored by or on behalf of a community organization regarding careers in broadcasting.	On April 28, 2018, our SEU participated in a career fair hosted by the South Florida Black Journalist Association. On air and sales staff participated in the fair and talked to area students about careers in broadcasting as well as job and internship opportunities at the SEU.
9	Participate in an event/program sponsored by or on behalf of a community organization regarding careers in broadcasting	On March 4, 2018, our Market Manager served as a panelist at the 2nd Annual Women in Radio Dinner sponsored by Women in Radio, an organization created to provide support for the advancement of women in the radio industry. Our Market Manager spoke about her career in radio and networked with other guests on how to build their own careers.