

**WFTW (AM) WKSM(FM)/WNCV(FM)/WYZB(FM)/WZNS(FM)**

**EEO PUBLIC FILE REPORT**

**October 1, 2015 thru September 30, 2016**

**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	2, 4, 5, 7-22	20
Sales Representative	2, 4, 5, 7-22	20
Sales Representative	2, 4, 5, 7-22	8
Sales Representative	2, 4, 5, 7-22	7
Chief Engineer	1, 2, 4-23	23
On-Air Personality	1-22	18
On-Air Personality	1-22	8
Program Director	2-5, 7-22	2
On-Air Personality	1-22	7
Program Director	2-5, 7-22	7
Asst Bus Manager	1, 2, 4, 5, 7-17, 19-22	7

**Total No. of Interviewees during the  
reporting period** **18**

## II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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RS No.	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	Career Source Okaloosa Walton EmployFlorida (formerly Jobs Plus) 409 Racetrack Rd Ft Walton Beach, FL 32547 <a href="mailto:gleysath@jobsplus02.com">gleysath@jobsplus02.com</a>	N	0
2	<a href="http://www.cumulus.com">www.cumulus.com</a>	N	
3	Inside Radio (e-mail and website) <a href="http://insideradio.com">insideradio.com</a> 365 Union Street Littleton, NH 03561 (800) 640-8852	N	0
4	American Business Women's Assoc Emerald Coast Chapter #1579 P O Box 731 Ft Walton Beach, FL 32549 (850) 864-7697	N	0
5	Eglin AFB Military Spouse Advancement Initiative Family Support Center 502 Van Matre Avenue Eglin AFB, FL 32542 (850) 882-3097	N	0
6	FL Association of Broadcasters 201 South Monroe Street Suite 201 Tallahassee, FL 32301 (850) 681-6444 <a href="http://www.fab.org">www.fab.org</a>	N	0
7	Word-of-Mouth Referral	N	4
8	Walk-in/Self Referral	N	2
9	Hurlburt AFB Military Spouse Career Advancement Family Support Center 220 Lukask Avenue Hurlburt AFB, 32544 (850) 884-2600	N	0
10	FAMU Career Center Student Union Plaza MLK Blvd Suite 118 Tallahassee, FL 32307	N	0
11	Jr League of the Emerald Coast 12 SE Miracle Strip Parkway Ft Walton Beach, FL 32548 (850) 862-2665 <a href="mailto:info@jlec.org">info@jlec.org</a>	N	0
12	NAACP/Ft Walton Beach Chapter Attn: Sabu Williams P O Box 58 Ft Walton Beach, FL 32549	N	0
13	Northwest FL State College Career Resource Center 100 East College Blvd Niceville, FL 32578	N	0
14	The Society for Human Resource Mgmt Emerald Coast Chapter #459 P O Box 5579 Ft Walton Beach, FL 32549 <a href="mailto:info@shrm-emeraldcoast.org">info@shrm-emeraldcoast.org</a>	N	0

15	Troy University Career Opportunities 81 SE Beal Parkway Ft Walton Beach, FL 32548 <a href="http://www.campusrecruiter.com/troy/">www.campusrecruiter.com/troy/</a>	N	0
16	University of W FL/Emerald Coast Career Opportunities 1170 Martin Luther King Blvd Ft Walton Beach, FL 32 32547 <a href="tel:8508333743">(850) 833-3743</a>	N	0
17	Ohio Center for Broadcasting-Columbus 5330 East Main Street Suite 200 Columbus, OH 43213 Gary James (614) 245-0555 <a href="mailto:gary@beonair.com">gary@beonair.com</a>	Y	0
18	<a href="http://allaccess.com">allaccess.com</a>	N	2
19	IL Center for Broadcasting 455 Eisenhower Lane Ste 200 Lombard, IL 60148 Dave Cogozzo, Dir of Placement (630) 916-1700 ext 3114	Y	0
20	LinkedIn	N	3
21	Indeed.com	N	6
22	Florida State University/College of Business Dir of Internships and Career Services Rovetta Business Bldg, Rm 327 821 Academic Way P O Box 3061110 Tallahassee, FL 32306 <a href="http://www.career.fsu.edu/recruit/">www.career.fsu.edu/recruit/</a>	N	0
23	Society of Broadcast Engineers	N	1

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**RECRUITMENT INITIATIVES**

<b>Type of Recruitment Initiative</b>		<b>Brief Description of Activity</b>
Presentation	Host	<p>2/23/2016 CMMC and Senior Media Consultant, Brenda Franco represented the SEU's during the monthly meeting of the Emerald Coast Association of Professionals. SEU representative discussed her 30 plus years as a Broadcast Sales Representative followed by a Question and Answer session on the numerous opportunities available, from entry level to upper management. Attendees were encouraged to log onto the stations' websites as well as <a href="http://www.cumulus.com/careers">www.cumulus.com/careers</a>.</p>
Presentation	Attendee	<p>3/29/2016 A live and interactive session for Market Managers and Business Managers covering the FCC's Equal Employment Opportunity Rules. Emphasis was placed on wide dissemination of information concerning each full time job vacancy. In addition, information was provided on how to develop adequate recruitment sources, as well as, recruitment initiatives. Three days after the live presentation, a power point presentation was posted on-line for future review if needed.</p>
Presentation	Attendee	<p>6/14/2016 Company hosted a webinar and training on the laws relating to Employment Discrimination. A Guide to Compliance was discussed, presenting scenarios and the laws that apply. Attendance was mandatory for all managerial employees. Webinar concluded with a Question and Answer session. The 67 page Guide in printed form was made available to all attendees.</p>
Hosted an Event		<p>9/10/2016 "What Women Want" Showcase, hosted by SEU, is an annual all day event that bring together more than 50 vendors for exhibits, forum discussions and demonstrations. The SEU's host booth is manned throughout the day by Sales Manager, Promotion Director, Senior Account Executives, Program Directors to answer questions about the day's event and to increase awareness about career opportunities available. Interested parties are encouraged to complete an application or access any of our station websites for more information. This event was promoted with on-air announcements, digital streaming and web posting on all five stations</p>