

VERO BEACH BROADCASTERS,LLC/Vero Beach FM Radio Partnership/R&S Radio LLC  
 WGYL, WOSN, WJKD, WTTB, WPHR-FM  
 1235 16TH STREET  
 VERO BEACH, FL 32960  
 772-567-0937  
 10/1/13 - 9/30/14

# EEO PUBLIC FILE REPORT

## A. Full-time Vacancies Filled During Past Year

|               |                    |              |            |
|---------------|--------------------|--------------|------------|
| 1. Job Title  | Program Director   | Date Filled: | 11/1/2013  |
| 2. Job Title  | Account Executive  | Date Filled: | 11/11/2013 |
| 4. Job Title  | Account Executive  | Date Filled: | 5/19/2014  |
| 5. Job Title  | On-Air Personality | Date Filled: | 6/23/2014  |
| 5. Job Title  | On-Air Personality | Date Filled: | 9/4/2014   |
| 6. Job Title: |                    | Date Filled: |            |
| 7. Job Title: |                    | Date Filled: |            |

## B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

|                    |                  |                        |           |
|--------------------|------------------|------------------------|-----------|
| 1. Job Title:      | Program Director | Date Filled:           | 11/1/2013 |
| Source             |                  | Referred Person Hired? |           |
| All Access.com     |                  |                        | N         |
| Internal Referral  |                  |                        | Y         |
| See Section D List |                  |                        | N         |

|                              |                   |                        |            |
|------------------------------|-------------------|------------------------|------------|
| 2. Job Title:                | Account Executive | Date Filled:           | 11/11/2013 |
| Source                       |                   | Referred Person Hired? |            |
| External Referral            |                   |                        | Y          |
| Workforce Solutions Job Fair |                   |                        | N          |
| Radio On-Air Ads             |                   |                        | N          |

|                              |                   |                        |           |
|------------------------------|-------------------|------------------------|-----------|
| 3. Job Title:                | Account Executive | Date Filled:           | 5/19/2014 |
| Source                       |                   | Referred Person Hired? |           |
| Job Fair                     |                   |                        | Y         |
| Radio Ads (WGYL, WJKD, WOSN) |                   |                        | N         |
| External Referral            |                   |                        | N         |

|                                  |                    |                        |           |
|----------------------------------|--------------------|------------------------|-----------|
| 4. Job Title:                    | On-Air Personality | Date Filled:           | 6/23/2014 |
| Source                           |                    | Referred Person Hired? |           |
| All Access.com                   |                    |                        | Y         |
| Mediarecruiter.com               |                    |                        | N         |
| Workforce Solutions Jobs Website |                    |                        | N         |
| See Section D List               |                    |                        | N         |

|                    |                    |                        |          |
|--------------------|--------------------|------------------------|----------|
| 5. Job Title:      | On-air Personality | Date Filled:           | 9/4/2015 |
| Source             |                    | Referred Person Hired? |          |
| Mediarecruiter.com |                    |                        | Y        |
| All Access.com     |                    |                        | N        |
| Craigslist.com     |                    |                        | N        |
| See Section D List |                    |                        | N        |

|   |    |
|---|----|
| C. Total Number Of Persons Interviewed For All Full-Time Vacancies Filled During The Past Year (this will be a raw number): | 31 |
|---|----|

## D. Total Number of Interviewees For All Full-Time Vacancies Filled During The Past Year Per Recruitment/Referral Sources:

| Referral Source List                             | Number of Interviewees Referred |
|--|---------------------------------|
| All Access website (www.allaccess.com)           | 11                              |
| Craigslist.com                                   | 1                               |
| External Referrals                               | 1                               |
| Internal Referrals                               | 3                               |
| Job Fairs PSL/Ft Pierce/Stuart                   | 3                               |
| Mediarecruiter.com                               | 8                               |
| Radio Ads (WGYL-FM, WJKD-FM, WOSN-FM) & websites | 2                               |
| Workforce Solutions Job Fair Ft Pierce           | 2                               |

|                        |    |
|------------------------|----|
| E. Outreach Activities | 31 |
|------------------------|----|

See Attached list and description of all outreach activities performed during the past year.

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## OUTREACH ACTIVITY DESCRIPTION

### Initiative #1

Station Employment Unit (SEU) attended a **Job Fair** at Treasure Coast Square Mall Jensen Beach on 2/14/14. Applications were accepted. Recorded announcements were aired for 2 weeks prior to the event, 7 times daily, on each station (WGYL, WPHR-FM and WJKD).

### Initiative #2

Stations have placed promotions and sales recruitment ads on **Facebook, LinkedIn and Craigslist.com**. These ads consisted of "postings" describing the available positions in the appropriate sections of each website.

### Initiative #3

Stations posted sales, promotions and on-air positions on **Mediarecruiter.com and All-Access.com**, all of which are industry websites, and all of which have free access.

### Initiative #4

Stations hosted "**Interview Idol**" events every Friday at Vero Beach and Port St Lucie sales offices from February 1 through June 15, 2014, inviting applicants to present themselves in a 5 minute "sell me" format.

### Initiative #5

SEU aired recruitment ads for account executive, on-air personality and promotions technicians on **WPHR-FM, WGYL, WTTB, and WJKD** from 11/2/13 to 6/28/14; from 7/1/14 to 9/30/14

### Initiative #6

Stations have registered available sales positions with **CareerSource and Workforce Solutions of the Treasure Coast** to receive qualified sales applicant referrals for 2013-2014.

### Initiative #7

Stations mailed job descriptions of all full-time available positions in programming, promotions and sales to multiple resources as listed on List "A".

### Initiative #8

Stations have maintained a continuous **training program** which allows employees to develop the necessary skills to qualify them for higher level positions. Training sessions are available for various skills in the areas of Sales, Production, Traffic, and Programming.

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 CHED LIST "A"

# SUBMITMENT SOURCES

| Agency   | Contact  | Address                                       | City             | State | Zip   | Phone        |
|--|--|---|------------------|-------|-------|--------------|
| City of Ft. Lauderdale   | Careers/Job Placement                          | 1799 SW 17th Street                           | Fort Lauderdale  | FL    | 33316 |              |
| Cookman College  | Cathy Washington                               | 640 Mary McLeod Bethune Blvd                  | Daytona Beach    | FL    | 32114 | 386-481-2540 |
| Broadcasters Alliance  | c/o Mr. Sherman Kizart                         | 205 N Michigan Avenue, Suite 215              | Chicago          | IL    | 60601 | 412-829-9788 |
| Community College  | Bob Sullivan                                   | 250 Community College Parkway                 | Palm Bay         | FL    | 32909 | 321-433-5248 |
| Florida School of Broadcasting                                     | Dave Duran                                     | 3450 Northlake Blvd, #110                     | North Palm Beach | FL    | 33408 | 561-842-2000 |
| Florida Bowen Foundation for Minority Interests in                 | Sandra Rice                                    | 524 West 57th Street                          | New York         | NY    | 10019 | 202 637 4494 |
| Florida Minority Services  |  | 1771 N. Street NW                             | Washington       | DC    | 20036 |              |
| FLM/CC Cunningham Career Center                                    | Melony Washington                              | 100 Student Union Plaza                       | Tallahassee      | FL    | 32307 | 850-599-3700 |
| Association of Broadcasters  |  | 201 S. Monroe St., #201                       | Tallahassee      | FL    | 32301 | 850-681-6444 |
| Atlantic University  | T. Teresa Brown                                | 500 NW California Blvd                        | Port Saint Lucie | FL    | 34986 | 772-873-3305 |
| Institute of Technology  | Career Services/Dona Gaynor                    | 150 W University Blvd                         | Melbourne        | FL    | 32901 | 321-674-8102 |
| Metropolitan University  | Caitlyn Maliozzi                               | 2401 N. Harbor City Blvd.                     | Melbourne        | FL    | 32935 | 888-256-3000 |
| Americans for Fairness in Media                                    | Mr. Rentleria                                  | 1304 W. Beverly Blvd, #102                    | Montebello       | CA    | 90640 | 323-726-1558 |
| Iver State College   | Sharon Lowe (Job Placement)                    | 3209 Virginia Ave                             | Fort Pierce      | FL    | 34981 | 772-462-7468 |
| Iver State College   | Cecilia Elliott (Career Specialist)            | 3209 Virginia Ave                             | Fort Pierce      | FL    | 34981 | 772-462-7470 |
| Iver State College   | Dr. David Sullivan                             | 3209 Virginia Ave                             | Fort Pierce      | FL    | 34981 | 866-226-2505 |
| Technical Institute  |  | 3401 South University Drive                   | Lake Mary        | FL    | 33328 | 954-476-9300 |
| Technical Institute  |  | 1400 South International Pkwy                 | Lake Mary        | FL    | 32746 | 407-660-2900 |
| Career College   | Shantelle Stubbs (Dir. Of Placement)           | 17395 NW 59th Ave                             | Hialeah          | FL    | 33015 | 305 820-5003 |
| Association for Broadcasters                                       | Alex Hiltz-Sanchez (Employment Clearing House) | 1771 N Street, NW                             | Washington       | DC    | 20036 | 202 429-5498 |
| Lesbian and Gay Journalists Association                            |  | 1420 K Street, NW Suite 910                   | Washington       | DC    | 20005 | 202 588-9888 |
| American Journalist Association                                    | Al Neuharth Media Center                       | 555 Dakota Street                             | Vermillion       | SD    | 57069 | 605-677-5282 |
| Advertising Bureau   | David Reader                                   | 1320 Greenway Drive, Suite 500                | Irving           | TX    | 75038 | 903-640-5857 |
| College  | Ms. McAcidatore                                | 203 E Lyman Ave                               | Winter Park      | FL    | 32789 | 407-646-2232 |
| Board of St Lucie County   | Career & Technical Education                   | 4204 Okeechobee Rd                            | Fort Pierce      | FL    | 34947 | 772-429-3960 |
| Treasure Coast Newspapers  | Lane Farmer                                    | 1939 SE Federal Hwy.                          | Stuart           | FL    | 34994 | 772-221-4175 |
| Staffing   |  | 1600 Sarno Rd # 15                            | Melbourne        | FL    | 32935 | 321-255-0222 |
| Staffing   |  | 1138 17th Place                               | Vero Beach       | FL    | 32960 | 772-794-3041 |
| Florida IT Staffing Inc  | JoAnn  | 1520 Clearbrook Street                        | Sebastian        | FL    | 32958 | 772-388-8831 |
| University of Central Florida                                      | Career Resource Center                         | 4000 Central Florida Blvd, Bldg. 7F, Room 185 | Orlando          | FL    | 32816 | 407-823-2361 |
| University of Florida College of Journalism and Mass Communication | Patricia White                                 | PO Box 119400                                 | Gainesville      | FL    | 32611 | 352-392-0289 |