

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
10/1/15-9/30/16

EEO PUBLIC FILE REPORT

A. Full-time Vacancies Filled During Past Year

1. Job Title	ACCOUNT EXECUTIVE	Date Filled:	4/10/2016
2. Job Title	ACCOUNT EXECUTIVE	Date Filled:	4/19/2016
3. Job Title	ACCOUNT EXECUTIVE	Date Filled:	5/30/2016
4. Job Title	PT PROMO TECH	Date Filled:	3/8/2016
5. Job Title	MORNING SHOW TEAM CO-HOST	Date Filled:	1/3/2016
6. Job Title:	ACCOUNT EXECUTIVE	Date Filled:	7/21/2016
7. Job Title:	ACCOUNT EXECUTIVE	Date Filled:	9/8/2016
8. Job Title:	ACCOUNT EXECUTIVE	Date Filled:	9/21/2016
9. Job Title:		Date Filled:	

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

1. Job Title:	ACCOUNT EXECUTIVE	Date Filled:	4/10/2016
Source		Referred Person Hired?	
External Referral		N	
Workforce Solutions Job Fair		N	
Careersource		N	
Monster.com		N	
Zip Recruiter		Y	

2. Job Title:	ACCOUNT EXECUTIVE	Date Filled:	4/19/2016
Source		Referred Person Hired?	
External Referral		Y	
Workforce Solutions Job Fair		N	
Careersource		N	
Monster.com		N	
Zip Recruiter		N	

3. Job Title:	ACCOUNT EXECUTIVE	Date Filled:	5/30/2016
Source		Referred Person Hired?	
External Referral		Y	
Workforce Solutions Job Fair		N	
Careersource		N	
Monster.com		N	
Zip Recruiter		N	

4. Job Title:	ACCOUNT EXECUTIVE	Date Filled:	8/15/2016
Source		Referred Person Hired?	
External Referral		Y	
Workforce Solutions Job Fair		N	
Careersource		N	
Monster.com		N	
Craig's List			N
Zip Recruiter		N	

5. Job Title:	MORNING SHOW TEAM CO-HOST	Date Filled:	1/13/2016
Source		Referred Person Hired?	
External Referral		Y	
Workforce Solutions Job Fair		N	
Careersource		N	
Monster.com		N	
Craig's List			N
Zip Recruiter		N	

C. Total Number Of Persons Interviewed For All Full-Time Vacancies Filled During The Past Year (this will be a raw number):	8
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D. Total Number of Interviewees For All Full-Time Vacancies Filled During The Past Year Per Recruitment/Referral Sources:	8
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Referral Source List	Number of Interviewees Referred
Monster.com	0
Careersource TC	0
External Referrals	3

Zip Recruiter	1
Craig's List	1
Workforce Solutions Job Fair Ft Pierce	3
8	
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) participated in a **Job Fair** at Treasure Coast Square Mall Jensen Beach on 2/11/15. 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**. 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 **Monster.com** and **CareerSource.com**, all of which are recruitment websites, and all of which have free access.

Initiative #4

SEU aired recruitment ads for account executive, on-air personality and promotions technicians on **WPHR-FM, WGYL, WTTB, and WJKD** from 11/2/14 to 4/26/15

Initiative #5

Stations have registered available sales positions with **Career Source & Spherion** to receive qualified sales applicant referrals for 2014-2015.

Initiative #6

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

Initiative #7

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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ATTACHED LIST "A"

RECRUITMENT SOURCES

Company	Contact	Address	City	State	Zip	Phone	Email
Art Institute of Ft. Lauderdale	Director of Career Services/Wendy Wa	1799 SW 17th Street	Fort Lauderdale	FL	33316	800-275-7603	wwagner@aii.edu
Bethune Cookman College	Cathy Washington	640 Mary McLeod Bethune Blvd	Daytona Beach	FL	32114	386-481-2540	kogans@cookman.edu
Black Broadcasters Alliance	c/o Mr. Sherman Kizart	205 N Michigan Avenue, Suite 215	Chicago	IL	60601	412-829-9788	nabobinfo@nabob.org
CareerSource Treasure Coast		1880 82nd Avenue	Vero Beach	FL	32968		info@careersourcerc.com
Brevard Community College	Bob Sullivan	250 Community College Parkway	Palm Bay	FL	32909	321-433-5248	allenh@easternflorida.edu
Connecticut School of Broadcasting	Dave Duran	3450 Northlake Blvd, #110	North Palm Beach	FL	33408	561-842-2000	elynn@gocsb.com
Florida A&M/CC Cunningham Career Center	Meleny Washington	100 Student Union Plaza	Tallahassee	FL	32307	850-599-3700	arnita.mcfarland@famuc.edu
Florida Association of Broadcasters		201 S. Monroe St., #201	Tallahassee	FL	32301	850-681-6444	intern@fab.org
Florida Atlantic University	T. Teresa Broun	500 NW California Blvd	Port Saint Lucie	FL	34986	772-873-3305	empl@fau.edu
Florida Institute of Technology	Career Services/Dona Gaynor	150 W University Blvd	Melbourne	FL	32901	321-674-8102	career@fit.edu
Everest University	Career Services-Carly Evans	3319 W. Hillsborough Avenue	Tampa	FL	33614	813 879-6000	carly.evans@zenith.org
National Hispanic Media Coalition	Job Postings	55 South Grand Avenue	Pasadena	CA	91105	626-792-6462	info@nhmc.org
Indian River State College	Teri Smith	3209 Virginia Ave	Fort Pierce	FL	34981	772-462-7448	tdsmith@irsc.edu
Hodges Universities				FL		800-262-0979	career@hodges.edu
Keiser Career College	Pam Caruso	2085 Vista Pakway	West Palm Beach	FL	33411	561-471-6000	pcaruso@keiseruniversity.edu
National Association for Broadcasters	Career Services	1771 N Street, NW	Washington	DC	20036	202 429-5498	careers@nab.org
National Lesbian and Gay Journalists Association	Job Postings	2120 L St. NW, Ste 850	Washington	DC	20037	202 588-9888	info@nljia.org
Native American Journalist Association/Gaylord College	Rebecca Lansbury	395 W. Lindsey Steet	Norman	OK	73019	405-325-1649	rebeccalansbury@naja.com
Radio Advertising Bureau	Jean Hetherington					972-753-6767	Jhetherington@rab.com
Rollins College		1000 Holt Avenue	Winter Park	FL	32789	407-646-2195	careercenter@rollins.edu
School Board of St Lucie County	Career & Technical Education	4204 Okeechobee Rd	Fort Pierce	FL	34947	772-429-3963	michael.carbenia@stlucieschools.org
Scripps TCPALM.COM	Jane McIlmurray	1939 SE Federal Hwy.	Stuart,	FL	34994	772-287-1550	jane.mcilmurray@tcpalm.com
Spherion Staffing	Justin Kolleda	240 NW Peacock Blvd, Suite 104	Port Saint Lucie	FL	34986	772-336-9545	justinkolleda@spherion.com
Southeast Staffing		551 S Apollo Blvd, Ste 206	Melbourne	FL	32901	321-727-3261	info@southeaststaffing.com
South Florida IT Staffing Inc	Kevin Grant						kgrant@southfloridaitstaffing.com
University of Central Florida	Garib Veena	4000 Central Florida Blvd. Bldg. 7F, Room	Orlando	FL	32816	407-823-2361	veena.garib@ucf.edu
University of Florida College of Journalism and C	Sue Wagner					352-294-7138	swagner@wuft.org