

**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**  
**10/1/14 - 9/30/15**

**EEO PUBLIC FILE REPORT**

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

1. Job Title	<b>ACCOUNT EXECUTIVE</b>	Date Filled:	<b>3/2/2015</b>
2. Job Title	<b>ACCOUNT EXECUTIVE</b>	Date Filled:	<b>3/2/2015</b>
3. Job Title		Date Filled:	
4. Job Title		Date Filled:	
5. Job Title		Date Filled:	
6. Job Title:		Date Filled:	
7. Job Title:		Date Filled:	
8. Job Title:		Date Filled:	
9. Job Title:		Date Filled:	

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

1. Job Title:	<b>ACCOUNT EXECUTIVE</b>	Date Filled:	<b>3/2/2015</b>
<b>Source</b>		Referred Person Hired?	
External Referral		<b>Y</b>	
Workforce Solutions Job Fair		<b>N</b>	
Careersource		<b>N</b>	
Monster.com		<b>N</b>	
2. Job Title:	<b>ACCOUNT EXECUTIVE</b>	Date Filled:	<b>3/2/2015</b>
<b>Source</b>		Referred Person Hired?	
External Referral		<b>Y</b>	
Workforce Solutions Job Fair		<b>N</b>	
Careersource		<b>N</b>	
Monster.com		<b>N</b>	

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

**9**

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

**9**

**Referral Source List**

	Number of Interviewees Referred
Monster.com	<b>1</b>
Careersource TC	<b>1</b>
External Referrals	<b>4</b>
Workforce Solutions Job Fair Ft Pierce	<b>3</b>

**9**

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