



**WCOA(AM), WJTZ(FM) WMEZ(FM), WRRX(FM) and WXBM(FM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2019 – September 30, 2020**

**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>Pensacola State College</b> 100 College Blvd Pensacola FL 32504 Pscworksonline.psc.edu	No	0
2	<b>University of West Florida</b> 1100 University Parkway Pensacola, FL 32514 Uwf.edu/career	No	0
3	<b>On-Air Announcements</b>	No	0
4	<b>CareerSource ESCAROSA</b> 3670 North “L” Street Pensacola, FL 32505 www.employforida.com	No	0
5	<b>Employee referral/Talent Network</b>	No	0
6	<b>Kelly Services</b> 5401 Corporate Woods Dr., Suite 200 Pensacola, FL 32504 www.kellycareernetwork.com	No	0
7	<b>CareerBuilder.com</b>	No	15
8	<b>LinkedIn</b>	No	7
9	<b>Front Office</b>	No	9
10	<b>Indeed</b>	No	0
11	<b>Sales Sense Lucy Rice</b> <a href="mailto:lucy@itmakesslalessense.com">lucy@itmakesslalessense.com</a>	No	0
12	<b>Florida Association of Broadcasters</b> 201 South Monroe St, Suite 201 Tallahassee, FL 32301 Fab.org/career-opportunities/post-a-job-opening	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>	31	yes	31

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	<b>Leadership Conference</b>	On February 28, 2020, on air staff participated in a Women’s Leadership Conference held for the Pensacola Florida area. Key leaders in the community spoke to attendees on “Learning New Skills, “Work Smarter”. This event was promoted over-the-air on one or more of the SEU stations.
<b>2</b>	<b>Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination</b>	On July 22, 2020, our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, “The FCC’s Equal Employment Opportunity Rules, Your Guide to Compliance.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.