

WCOA(AM), WJTQ(FM), WMEZ(FM), WRRX(FM), and WXBM(FM)
EEO PUBLIC FILE REPORT
October 1, 2018 – September 30, 2019

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Representative	1-5, 7-9, 13-15	14
Sales Representative	1-5, 7-9, 13-15	9
Sales Representative	1-5, 7-9, 13-15	14
Program Director	1, 2, 4, 5, 7-9, 14, 16	5
Sales Representative	1-5, 7-9, 13-15	5
Assistant Business Manager	1, 2, 4-11, 14	9
Sales & Marketing Assistant	1, 2, 4-11, 14, 15	14
Operations Manager	1, 2, 4, 5, 7-9, 14, 16	7
Sales Representative	1-5, 7-9, 13-15	9
Engineer	1, 2, 4, 5, 7-11, 13, 14, 17, 18	5
Sales Representative	1-5, 7-9, 11, 13-15	7
Sales Representative	1-5, 7-9, 11, 13-15	3
Assistant Business Manager	1, 2, 4-11, 14	14

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II. MASTER RECRUITMENT SOURCE LIST ("MRSI")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Pensacola State College 100 College Blvd Pensacola, FL 32504 pscworksonline.psc.edu	N	0
2	University of West Florida 11000 University Parkway Pensacola, FL 32514 uwf.edu/career	N	0
3	On-Air Announcements	N	2
4	CareerSource ESCAROSA 3670 North "L" Street Pensacola, FL 32505 www.employflorida.com	N	0
5	Word of Mouth Referral/Talent Network	N	3
6	Kelly Services 5401 Corporate Woods Dr., Suite 200 Pensacola, FL 32504 www.kellycareernetwork.com	N	1
7	www.cumulus.com/work-here	N	3
8	Walk-In/Self-Referral	N	1
9	LinkedIn	N	6
10	George Stone Technical College 2400 Longleaf Dr Pensacola, FL 32526 gstc-escd-fl.schoolloop.com	N	0
11	Job Fair/Open House 02/18/2019	N	12
12	Health & Wellness Expo "Feel Good About What You Do"	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Sales Sense Contact: Lucy Rice lucy@itmakesalesense.com (posts to over 100 job boards via ZipRecruiter)	N	3
14	Indeed	N	5
15	Florida State University The Sales Institute 821 Academic Way Tallahassee, FL 32306 ppallention@cob.fsu.edu	N	0
16	Inside Radio	N	0
17	The Society of Broadcast Engineers sbe.org/jl_submit	N	0
18	Florida Association of Broadcasters 201 South Monroe St, Suite 201 Tallahassee, FL 32301 fab.org/career-opportunities/post-a-job-opening	N	0

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Host Job Fair/Open House	Our SEU hosted an Open House on President's Day, Monday, February 18, 2019, in order to reach candidates who otherwise would not be available during the week for on-site interviews. This event was promoted on-air and via streaming announcements. The Market Manager, Business Manager, Operations Manager and a number of Sales Representatives were available from 10 A.M until 3 P.M to interview for immediate openings of Sales & Marketing Assistant, Assistant Business Manager, Account Executives, and Part-time Brand Ambassadors. A total of 12 candidates visited the office during the Open House/Job Fair.
2	Host Event in the Community Designed to Inform and Educate the Public Concerning Employment Opportunities in Broadcasting	Our SEU hosted the six hour Health & Wellness Expo, on Saturday, September 21, 2019 entitled, "Feel Good About What you Do." Our SEU hosts this free event annually which brings Health & Wellness vendors together with hundreds of individuals from Escambia and Santa Rosa counties. Our SEU also uses this platform to explain to attendees how they can "feel good about what they do" by choosing a fulfilling career in the broadcasting industry. The SEU's booth had a list of local job profiles as well as career opportunities company-wide. Interested individuals are invited to find more information by logging onto www.cumulus.com/work-here . They were also encouraged to visit our offices during regular business hours.