

WBZE(FM), WGLF(FM), WHBT(AM), WHBX(FM) and WWLD(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	2, 6-10, 14-15, 17, 21, 22-24, 27-34	9
Sales Representative	2, 6-10, 14-15, 17, 21, 22-24, 27-34	10
Sales Representative	2, 6-10, 14-15, 17, 21, 22-24, 27-34	23
Sales Representative	2, 6-10, 14-15, 17, 21, 22-24, 27-34	9

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Tallahassee Democrat 277 N. Magnolia Tallahassee, FL 32301 Contact: Classified Dept. (850) 599-2342	N	0
2	www.Careerbuilder.com	N	0
3	Allaccess.com 28955 Pacific Coast Hwy., Ste 210-5 Malibu, CA 90265 Contact: Recruitment Director (310) 457-6616/(310) 457 8058	N	0
4	Insideradio.com Contact: Kelli Grisez (615) 220-0442	N	0
5	Tallahassee Branch, NAACP P.O. Box 5892 Tallahassee, FL 32314 Contact: Anita Davis (850) 574- 3075	N	0
6	Florida State University Public Broadcast Center 1600 Red Barber Plaza Tallahassee, FL 31310 Contact: Mari Ann Yeager (850) 644-3871	N	0
7	Florida A&M University Career Center FAMU Campus Tallahassee, FL 32399 Contact: Recruitment Officer (850) 599-3700	N	0
8	Former Employee (Re-hire)	N	0
9	Walk-in/Self-Referral	N	2
10	Word-of-Mouth Referral	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Leon County Schools 2757 West Pensacola Street Tallahassee, FL 32304 Contact: Recruitment Rep. (850) 487-7651	N	0
12	Workforce Plus (formerly <i>State of Florida Job Services</i>) 2525 S. Monroe Street, #3A Tallahassee, FL 32301 (850) 413-0315 (p)/ (850) 922-6747 (f)	N	0
13	Capital Outlook 225 E Jennings Street Tallahassee, FL 32310 (850) 681-1852(p) (850) 681-1093 (f)	N	0
14	Station Website Postings (<i>one or more SEU Stations</i>)	N	3
15	On-Air Announcements (<i>all SEU stations</i>)	N	0
16	Florida Association of Broadcasters 800 N. Calhoun Street Tallahassee, FL 32303 Contact: Tiffany Hall/thall@fab.org (850) 681-6444	N	0
17	Florida State University Career Center University Center, 4 th Level Tallahassee, FL 32303 Fax: (850) 644-3273	N	0
18	Tallahassee Urban League 923 Old Bainbridge Road Tallahassee, FL 32303 Contact: Stella Ward (850) 222-6111	N	0
19	National Association of Broadcasters 1771 N Street, W Washington, DC 20036 Contact: Karen Hunter (202) 429-5300	N	0
20	American Classifieds 2441 Monticello Drive Tallahassee, FL 32301	N	0
21	Internship Program (<i>see Section III</i>)	N	0
22	Florida A&M University Sales Media Institute 510 Orr Drive, Suite 4003 Tallahassee, FL 32307 Contact: James E Hawkins, Ph.D. (850) 599-3379	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Job Fair	N	2
24	Internal Transfer/Promotion	N	1
25	Mediarecruiter.com 20456 Orchard Place Centennial, CO 80016 (303) 400-5150	N	0
26	Craigslist Tallahassee, FL www.Craigslist.com	N	0
27	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View, OH Gary James Gary@beonair.com	Y	0
28	Station Employee Referral	N	1
29	www.Hrmdirect.com	N	0
30	www.Indeed.com	N	0
31	Tallahassee Community College Career Center 444 Appleyard Dr, Tallahassee, FL 32304 850-201-6200 www.fl.tcc.edu	N	0
32	www.simplyhired.com	N	0
33	www.glassdoor.com	N	0
34	www.linkup.com	N	0
	TOTAL INTERVIEWEES OVER REPORTING PERIOD		10

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Training program designed to enable station personnel to acquire skills to qualify for higher-level positions	Our SEU's Programming Department conducts an on-going training program that is designed to offer current part-time staff members the opportunity to acquire skills necessary to attain a full-time on-air position. Participating part-time staff members shadow on-air personalities and programming managers and are also offered the opportunity to participate in training seminars.
2	Participate and Promote Job Fair	On October 24, 2018 our SEU participated in a Job Fair hosted by Tallahassee Community College. SEU representatives attended this event and talked to attendees about career and internship opportunities in the radio/broadcasting industry and collected resumes and applications. SEU participants included our Promotions Director and a Sales Representative. Our SEU promoted this event on all SEU stations.
3	Participate and Promote Job Fair	On January 17, 2019 our SEU participated in a Job Fair hosted by Florida State University. SEU representatives attended this event and talked to attendees about career and internship opportunities in the radio/broadcasting industry and collected resumes and applications. SEU participants included our Key Accounts manager, Promotions Director and two Sales Representatives. Our SEU promoted this event on all SEU stations.

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	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Participate and Promote Job Fair	On April 10, 2019 our SEU participated in a Job Fair hosted by Tallahassee Community College. SEU representatives attended this event and talked to attendees about career and internship opportunities in the radio/broadcasting industry and collected resumes and applications. SEU participants included our Key Accounts manager and Promotions Director. Our SEU promoted this event on all SEU stations.
5	Participate and Promote Job Fair	On July 01, 2019 our SEU participated in a Job Fair hosted by Florida State University. SEU representatives attended this event and talked to attendees about career and internship opportunities in the radio/broadcasting industry and collected resumes and applications. SEU participants included our Key Accounts manager, Promotions Director and two Sales Representatives. Our SEU promoted this event on all SEU stations.
6	Participate and Promote Job Fair	On September 18, 2019 our SEU participated in a Job Fair hosted by Florida A&M University. SEU representatives attended this event and talked to attendees about career and internship opportunities in the radio/broadcasting industry and collected resumes and applications. SEU participants included our Key Accounts manager and Promotions Director. Our SEU promoted this event on all SEU stations.
7	Participated in an Internship Program	Our SEU's Programming Department & Promotions Department both had at least 1 intern each semester of school.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Held a Community Event	On March 23, 2019 our SEU held a community event. SEU representatives attended this event and talked to attendees about career and internship opportunities in the radio/broadcasting industry and collected resumes and applications. Our SEU promoted this event on all SEU stations.
9	Held a Community Event	On June 22, 2019 our SEU held a community event. SEU representatives attended this event and talked to attendees about career and internship opportunities in the radio/broadcasting industry and collected resumes and applications. Our SEU promoted this event on all SEU stations.