

**WINT-AM, WSJZ-FM, WHKR-FM, WAOA-FM
EEO PUBLIC FILE REPORT
October 1, 2013 – September 30, 2014**

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
Local Sales Manager	2, 5, 14, 16, 18, 19, 22, 26, 27, 29, 31	29
WAOA – On-Air Host	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 18, 20, 26, 27	20
Sales Representative	23, 24, 25, 29, 31, 32	32
Sales Representative	5, 14, 18, 20, 23, 24, 25, 27, 32	24
Sales Representative	5, 14, 18, 20, 23, 24, 25, 27, 32	32
Market Manager	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 18, 19, 20, 26, 27, 29	19
Promotions Director	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 25, 26,	29
WSJZ PD	19	19
Sales Representative	5, 17, 19, 21, 22, 23, 25, 29, 30, 31	17
Sales Representative	5, 17, 19, 21, 22, 23, 25, 29, 30, 31	31

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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	Bethune-Cookman College Office of Career Service 640 Dr. Mary McLeod Bethune Blvd. Daytona Beach, Florida 32114 Davita Bonner 386-481-2143 Fax 386-481-2139 bonnerd@cookman.edu	N	0
2	Brevard Workforce 297 Barnes Blvd. Rockledge, FL 32955 321-504-7600 **Brevard Job Link sends notices to Cocoa and Titusville Job Links	N	0
3	Center for Independent Living 720 North Denning Drive Winter Park, FL 32789 asanabria@cilorlando.org	N	0
4	CT School of Broadcasting 3450 Northlake Blvd., Ste 110 Palm beach Gardens, L 33403 561-847-4126 csbpalmbeach@gocsb.com	N	0
5	Employ Florida 1-866-FLA-2345 efmhelpmailbox@deo.myflorida.com ** Employ Florida links all of Florida's state and local workforce services and resources.	N	0
6	Florida A&M University FAMU Career Center 100 Student Union Plaza Martin Luther King Blvd. Tallahassee, Florida 32307 850-599-3044 Melody Washington Melody.washington@FAMU.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Florida Association of Broadcasters Florida Association of Broadcasters, Inc. 201 South Monroe Street Suite 201 Tallahassee, FL 32301 (850) 681-6444 lvarn@fab.org	N	0
8	Florida Institute of Technology Job Development Coordinator 150 W. University Blvd. Melbourne, Florida 32901 321-674-8000 Dona Gaynor dgaynor@fit.edu	N	0
9	Full Sail University 3300 University Blvd. Winter Park, FL 32792 placement@fullsail.edu	N	0
10	Hispanic Chamber of Commerce 10051 McGregor Boulevard Suite 204 Fort Myers, Florida 33919 239-418-1441 info@hispanicchamberflorida.org	N	0
11	Mt. Hood Community College Communications Department 26000 S.E. Stark St. Gresham, Oregon 97030 503-491-6422 JD.Kiggins@mhcc.edu	N	0
12	National Lesbian & Gay Journalist Assoc. 2120 L St, NW Suite 850 Washington, DC 20037 202-588-9888 info@nlgia.org	N	0
13	University Of Central Florida Career Resource Center Admin Bldg. Room 124 Orlando, Florida 32816 407-823-2361 csrecruit@ucf.edu	N	0
14	WAOA Station website www.wala.com	N	1
15	WHKR Station website www.nashfm1027.com	N	0
16	WSJZ Station Website www.sportsradio959.com	N	0
17	LinkedIn.com	N	4
18	Cumulus/CMP Business Managers BM1@cumulus.com, BM2@cumulus.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Internal Transfer/Promotion	N	2
20	Employee Referral	N	3
21	Non-Employee Referral	N	2
22	Internship Program	N	0
23	On-Air Announcements <i>(one or more SEU stations)</i>	N	1
24	Walk-In/Self-Referral	N	1
25	Job Fairs <i>(see Section III)</i>	N	2
26	www.allaccess.com	N	2
27	www.mediarecruiter.com	N	0
28	Traffic Directors Guild of America www.TDGA.org	N	0
29	Cumulus.com	N	4
30	Ziprecruiter.com	N	1
31	Indeed.com	N	3
32	CareerBuilder.com	N	1
33	Jobrapido.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			27

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program	SUMMER 2014: Our SEU hosted student intern from the University of Central Florida. Supervision was done by the WSJZ Program Director who taught production, show planning, on-air hosting and interview skills.
2	Participation in a job fair by station personnel who have substantial responsibility in the making of hiring decisions	On October 10, 2013, Promotions Director & Business Manager represented SEU at a job fair hosted by Brevard Community College - Titusville. Open Sales and Promotional Positions were presented.
3	Mentoring Program	Our SEU conducts an on-going Mentoring Program which is designed to insure that new members of the sales staff receive hands-on mentoring from at least one of our Senior Sales Representatives to learn how use proprietary and external industry specific software, how to write radio commercials, shadow senior sellers during client meetings to learn how to independently conduct meetings in accordance with company curriculum.
4	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level staff positions	Our SEU conducted a Mentoring Program with a General Administrative staff member which is designed to provide skills outside of the regular scope of duties. Training of on-air hosting skills and studio equipment use was provided by the WAOA Program Director.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
5	Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities	<p>-Tour for Girl Scout Cadet Troop #4649 seeking Media Badge (1/20/14).</p> <p>-Tours for Cub Scout Tiger Scouts completing communication requirement, learning about the importance of and career opportunities within radio.</p> <p>-Pac 374 on 1/24/14</p> <p>-Pac 528 on 1/30/14</p> <p>-Pac 57, Den 1 on 2/27/14</p>
6	Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;	<p>Our SEU hosted Eastern Florida State College's Digital Television/Digital Media Production program students on 11/4/13, providing station tour and introduction to department heads. Additionally, all students met with Promotions Director and were educated on current part-time openings, which resulted in applications and one student being hired.</p> <p>Our SEU hosted Eastern Florida State College's Digital Television/Digital Media Production program students, providing station tour and meetings with department heads providing guidance on career opportunities and portfolio preparation for applications (4/14/14 & 6/18/14).</p> <p>Our SEU hosted Quest Elementary student news team 5/15/14, providing station tour and education on career opportunities.</p>
7	Participation in a job fair by station personnel who have substantial responsibility in the making of hiring decisions	On October 10, 2013, Promotions Director & Business Manager represented SEU at a job fair hosted by Brevard Community College - Titusville. Open Sales and Promotional Positions were presented.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
8	Participation in a job fair by station personnel who have substantial responsibility in the making of hiring decisions	On March 20, 2014, Promotions Director & Business Manager represented SEU at a job fair hosted by Career Source Brevard. Open Sales Promotions Director and Promotions Tech positions were presented.
9	Participation in a job fair by station personnel who have substantial responsibility in the making of hiring decisions	On April 10, 2014, Business Manager represented SEU at a job fair hosted by Brevard Community College - Melbourne. Open Sales, Promotions Director and Promotions Tech positions were presented.