

WLZR-AM, WROK-FM, WHKR-FM, WAOA-FM
EEO PUBLIC FILE REPORT
October 1, 2015 – September 30, 2016

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
Account Executive	1,2,3,4,5,6,7,8,9,10,11,12,13,17,18,22,24,26,28,29,30,31	17
Account Executive	1,2,3,4,5,6,7,8,9,10,11,12,13,17,18,19,22,24,26,28,29,30,31	19
Business Manager	1,2,3,4,5,6,7,8,9,10,11,12,13,18,22,25,27	25
Promotions Director	1,2,3,4,5,6,7,8,9,10,11,12,13,15,16,18,21,25,26,28,30,31	28
Account Executive	14,15,16,17,18,21,28,29,30	29
Operations Manager	1,4,5,8,9,10,11,12,13,14,15,16,18,21,25,26,28,30	28
Local Sales Manager	1,4,5,8,9,10,11,12,13,14,15,16,18,21,25,26,28,29,30	18
Sales Assistant	1,4,5,8,9,10,11,12,13,14,15,16,18,21,25,26,28,30,32	5

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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	2
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 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@nljja.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	SimplyHired.com	N	0
16	Glassdoor.com	N	0
17	LinkedIn.com	N	1
18	Internal Posting	N	3
19	Employee Referral	N	1
20	Non-Employee Referral	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	LinkUp.com	N	1
22	On-Air Announcements <i>(one or more SEU stations)</i>	N	0
23	Walk-In/Self-Referral	N	0
24	Inside Radio	N	0
25	www.allaccess.com	N	5
26	American Job Exchange America's Job Exchange 200 Minuteman Road Andover, MA 01810	N	0
27	Traffic Directors Guild of America www.TDGA.org	N	0
28	Cumulus.com	N	13
29	Ziprecruiter.com	N	0
30	Indeed.com	N	2
31	US Jobs UsJobs.gov	N	0
32	Florida Today #1 Gannett Plaza Melbourne, FL 32940 Contact: Shelton Swanson Phone: 888-986-9954 Email: sswanson@gannett.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			29

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participation in a job fair by station personnel who have substantial responsibility in the making of hiring decisions	On October 15, 2015, Business Manager represented SEU at a job fair hosted by City of Cocoa Office of Economic Development – Third Annual Cocoa Job Fair. Open Sales and Promotional Positions were presented.
2	Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;	On October 15, 2015, WLZR Program Director represented SEU at Melbourne High School – Business Academy program – 11 th grade. Educated students on how to obtain a job in broadcasting.
3	Internship Program – designed to assist members of the community to acquire skills needed for broadcast employment.	FALL 2015: Our SEU hosted student intern from Eastern Florida State College. Supervision was done by the WLZR Program Director who taught production, announcing, anchoring, and reporting.
4	Internship Program – designed to assist members of the community to acquire skills needed for broadcast employment.	Summer 2016: Our SEU hosted a student intern from the University of Florida. Supervision was done by the WLZR Program Director who taught production, announcing, anchoring, and reporting. Other employees contributed to teaching the intern, such as the Business Manager and Traffic Manager.
5	Training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	June 14, 2016: Cumulus’ Senior Vice President/General Counsel conducted an Employment Training seminar on the laws relating to Employment Discrimination. Cumulus – Melbourne attendees included its Market Manager, Business Manager, Promotions Director, and two Program Directors.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
6	Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;	On July 22, 2016, our SEU hosted Eastern Florida State College's Radio Broadcasting students, providing station tour and providing guidance on working in the media industry.