

WFLF-AM, WJRR-FM, WMGF-FM, WRUM-FM, WTKS-FM, WXXL-FM, WYGM-AM

EEO PUBLIC FILE REPORT
October 1, 2012 - September 30, 2013

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	1-3, 5-16, 18, 20-22, 24-27, 29-34	16
General Sales Manager	1-3, 5-15, 17-18, 20-21, 24-27, 29-34	9
General Sales Manager	1-3, 5-15, 17-18, 20-21, 24-27, 29-34	17
General Sales Manager	1-3, 5-15, 17-18, 20-22, 24-27, 29-35	22
General Sales Manager	1-3, 5-15, 17-18, 20-22, 24-27, 29-35	9
Account Executive	1-16, 18, 20-21, 23-34	23
Account Executive	1-16, 18, 20-21, 23-34	9
Account Executive	1-16, 18, 20-21, 23-34	9
Account Executive	1-16, 18, 20-21, 23-34	9
Account Executive	1-16, 18, 20-21, 23-34	9
Account Executive	1-16, 18, 20-21, 23-34	6
General Sales Mgr-WFLA-AM/WLOQ-FM/FL News Network	1-3, 5-15, 18, 20-21, 24-27, 29-30, 32-34	9
Morning Show Producer/Co-Host	1-3, 5-15, 18, 20-21, 24-27, 29-30, 32-34	6
Account Executive	1-3, 5-16, 18-22, 24-27, 29-30, 32-35	9
Account Executive	1-3, 5-16, 18-22, 24-27, 29-30, 32-35	9
Account Executive	1-3, 5-13, 15, 18, 20-22, 24-27, 29-35	9
Account Executive	1-3, 5-13, 15, 18, 20-22, 24-27, 29-35	22
Account Executive	1-3, 5-13, 15, 18, 20-22, 24-27, 29-35	9
Finance Operations Analyst II	1-3, 5-8, 10-13, 15-16, 18, 20-21, 25-27, 29-30, 32, 34	16

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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	African-American Chamber of Commerce: Central Florida 315 East Robinson Street Ste. 100 Orlando, Florida 32801 Phone : 407.420.4870 Email : info@blackcommerce.org Pamela Martin	N	0
2	All Access Music 28955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-6616 Email : jdenver@allaccess.com Fax : 1-310-457-8058 Joel Denver	N	0
3	Barry University 11300 NE 2nd Avenue Landon Student Union Suite 205 Miami Shores, Florida 33161 Phone : 3058994842 Email : careerservices@mail.barry.edu Igor Volkov	Y	0
4	CareerBuilder.com Not contacted by SEU 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Phone : 407-916-7800 Schanae Wright Manual Posting	N	1
5	Central FL Employment Council 450 Seminola Blvd Casselberry, Florida 32707 Phone : 407-834-4223 Email : CFEC@CFEC.org Paulette Weir	N	0
6	ClearCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.clearcareers.com Clear Channel Corporate Manual Posting	N	15

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Connecticut School of Broadcastng 5323 Millenia Lakes Blvd Ste 120 Orlando, Florida 32839 Phone : 407-704-8910 Email : Rthomas@gocsb.com Ray Thomas	N	0
8	Eastern Florida State College 3865 N Wickham Road Melbourne, Florida 32935 Phone : 321-632-1111 Email : deangelisl@easternflorida.edu Linda DeAngelis	Y	0
9	Employee Referral 2500 Maitland Center Parkway Orlando, Florida 32751 Phone : 407-916-7800 Schanae Wright Manual Posting	N	49
10	Everest University 5421 Diplomat Circle Orlando, Florida 32810 Phone : 407-628-5870 Email : AYWashington@cci.edu Ayana Washington	Y	0
11	FL Association of Broadcasters 201 South Monroe Street Ste. 201 Tallahassee, Florida 32301 Phone : 850-681-6444 Email : intern@fab.org Lindsay Varn	N	0
12	Florida A&M 100 Student Union Plaza MLK Blvd Tallahassee, Florida 32307 Phone : 850.599.3700 Email : careercenter@fam.u.edu Melony Washington	N	0

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13	Full Sail 3300 University Blvd Winter Park, Florida 32973 Phone : 4075512037 Email : hthompson@fullsail.com Tom Oberdick	N	0
14	Hillsborough Community College PO Box 31127 Tampa, Florida 33631 Phone : 813-253-7008 Email : rstannard@hccfl.edu Roger Stannard	Y	0
15	Hispanic Chamber of Commerce of Metro Orlando 315 E. Robinson St. Ste. 465 Orlando, Florida 32801 Phone : 407.428.5879 Email : info@HispanicChamber.net Diana Bolivar	N	0
16	Indeed Not contacted by SEU 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com OpenHire Source Manual Posting	N	10
17	Inside Radio PO Box 567925 Atlanta, Georgia 31156 Phone : 800-248-4242 Gene McKay Manual Posting	N	1
18	Internal Posting 2500 Maitland Center Parkway Orlando, Florida 32751 Phone : 407-916-7800 Schanae Wright Manual Posting	N	1

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19	Linkedin.com Not Contacted by SEU 2029 Stierlin Ct Mountain View, California 94043 Phone : 407-916-7800 Schanae Wright Manual Posting	N	1
20	Metropolitan Orlando Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407-841-7643 x331 Email : sminnis@cful.org Shelly Minnis	N	0
21	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
22	Non Employee Referral 2500 Maitland Center Parkway Orlando, Florida 32751 Phone : 407-916-7800 Schanae Wright Manual Posting	N	6
23	Orlando Radio Spots one or more SEU stations 2500 Maitland Center Parkway Orlando, Florida 32751 Phone : 407-916-7800 Schanae Wright Manual Posting	N	2
24	Orlando Radio Websites one or more SEU stations 2500 Maitland Center Parkway Orlando, Florida 32751 Phone : 407-916-7800 Schanae Wright Manual Posting	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	Rollins College Career Services 1000 Holt Ave Winter Park, Florida 32789 Phone : 407.646.2195 Email : kanelson@rollins.edu Kyle Nelson	N	0
26	Rollins College Crummer Graduate School of Business 1000 Holt Avenue Winter Park, Florida 32789 Phone : 407.646.2335 Email : ruschold@rollins.edu Renee Uschold	N	0
27	Seminole State College 100 Weldon Blvd Sanford, Florida 32773 Phone : 407-708-2033x2649 Url : seminolestate.edu.careers Email : careerdev@seminolestate.edu David Telleria	Y	0
28	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com OpenHire Source Manual Posting	N	1
29	Southern Tech College 1485 Florida Mall Avenue Orlando, Florida 32809 Phone : 407-323-4141 Email : speak@southernotech.edu Stacy Peek	Y	0
30	Stetson University 421 Woodland Blvd #8395 Deland, Florida 32720 Phone : 386.822.7315 Email : career@stetson.edu Annette Accorto	Y	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
31	The F.I.R.S.T School 2309 Silver Star Road Orlando, Florida 32804 Phone : 407-316-8310 Email : careerdevelopment@first.edu Kim Coley	Y	0
32	The Freeform Radio Initiative, Inc. Post Office Box 530369 Miami, Florida 33153-0369 Phone : 305 982 7233 Email : announcements@thefreeformradioinitiative.org Scott McWilliams	N	0
33	University of Central FL Career Services PO Box 160165 Orlando, Florida 32816 Phone : 407.823.3368 Email : career@mail.ucf.edu Fax : 1-407-823-5909 Genesis Rawls	N	0
34	Valencia College 1800 South Kirkman Road Orlando, Florida 32811 Phone : 407-582-1034 Email : cdiaz@valenciacollege.edu Carmen Diaz	N	0
35	Walk In/Self Referral 2500 Maitland Center Parkway Orlando, Florida 32751 Phone : 407-916-7800 Schanae Wright Manual Posting	N	4
TOTAL INTERVIEWS OVER REPORTING PERIOD:			95

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/1/2012	Establishment of an intern program designed to assist members of the community	<p>Our SEU hosted a number of interns throughout the reporting period, as described in further detail below. Interns worked closely with SEU staff to learn the “behind-the-scenes” functioning of a radio station. Interns also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.</p> <p>Fall 2012</p> <p>University of Central Florida 4 interns worked for our Sales Department from August 2012 through December 2012 and were supervised by our Director of Strategic Sales Recruitment & Development. 1 intern worked for WXXL Programming from August 2012 through December 2012 and was supervised by our WXXL Morning Drive Talent. 1 intern worked for FNN Programming from August 2012 through December 2012 and was supervised by our FNN Program Director. 1 intern worked for WMGF Promotions from August 2012 through December 2012 and was supervised by our WMGF Promotions Director</p>	1	

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2	10/1/2012	Establishment of an intern program designed to assist members of the community	<p>Fall 2012</p> <p>University of Central Florida 1 intern worked for WTKS Programming from August 2012 through November 2012 and was supervised by our WTKS Program Director</p> <p>1 intern worked for WTKS Promotions Department from August 2012 through December 2012 and were supervised by our WTKS Promotions Director.</p> <p>1 intern worked for WRUM Promotions from September 2012 through December 2012 and was supervised by our WRUM Promotions Director.</p> <p>.</p> <p>Connecticut School of Broadcasting 1 intern worked for WTKS Programming from June 2012 through October 2012 and was supervised by our WTKS Program Director.</p> <p>1 intern worked for WTKS Programming from September 2012 through December 2012 and was supervised by our WTKS Program Director</p> <p>2 interns worked for WYGM Programming from March 2012 through October 2012 and was supervised by our WYGM Producer.</p> <p>Full Sail University. 1 intern worked for WTKS Programming from August 2012 through November 2012 and was supervised by our WTKS Producer</p> <p>Valencia Community College 1 intern worked for our WXXL Promotions from August 2012 through December 2012 and was supervised by our WXXL Promotions Coordinator</p>	1	

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
3	1/1/2013	Establishment of an intern program designed to assist members of the community	<p>Our SEU hosted a number of interns throughout the reporting period, as described in further detail below. Interns worked closely with SEU staff to learn the “behind-the-scenes” functioning of a radio station. Interns also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.</p> <p>Winter/Spring 2013</p> <p>Principia College 1 intern worked for our WXXL Programming Department from December 2012 through January 2013 and was supervised our WXXL Program Director.</p> <p>University of Central Florida 2 interns worked for our Programming Department from January through April 2013. The interns were supervised by our WTKS Program Director and WFLF Morning Show Producer.</p> <p>6 interns worked for our Promotions Department from January through April 2013. The interns were supervised by our WJRR Promotions Director, WTKS Promotions Director and WXXL Promotions Director, and the WMGF Promotion Director.</p> <p>2 interns worked for our Sales Department from January 2013 through April 2013 and were supervised by our Director of Strategic Sales Recruitment & Development.</p> <p>1 intern worked for our Web Content Department from January through April 2013 and was supervised by our Webmaster/Content Manager.</p> <p>1 intern worked for our Florida News Network from January through April 2013 and was supervised by our News Director.</p>	1	

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4	1/1/2013	Establishment of an intern program designed to assist members of the community	<p>Winter/Spring 2013</p> <p>Connecticut School of Broadcasting 5 interns worked for our Programming department from October 2012 through June 2013. The interns were supervised by our WJRR Asst Program Director, WYGM On Air Talent, and WXXL Morning Talent.</p> <p>.</p> <p>Full Sail University 3 interns worked for our WTKS Programming Department from October 2012 through April 2013 and was supervised by our WTKS Producers.</p>	1	

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	5/1/2013	Establishment of an intern program designed to assist members of the community	<p>Our SEU hosted a number of interns throughout the reporting period, as described in further detail below. Interns worked closely with SEU staff to learn the “behind-the-scenes” functioning of a radio station. Interns also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.</p> <p>Summer 2013</p> <p>University of Central Florida 1 intern worked for our Programming Department from May through July 2013 and was supervised by our WMGF Promotions Director. 6 interns worked for our Promotions Department from May through August 2013. They were supervised by our WRUM Promotions Director, WTKS Promotions Director, WMGF Promotions Director, and WJRR Promotions Director. 8 interns worked for our Sales Department from May through July 2013. They were supervised by our Director of Strategic Sales Recruitment & Development. 1 intern worked for our Web Content Department from May through JULY 2013 and was supervised by our Webmaster/Content Manager. 1 intern worked for our Video Production Department from May through August 2013 and was supervised by our Webmaster/Content Manager.</p>	1	

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	5/1/2013	Establishment of an intern program designed to assist members of the community	<p>Summer 2013</p> <p>Connecticut School of Broadcasting 4 interns worked for our Programming Department from April through September 2013. They were supervised by our WRUM On Air Talent, WTKS Producers and WFLF Program Director.</p> <p>Full Sail University 2 interns worked for our WTKS Program Department from March through July 2013. They were supervised by our Morning Show Producer.</p> <p>The First School 1 intern worked for our Web Content Department from May through August 2013 and was supervised by our Web Content Director.</p> <p>University of Florida 2 interns worked for our Programming Departments from May through August 2013 and were supervised by our WXXL AND WTKS Producers.</p> <p>Valencia Community College 2 interns worked for our Programming Department from May through July 2013 and was supervised by our WTKS Producer and WFLF News Director.</p> <p>1 intern worked for our Promotions Department from April through July 2013 and was supervised by our WRUM Promotions Director.</p>	1	