

**WFLF(AM), WJRR(FM), WMGF(FM), WRUM(FM), WTKS-FM, WXXL(FM),
WYGM(AM)**

EEO PUBLIC FILE REPORT

October 1, 2011 - September 30, 2012

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
Broadcast IT Manager	1-7, 9, 11-15, 18-19, 22, 26-32, 34-35, 37	19
Account Executive	1-9, 11-15, 18, 22-23, 26-35, 37	8
General Sales Manager	1-7, 9, 11-15, 17-19, 22-23, 26-37	19
Credit Manager	1-8, 11-16, 18, 22-24, 26-35	8
Account Executive	1-8, 10-16, 18, 22-24, 26-34	8
Account Executive	1-8, 10-16, 18, 22-24, 26-34	8
Account Executive	1-8, 10-16, 18, 22-24, 26-34	8
Account Executive	1-8, 10-16, 18, 22-24, 26-34	8
Account Executive	1-8, 10-16, 18, 22-24, 26-34	8
Account Executive	1-8, 10-16, 18, 22-24, 26-34	8
Digital Program Director	1-8, 11-15, 18, 23-24, 26-35	8
Account Executive	1-8, 11-16, 18-29, 31-36	36
Account Executive	1-8, 11-16, 18-29, 31-36	16
Account Executive	1-8, 11-16, 18-29, 31-36	36
Account Executive	1-8, 11-16, 18-29, 31-36	8
Accounts Receivable Specialist	1-8, 11-16, 18-24, 26-29, 31-36	16
Account Executive	1-9, 11-16, 18-36	8
Account Executive	1-9, 11-16, 18-36	36

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 Fax : 1--- 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 Fax : 1--- Igor Volkov	Y	0
4	Brevard Community College 3865 N Wickham Road Melbourne, Florida 32935 Phone : 321-632-1111 Email : deangelisl@brevardcc.edu Fax : 1--- Linda DeAngelis	Y	0
5	Central FL Employment Council 450 Seminola Blvd Casselberry, Florida 32707 Phone : 407-834-4223 Email : CFEC@CFEC.org Fax : 1--- Paulette Weir	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Phone : Url : www.clearcareers.com Email : Fax : Manual posting Career Services	N	36
7	Connecticut School of Broadcastng 5323 Millenia Lakes Blvd Ste 120 Orlando, Florida 32839 Phone : 407-704-8910 Email : Rthomas@gocsb.com Fax : 1--- Ray Thomas	N	0
8	Employee Referral 2500 Maitland Center Parkway Orlando, Florida 32751 Phone : 407-916-7800 Email : Fax : Manual posting Schanae Wright	N	22
9	Everest University 5421 Diplomat Circle Orlando, Florida 32810 Phone : 407-628-5870 Email : AYWashington@cci.edu Fax : 1--- Ayana Washington	Y	0
10	Findtherightjob.com Not contacted by SEU 2500 Maitland Center Parkway Maitland, Florida 32751 Phone : 407-916-7800 Email : Fax : Schanae Wright	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	FL Association of Broadcasters 201 South Monroe Street Ste. 201 Tallahassee, Florida 32301 Phone : 850-681-6444 Email : intern@fab.org Fax : 1--- Lindsay Varn	N	0
12	Florida A&M 100 Student Union Plaza MLK Blvd Tallahassee, Florida 32307 Phone : 850.599.3700 Email : careercenter@famu.edu Fax : 1--- Melony Washington	N	0
13	Full Sail 3300 University Blvd Winter Park, Florida 32973 Phone : 4075512037 Email : hthompson@fullsail.com Fax : 1--- Tom Oberdick	N	0
14	Hillsborough Community College PO Box 31127 Tampa, Florida 33631 Phone : 813-253-7008 Email : rshearer@hccfl.edu Fax : 1--- 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 Fax : 1--- Diana Bolivar	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Indeed.com Not contacted by SEU 2500 Maitland Center Parkway Orlando, Florida Phone : 407-916-7800 Url : www.indeed.com Email : Fax : Manual posting Career Services	N	10
17	Inside Radio PO Box 567925 Atlanta, Georgia 31156 Phone : 800-248-4242 Email : Fax : Manual posting Gene McKay	N	0
18	Internal Posting 2500 Maitland Center Parkway Orlando, Florida 32751 Phone : 407-916-7800 Email : Fax : Manual posting Schanae Wright	N	5
19	Internal Transfer/Promotion 2500 Maitland Center Parkway Maitland, Florida 32751 Phone : 407-916-7800 Email : Fax : Manual posting Schanae Wright	N	2
20	Jobfox.com Not contacted by SEU 7926 Jones Branch Drive Suite 1100 McLean, Virginia 22102 Phone : 407-916-7800 Email : Fax : Manual posting Schanae Wright	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
21	LinkedIn.com Not Contacted by SEU 2029 Stierlin Ct Mountain View, California 94043 Phone : 407-916-7800 Email : Fax : Manual posting Schanae Wright	N	0
22	Metropolitan Orlando Urban League 2804 Belco Drive Orlando, Florida 32808 Phone : 407-841-7643 x331 Email : sminnis@cful.org Fax : 1--- Shelly Minnis	N	0
23	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Fax : 1--- Scott Russell	N	0
24	Non Employee Referral 2500 Maitland Center Parkway Orlando, Florida 32751 Phone : 407-916-7800 Email : Fax : Manual posting Schanae Wright	N	8
25	Orlando Radio Spots one or more SEU stations 2500 Maitland Center Parkway Orlando, Florida 32751 Phone : 407-916-7800 Email : Fax : Manual posting Schanae Wright	N	1

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Orlando Radio Websites one or more SEU stations 2500 Maitland Center Parkway Orlando, Florida 32751 Phone : 407-916-7800 Email : Fax : Manual posting Schanae Wright	N	7
27	Rollins College Career Services 1000 Holt Ave Winter Park, Florida 32789 Phone : 407.646.2195 Email : jjacoby@rollins.edu Fax : 1--- Jennifer Jacoby	N	0
28	Rollins College Crummer Graduate School of Business 1000 Holt Avenue Winter Park, Florida 32789 Phone : 407.646.2335 Email : ruschold@rollins.edu Fax : 1--- Renee Uschold	N	0
29	Seminole State College 100 Weldon Blvd Sanford, Florida 32773 Phone : 407-708-2033x2649 Url : seminolestate.edu.careers Email : careerdev@seminolestate.edu Fax : 1--- David Telleria	Y	0
30	Southern Tech College 1485 Florida Mall Avenue Orlando, Florida 32809 Phone : 407-323-4141 Email : speak@southerntech.edu Fax : 1--- Stacy Peek	Y	0

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31	Stetson University 421 Woodland Blvd #8395 Deland, Florida 32720 Phone : 386.822.7315 Email : career@stetson.edu Fax : 1--- Annette Accorto	Y	0
32	The F.I.R.S.T School 2309 Silver Star Road Orlando, Florida 32804 Phone : 407-316-8310 Email : brookewinfrey@startatfirst.com Fax : 1--- Brooke Winfrey	Y	0
33	The Freeform Radio Initiative, Inc. Post Office Box 530369 Miami, Florida 33153-0369 Phone : 305 982 7233 Email : announcements@thefreeformradioinitiative.org Fax : 1--- Scott McWilliams	N	0
34	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
35	Valencia College 1800 South Kirkman Road Orlando, Florida 32811 Phone : 407-582-1034 Email : cdiaz@valenciacollege.edu Fax : 1--- Carmen Diaz	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
36	Walk In/Self Referral 2500 Maitland Center Parkway Orlando, Florida 32751 Phone : 407-916-7800 Email : Fax : Manual posting Schanae Wright	N	4
37	Workforce Central Fl/One Stop 707 Mendham Orlando, Florida 32825 Phone : 407.705.1555 Email : jstonebraker@wcfla.com Fax : 1--- Jack Stonebraker	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			98

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/1/2011	Establishment of an intern program designed to assist members of the community	<p>BRIEF DESCRIPTION OF ACTIVITY</p> <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 2011</p> <p>University of Central Florida</p> <ul style="list-style-type: none"> • 5 interns worked for our Sales Department from August 2011 through December 2011 and were supervised by our Director of Strategic Sales Recruitment & Development. • 1 intern worked for WXXL Programming from August 2011 through December 2011 and was supervised by our WXXL Morning Drive Talent. • 2 interns worked for WXXL Promotions from August 2011 through December 2011 and were supervised by our WXXL Promotions Director. • 1 intern worked for WTKS Programming from May 2011 through December 2011 and was supervised by our WTKS Program Director • 2 interns worked for WTKS Promotions Department from August 2011 through December 2011 and were supervised by our WTKS Promotions Director. • 1 intern worked for WRUM Promotions from August 2011 through December 2011 and was supervised by our WRUM Promotions Director. <p>Connecticut School of Broadcasting</p> <ul style="list-style-type: none"> • 5 interns worked for WTKS Programming from July 2011 through December 2011 and were supervised by our WTKS Program Director 	1	See Description

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2	10/19/2011	Participation in events or programs sponsored by educational institutions	University of Central Florida Marketing and Sales Class presentation by the General Dales Manager. She distributed internship and employment opportunity information to the class.	1	General Sales Manager
3	10/31/2011	Participation in events or programs sponsored by educational institutions	Josh Egolf, Promotion Manager, attended the University of Central Florida Intern Pursuit event at UCF. Interns met with employers offering internships to discuss the various opportunities and requirements.	1	Promotion Manager

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	1/2/2012	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>Winter/Spring 2012 University of Central Florida</p> <ul style="list-style-type: none"> • 3 interns worked for our Programming Department from January through April 2012. The interns were supervised by our WTKS/WFLF Program Director. • 6 interns worked for our Promotions Department from January through April 2012. The interns were supervised by our WJRR Promotions Director, WTKS Promotions Director, WXXL Promotions Director, and WMGF Promotion Director • 8 interns worked for our Sales Department from January through April and May 2012 and were supervised by our Director of Strategic Sales Recruitment & Development. <p>Connecticut School of Broadcasting</p> <ul style="list-style-type: none"> • 6 interns worked for our Programming department from January through April and May 2012. The interns were supervised by our WFLF/WTKS Program Director. <p>Full Sail University</p> <ul style="list-style-type: none"> • 1 intern worked for our Programming Department from December 2011 through March 2012 and was supervised by our WFLF/WTKS Program Director. <p>Rollins College</p> <ul style="list-style-type: none"> • 1 intern worked for our Programming Department from January through May 2012 and was supervised 	1	See Description

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	1/2/2012	Establishment of an Participation in events or programs sponsored by educational institutions	Our SFII hosted a number of interns University of Central Florida Marketing and Sales Class presentation by the General Sales Manager. She distributed internship and employment opportunity information to the class.	1	See Description General Sales Manager
5	3/1/2012			1	

III. RECRUITMENT INITIATIVES

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5	5/1/2012	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>Summer 2012</p> <p>University of Central Florida</p> <ul style="list-style-type: none"> • 1 intern worked for our Video Production Department from May through August 2012 and was supervised by our Video Production Manager. • 8 interns worked for our Promotions Department from May through August 2012. They were supervised by our WMGF Promotions Director, WTKS Promotions Director, WXXL Promotions Director, WJRR Promotions Director, WRUM Promotions Director, and WYGM Program Director. • 1 intern worked for our Sales Department from May through July 2012 and was supervised by our Director of Strategic Sales Recruitment & Development. <p>Connecticut School of Broadcasting</p> <ul style="list-style-type: none"> • 3 interns worked for our Programming Department March, May and June through August and September 2012. They were supervised by our WFLF/ WTKS and WYGM Program Directors. <p>Auburn University</p> <ul style="list-style-type: none"> • 1 intern worked for our Sales Department from May through July 2012 and was supervised by our Director of Strategic Sales Recruitment & Development. <p>Pellissippi College</p>	1	See Description

III. RECRUITMENT INITIATIVES

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5	5/1/2012	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>Summer 2012 University of Central Florida</p> <ul style="list-style-type: none"> • 1 intern worked for our Video Production Department from May through August 2012 and was supervised by our Video Production Manager. • 8 interns worked for our Promotions Department from May through August 2012. They were supervised by our WMGF Promotions Director, WTKS Promotions Director, WXXL Promotions Director, WJRR Promotions Director, WRUM Promotions Director, and WYGM Program Director. • 1 intern worked for our Sales Department from May through July 2012 and was supervised by our Director of Strategic Sales Recruitment & Development. <p>Connecticut School of Broadcasting</p> <ul style="list-style-type: none"> • 3 interns worked for our Programming Department March, May and June through August and September 2012. They were supervised by our WFLF/ WTKS and WYGM Program Directors. <p>Auburn University</p> <ul style="list-style-type: none"> • 1 intern worked for our Sales Department from May through July 2012 and was supervised by our Director 	1	See Description