

**WSBH FM, LLC**  
**EEO PUBLIC FILE REPORT**  
 October 1, 2012 - September 30, 2013

**I. FULL TIME VACANCIES FILLED DURING PAST YEAR**

<b>1. Job Title:</b> Account Executive	<b>Date Filled:</b> 01/04/13
<b>2. Job Title:</b> Account Executive	<b>Date Filled:</b> 01/07/13
<b>3. Job Title:</b> Account Executive	<b>Date Filled:</b> 02/25/13
<b>4. Job Title:</b> Account Executive	<b>Date Filled:</b> 04/25/13
<b>5. Job Title:</b> Account Executive	<b>Date Filled:</b> 05/06/13

**II. RECRUITMENT/REFERRAL SOURCES ("RS") USED TO SEEK CANDIDATES FOR EACH VACANCY**

<b>1. Job Title:</b> Account Executive	<b>Source</b> 1-10, 13-18	<b>Referred Person Hired?</b> 5
<b>2. Job Title:</b> Account Executive	<b>Source</b> 1-10, 13-18	<b>Referred Person Hired?</b> 1
<b>3. Job Title:</b> Account Executive	<b>Source</b> 1-10, 13-18	<b>Referred Person Hired?</b> 16
<b>4. Job Title:</b> Account Executive	<b>Source</b> 1-10, 13-18	<b>Referred Person Hired?</b> 16
<b>5. Job Title:</b> Account Executive	<b>Source</b> 1-5, 7-9, 13, 15-17	<b>Referred Person Hired?</b> 17

Total Number of Persons Interviewed For All Full-Time Vacancies Filled  
 During the Past Year (this will be a raw number)

17

**II. RECRUITMENT SOURCE ("RS")**

Company	Contact	Phone	Source Entitled to Vacancy Notice?	Number of Interviewees From this Source
1 All Access Music Group 28955 Pacific Coast Highway, Ste 210-5 Malibu, CA 90265	www.allaccess.com	310-457-6616	N	1
2 Bethune-Cookman College 640 Mary McLeod Bethune Blvd. Daytona Beach, FL 32114	Davita Bonner bonnerd@cookman.edu	386-481-2140	N	
3 Brevard Community College 3865 N. Wickham Rd. Melbourne, FL 32935	Linda DeAngelis deangelisl@brevardcc.edu	321-632-1111	N	
4 CT School of Broadcasting 3450 Northlake Blvd., Ste 110 Palm Beach Gardens, FL 33403	Jim York csbpalmbeach@gocsb.com	561-847-4126	N	
5 Craigslist	www.craigslist.com		N	9

6	<b>Florida Association of Broadcasters, Inc.</b> 201 S. Monroe St., Ste 201 Tallahassee, FL 32301	Lindsay Varn lvarn@fab.org	850-681-6444	N	
7	<b>Florida Atlantic University - JU 311</b> 500 NW California Blvd. Port St. Lucie, FL 34986	careeraction@fau.edu	772-873-3443	N	
8	<b>Florida Institute of Technology</b> 150 W. University Blvd. Melbourne, FL 32901	Donna Gaynor dgaynor@fit.edu	321-674-8102	N	
9	<b>National Lesbian &amp; Gay Journalists Assoc.</b> 1420 K Street NW, Ste 910 Washington, DC 20005	info@nljja.org	202-588-9888	N	
10	<b>Native American Journalists Assoc.</b> University of Oklahoma, Gaylord College 395 W. Lindsey St. Norman, OK 73019	Jeff Harjo jharjo@ou.edu	405-325-1649	N	
11	<b>Omit</b>				
12	<b>Omit</b>				
13	<b>University of Central Florida</b> PO Box 160165 Orlando, FL 32816	Valda Ramdial csrecruit@ucf.edu	407-823-2361	N	
14	<b>University of Florida</b> College of Journalism & Communication PO Box 118400 Gainesville, FL 32611	Samantha Rist samantharist@crc.ufl.edu	352-392-5698	N	
15	<b>Company website</b>	www.beach985.com		N	1
16	<b>Referral</b>			N	3
17	<b>Unsolicited/Walk-ins</b>			N	2
18	<b>On-air announcements</b>	WSBH FM 98.5		N	1
19	<b>Careerbuilders.com</b>			N	

Total Interviewees Over Reporting Period

OUTREACH ACTIVITIES

Date	Name of Activity
Ongoing	Internship Program - The company offers internship opportunities in programming and promotions. The internships are for a semester long period and are offered throughout the year. The Program Director coordinates the intership program and oversees the intern's progress.
Ongoing	The company regularly lists job vacancies on All Access' job bank ( <a href="http://www.allaccess.com">www.allaccess.com</a> ) which is designed to inform the public of the career opportunities available in the broadcasting industry. All Access is the web's largest radio and music industry community.
8/29/13	A training session was held with Management level staff on the FCC EEO rules and radio station policies relating to the same, including the posting, recruiting, interviewing, and hiring process to ensure equal opportunity employment and diversity and prevent discrimination.