

WFTW (AM) WKSM(FM)/WNCV(FM)/WYZB(FM)/WZNS(FM)

EEO PUBLIC FILE REPORT

October 1, 2012 thru 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
Sales Representative	1 thru 26	2
Sales Representative	1 thru 26	9
Sales Representative	1 thru 26	2
Sales Representative	1 thru 26	9
Sales Representative	1 thru 26	25
Sales Assistant	1-3,5-23,26	9
Administrative Assistant	1-3,5-23,26	1

**Total No. of Interviewees during the
reporting period**

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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RS No.	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
1	Jobs Plus 409 Racetrack Rd Ft Walton Beach, FL 32547 gleysath@jobsplus02.com	N	7
2	www.cumulus.com	N	4
3	Inside Radio Classifieds (e-mail and website) insideradio.com 365 Union Street Littleton, NH 03561 (800) 640-8852	N	
4	Radio ads on all SEU stations including Streaming	N	5
5	American Business Women's Assoc Emerlad Coast Chapter #1579 P O Box 731 Ft Walton Beach, FL 32549 (850) 864-7697	N	
6	African American Heritage Society James M James, Exec dir 200 East Church Street Pensacola, FL 32502 (850) 469-1299	N	
7	Eglin AFB Military Spouse Advancement Initiative Family Support Center 502 Van Matre Avenue Eglin AFB, FL 32542 (850) 882-3097	N	
8	FL Association of Broadcasters 201 South Monroe Street Suite 201 Tallahassee, FL 32301 (850) 681-6444 www.fab.org	N	
9	Word-of-Mouth Referral	N	10
10	Walk-in/Self Referral	N	
11	Hurlburt AFB Military Spouse Career Advancement Family Support Center 220 Lukasik Avenue Hurlburt AFB, 32544 (850) 884-2600	N	
12	FAMU	N	

	Career Center Student Union Plaza MLK Blvd Suite 118 Tallahassee, FL 32307	
13	Jr League of the Emerald Coast 12 SE Miracle Strip Parkway Ft Walton Beach, FL 32548 (850) 862-2665 info@jlec.org	N
14	NAACP/Ft Walton Beach Chapter Attn: Sabu Williams P O Box 58 Ft Walton Beach, FL 32549	N
15	Northwest FL State College Career Resource Center 100 East College Blvd Niceville, FL 32578	N
16	The Society for Human Resource Mgmt Emerald Coast Chapter #459 P O Box 5579 Ft Walton Beach, FL 32549 info@shrm-emeraldcoast.org	N
17	Troy University Career Opportunities 81 SE Beal Parkway Ft Walton Beach, FL 32548 www.campusrecruiter.com/troy/	N
18	University of W FL/Emerald Coast Career Opportunities 1170 Martin Luther King Blvd Ft Walton Beach, FL 32 32547 (850) 833-3743	N
19	Ohio Center for Broadcasting-Columbus 5330 East Main Street Suite 200 Columbus, OH 43213 Gary James (614) 245-0555 gary@beonair.com	Y
20	allaccess.com	N
21	www.mediajobsandmore.com	N
22	IL Center for Broadcasting 455 Eisenhower Lane Ste 200 Lombard, IL 60148 Dave Cogozzo, Dir of Placement (630) 916-1700 ext 3114	Y
23	www.mediarecruiter.com	N
24	LinkedIn	N
25	Indeed.com	N

Florida State University/College of Business
Dir of Internships and Career Services
Rovetta Business Bldg, Rm 327
821 Academic Way
P O Box 3061110
Tallahassee, FL 32306
www.career.fsu.edu/recruit/



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RECRUITMENT INITIATIVES

**Type of Recruitment Initiative
(Menu Selection)**

Brief Description of Activity

On going education of EEO Guidelines

Issues and concerns are addressed periodically during the weekly scheduled Business Managers' conference calls, in addition to instructions and guidelines received from the corp Director of Talent Recruitment/Development and Corp EEO specialists including but not limited to information and alerts posted to the Cumulus Sharepoint site

Internship Program

Our SEU conducts an on-going internship program aimed at individuals over the age of 18 pursuing a career in broadcasting/broadcasting technology marketing, journalism and related fields. We recruit interns by disseminating information to area high school and college guidance counselors. Interns spend at least eight weeks at the SEU making promotional appearances, assisting with off-site promotions, performing board operation duties, assist and receive hands on instruction from the Chief Engineer as well as performing limited tasks related to the business and sales departments. During this reporting period, SEU hosted a total of 3 interns
Entire Reporting Period one intern Americans with Disabilities one intern
Summer/Fall 2013 two interns from Okaloosa County Collegiate High School

FWB Chamber Business After Hours

Held May 29, 2013 from 5:30-7PM, SEU hosted a Business After Hours and Open House Partnering with the Fort Walton Beach Chamber of Commerce, this event was advertised in the Chamber's publication, Coastlines as well as on-line and thru direct mail. All sales department members as well as Managers from the Programming, General and Administrative Departments were on hand to distribute literature, conduct tours and explain employment opportunities available at all levels. Those attending were encouraged to complete applications while present or if they preferred on line .

Hosting a Job fair

Joined with Northwest Florida State College to host a Job Fair on the college campus on March 20,2013. As the sole media representative for the Job Fair, applicants were invited to view a short power point presentation. SEU VP of Sales, and Key Account Manager were on hand throughout the day to provide pertinent information regarding employment opportunities. Event was supported by a radio advertising schedule and Public Service announcements on all stations.