

**WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ****EEO PUBLIC FILE REPORT****October 1, 2018 - September 30, 2019****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
On Air Talent	1-5, 7-14, 18-20, 22-24, 26	14
Outside Account Executive	1-5, 7-14, 17-20, 22-24, 26	17
Sales Assistant	1-5, 7-15, 18-24, 26	15
Administrative Support	1-14, 16, 18-24, 26	6
Promotion Events Planner	1-5, 7-14, 16, 18-24, 26	16
Outside Sales	1-5, 7-15, 18-26	25
Sales Assistant	1-5, 7-14, 16, 18-24, 26	16
Outside Account Executive	1-5, 7-9, 11-15, 17-24, 26	15

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	All Access Music 28955 Pacific Coast Highway Malibu, California Phone : 310-457-8058 Email : jdenver@allaccess.com Joel Denver	N	0
2	Bethune Cookman College Career Planning 640 Dr. Mary McLeod Bethune Rd Boytona Beach, Florida 32114 Phone : 386-481-2143 Url : www.bethune.cookman.edu Email : bonnerd@cookman.edu Fax : 1-386-481-2139 Davita Bonner	N	0
3	Career Source of SW Florida-Ft Myers 4150 Ford Street Extension Ft Myers, Florida 33916 Phone : 239-931-8200x1220 Email : mcrawford@careersourcesouthwestflorida.com Martha Crawford	N	0
4	Career Source Southwest Florida Naples Jobs 4150 Ford Street Extension Ft Myers, Florida 33916 Phone : 239.931.8200 x.1220 Email : bbarger@careersourcesouthwestflorida.com Beth Barger	N	0
5	Craig's List Ft Myers/SW Florida P.O. Box 225159 San Francisco, California 94122 Url : https://fortmyers.craigslis.org/ Career Services Manual Posting	N	0
6	Employee Referral	N	1
7	Florida A&M University Placement Office P.O. Box 14 Tallahassee, Florida 32073 Phone : 850-599-3496 Email : careercenter@fam.u.edu Christopher Anderson	N	0

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8	Florida Association of Broadcasters Job Bank 201 S. Monroe Street Tallahassee, Florida 32301 Phone : 850-825-5322 Url : www.fab.org Email : intern@fab.org Lindsay Varn	N	0
9	Florida Gulf Coast University Career Development Services 10501 FGCU Blvd Ft. Myers, Florida 33965 Phone : 239-590-7833 Url : studentservices.fgcu.edu/careers Email : aparke@fgcu.edu Amanda Parke	N	0
10	Florida Memorial University 15800 NW 42nd Avenue Miami, Florida 33054 Phone : 305-626-3600 Email : ajackson@fmuniv.edu Athena Jackson	N	0
11	Florida Southwestern College Career Placement Center P.O. Box 06210 Ft. Myers, Florida 33906 Phone : 941-637-5693 Email : pschollard@fsw.edu Paul Schollard	N	0
12	Goodwill Job Link Center 2325 Tamiami Trail Port Charlotte, Florida 33952 Phone : 941-255-3884 Email : sabreniamorgan@goodwillswfl.org Fax : 1-941-255-3884 Sabrenia Morgan	Y	0
13	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	2

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14	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	2
15	Indeed.com - Not Directly Contacted by SEU	N	6
16	Internal Posting	N	3
17	LinkedIn - Not Directly Contacted by SEU	N	2
18	On-Air Announcements ( one or more SEU stations) 13320 Metro Parkway Ft Myers, Florida 33966 Phone : 239-225-4442 Rhonda Richey Manual Posting	N	1
19	Southern Technical College Placement Office 1685 Medical Lane, Suite 200 Ft. Myers, Florida 33907 Phone : 239-939-4766x226 Email : <a href="mailto:cacevedo@southernstech.edu">cacevedo@southernstech.edu</a> Christy Acevedo	N	0
20	Station Website (navigation link to corporate careers website) 13320 Metro Parkway Ft. Myers, Florida 33966 Phone : 239-225-4442 Rhonda Richey	N	0
21	SW Florida Hispanic Chamber of Commerce Career Placement Center 3343 Palm Beach Blvd Ft. Myers, Florida 33916 Phone : 239-418-1441 Email : <a href="mailto:hispanicchamberflorida@gmail.com">hispanicchamberflorida@gmail.com</a> Veronica Culbertson	N	0
22	The News Press 2442 Dr. Martin Luther King Jr. Blvd. Ft. Myers, Florida 33901 Phone : 239-335-0335 Career Services Manual Posting	N	0

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23	University of Central Florida Career Resource Center Adm. Building, Room 124 Orlando, Florida 32816 Phone : 407-823-3368 Email : career@mail.ucf.edu Fax : 1-407-823-5909 Genesis Rawls	N	0
24	University of Florida College of Journalism & Communication 1080 Weimer Hall / P.O. Box 118400 Gainesville, Florida 32611 Phone : 352-392-0466 Email : KGraham@jou.ufl.edu Fax : 1-352-845-2484 Katrice Graham	N	0
25	Unknown (source not adequately identified upon inquiry by SEU)	N	1
26	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>18</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	1/8/2019	Participation in events sponsored by community groups	On January 8, 2019, our SEU hosted The Junior Leadership Charlotte, Class of 2019 for a station tour. Attendees were provided with information about job opportunities in broadcasting and learned about the skills needed to work as on-air talent.	4	GENERAL SALES MANAGER ON-AIR TALENT ON-AIR TALENT ON-AIRE TLAENT
2	1/15/2019	Participation in events sponsored by community groups	On January 15, 2019, our SEU hosted the Junior Leadership Charlotte group for a station tour. Attendees were provided with information about job opportunities in broadcasting and learned about the skills needed to succeed in various broadcast positions	4	GENERAL SALES MANAGER ON-AIR TALENT ON-AIR TALENT ON-AIR TALENT
3	2/26/2019	Participation in events sponsored by community groups	Our SEU participated in the Cape Coral Junior League's Career Day event in Fort Myers, FL. Station participants included our Market President, Promotions and Operations Managers, who took the opportunity to answer the students questions about careers in radio, discussed internship and employment opportunities.	4	OPERATIONS MANAGER MARKET PRESIDENT PROMOTIONS DIRECTOR PROGRAM DIRECTOR
4	3/11/2019	Establishment of a mentoring program	During December 18-March 19, our SEU's Account Executive, Acting NTR Director and Operations Manager worked to train a FT Sales Assistant in skills needed for career advancement. The training focused on scheduling radio remotes, communicating on-air giveaways and handling events.	3	MARET PRESIDENT Operations Manger EXECUTIVE ASSISTANT
5	3/21/2019	Participation in Job Fairs	Our SEU participated in the Career Fair at the Florida Southwestern State College in Fort Myers, FL. Station participants included our Senior Account Executive and Promotions Director, who discussed careers in radio with attendees, accepted resumes, discussed internship and employment opportunities.	3	PROMOTIONS DIRECTOR SENIOR ACCOUNT EXECUTIVE EXECUTIVE ASSISTANT

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6	7/8/2019	Participation in events sponsored by community groups	Our SEU hosted members of the Immokalee Boys and Girls Club for a job shadow. Our Operations Manager, Program Director and On-Air Talent. The station participants held a Q+A session for the members, and after touring the facility, they joined the On-Air talent in the studio to do some "behind-the-scenes" tasks and even recorded breaks.	15	On-Air Talent Operations Manger Program Director
7	7/10/2019	Establishment of a mentoring program	During June-July 2019, our SEU's Full Time Sales Assistant worked with a PT Promotions Assistant at the station(s) to mentor her in skills needed for a career in radio sales, including processing orders, entering copy, completing weekly sales reports, and confirming orders. The program included Salesforce, Viero, iHM PPO and regular in person hands on training.	3	EXECUTIVE ASSISTANT MARKET PRESIDENT SALES ASSISTANT
8	8/6/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted the winners of the Dunkin Donuts Scholarship for a station tour. Station participants included our Promotions Director, On-Air Talent and MP's Executive Assistant. Our team members guided the winners through our station facilities for a "behind-the-scenes" look at broadcast operations, including allowing each of the winners to records promos and introduce the next song live.	15	EXECUTIVE ASSISTANT ON-AIR TALENT DUNKIN MANAGER INTEGRATED MARKETING PROMOTIONS DIRECTOR
9	9/2/2019	Establishment of a mentoring program	During May-September 2019 our SEU's On-Air Talent & Program Director worked with a Part Time Board-Operator at the station(s) to mentor him in Nexgen/IHM PPO SYSTEM/Performing the role of On-Air talent as well as making sure commercials run and are logged correctly. The program included hands on operations, weekly, in person, "shadow" days, etc. and, was focused on maximizing the Part Time Board-Operator's career development potential.	4	SALES MANAGER MARKET PRESIDENT OPERATIONS MANGER