

**WBZE(FM), WGLF(FM), WHBT(AM), WHBX(FM) and WWLD(FM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 – September 30, 2016**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sales Representative	7-11, 16-17, 20, 24-27, 30-31, 33-34, 36-38	10
Sales Representative	7-11, 16-17, 20, 24-27, 30-31, 33-34, 36-38	32
Promotions Director	7-11, 16-17, 20, 24-27, 30-31, 33-34, 36-38	31
Continuity Coordinator	7-11, 16-17, 20, 24-27, 30-31, 33-34, 36-38	33

**WBZE(FM), WGLF(FM), WHBT(AM), WHBX(FM) and WWLD(FM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 – September 30, 2016**

**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	<b>Tallahassee Democrat</b> 277 N. Magnolia Tallahassee, FL 32301 Contact: Classified Dept. (850) 599-2342	N	0
2	<a href="http://www.Careerbuilder.com">www.Careerbuilder.com</a>	N	0
3	<b>Briarwood Neighborhood Network Center</b> Contact: Shola Touissant (850) 219-0432 (f)	Y	0
4	<b>Allaccess.com</b> 28955 Pacific Coast Hwy., Ste 210-5 Malibu, CA 90265 Contact: Recruitment Director (310) 457-6616/(310) 457 8058	N	0
5	<b>Insideradio.com</b> Contact: Kelli Grisez (615) 220-0442	N	0
6	<b>Tallahassee Branch, NAACP</b> P.O. Box 5892 Tallahassee, FL 32314 Contact: Anita Davis (850) 574- 3075	N	0
7	<b>Florida State University Public Broadcast Center</b> 1600 Red Barber Plaza Tallahassee, FL 31310 Contact: Mari Ann Yeager (850) 644-3871	N	0
8	<b>Florida A&amp;M University Career Center</b> FAMU Campus Tallahassee, FL 32399 Contact: Recruitment Officer (850) 599-3700	N	0
9	<b>Former Employee (Re-hire)</b>	N	0
10	<b>Walk-in/Self-Referral</b>	N	1
11	<b>Word-of-Mouth Referral</b>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	<b>Capital Area Community Action Agency</b> Contact: Anita Morrell (850) 942-2090 (f)	Y	0
13	<b>Leon County Schools</b> 2757 West Pensacola Street Tallahassee, FL 32304 Contact: Recruitment Rep. (850) 487-7651	N	0
14	<b>Workforce Plus</b> ( <i>formerly State of Florida Job Services</i> ) 2525 S. Monroe Street, #3A Tallahassee, FL 32301 (850) 413-0315 (p)/ (850) 922-6747 (f)	N	0
15	<b>Capital Outlook</b> 225 E Jennings Street Tallahassee, FL 32310 (850) 681-1852(p) (850) 681-1093 (f)	N	0
16	<b>Station Website Postings</b> ( <i>one or more SEU Stations</i> )	N	0
17	<b>On-Air Announcements</b> ( <i>all SEU stations</i> )	N	1
18	<b>Open Houses</b> ( <i>see Section III</i> )	N	0
19	<b>Florida Association of Broadcasters</b> 800 N. Calhoun Street Tallahassee, FL 32303 Contact: Tiffany Hall/thall@fab.org (850) 681-6444	N	0
20	<b>Florida State University Career Center</b> University Center, 4 <sup>th</sup> Level Tallahassee, FL 32303 Fax: (850) 644-3273	N	0
21	<b>Tallahassee Urban League</b> 923 Old Bainbridge Road Tallahassee, FL 32303 Contact: Stella Ward (850) 222-6111	N	0
22	<b>National Association of Broadcasters</b> 1771 N Street, W Washington, DC 20036 Contact: Karen Hunter (202) 429-5300	N	0
23	<b>American Classifieds</b> 2441 Monticello Drive Tallahassee, FL 32301	N	0
24	<b>Internship Program</b> ( <i>see Section III</i> )	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	<b>Florida A&amp;M University Sales Media Institute</b> 510 Orr Drive, Suite 4003 Tallahassee, FL 32307 Contact: James E Hawkins, Ph.D. (850) 599-3379	N	0
26	<b>Job Fair</b>	N	0
27	<b>Internal Transfer/Promotion</b>	N	0
28	<b>Mediarecruiter.com</b> 20456 Orchard Place Centennial, CO 80016 (303) 400-5150	N	0
29	<b>Craigslist</b> Tallahassee, FL www.Craigslist.com	N	0
30	<b>Ohio Center for Broadcasting</b> 9000 Sweet Valley Drive Valley View, OH Gary James Gary@beonair.com	Y	0
31	<b>Station Employee Referral</b>	N	6
32	<a href="http://www.Hrmdirect.com">www.Hrmdirect.com</a>	N	5
33	<a href="http://www.Indeed.com">www.Indeed.com</a>	N	9
34	<b>Tallahassee Community College Career Center</b> 444 Appleyard Dr, Tallahassee, FL 32304 850-201-6200 www.fl.tcc.edu	N	0
35	<b>ServiceSource</b> 2325 Hansen Ct Tallahassee, FL 32301 850-445-9884 Tonya.payne@servicesource.org	Y	0
36	<a href="http://www.simplyhired.com">www.simplyhired.com</a>	N	0
37	<a href="http://www.glassdoor.com">www.glassdoor.com</a>	N	0
38	<a href="http://www.linkup.com">www.linkup.com</a>	N	0
	<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>		22

**WBZE(FM), WGLF(FM), WHBT(AM), WHBX(FM) and WWLD(FM)**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2015 – September 30, 2016**

**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Training program designed to enable station personnel to acquire skills to qualify for higher-level positions	Our SEU's Programming Department conducts an on-going training program that is designed to offer current part-time staff members the opportunity to acquire skills necessary to attain a full-time on-air position. Participating part-time staff members shadow on-air personalities and programming managers and are also offered the opportunity to participate in training seminars.
2	Internship Program	<p>Our SEU hosts an on-going Internship Program. Internships are structured on a semester basis, and allow communications students the opportunity to obtain practical experience in our Programming, Production, Promotions, Sales, Business and Traffic departments.</p> <p>During this reporting period, our SEU hosted 5 interns who were supervised by our Programming, Sales and Promotions Departments: 4 from Florida A&amp; M University; and 1 from Florida State University</p>
3	Participate and Promote Job Fair	On September 29, 2016, our SEU participated in a Job Fair hosted by Florida State University. SEU representatives attended this event and talked to attendees about career and internship opportunities in the radio/broadcasting industry and collected resumes and applications. SEU participants included our Assistant Business Manager, Promotions Director and three Sales Representatives. Our SEU promoted this event on all SEU stations.