

WBZE(FM), WGLF(FM), WHBT(AM), WHBX(FM) and WWLD(FM)
EEO PUBLIC FILE REPORT
October 1, 2016 – September 30, 2017

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	7-11, 16-17, 20, 24-27, 30-31, 33-34, 36-38	33
Sales Assistant	7-11, 16-17, 20, 24-27, 30-31, 33-34, 36-38	31
Chief Engineer	7-11, 16-17, 20, 24-27, 30-31, 33-34, 36-38	31
Local Sales Manager	7-11, 16-17, 20, 24-27, 30-31, 33-34, 36-38	16

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Capital Area Community Action Agency Contact: Anita Morrell (850) 942-2090 (f)	Y	0
13	Leon County Schools 2757 West Pensacola Street Tallahassee, FL 32304 Contact: Recruitment Rep. (850) 487-7651	N	0
14	Workforce Plus (<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	Capital Outlook 225 E Jennings Street Tallahassee, FL 32310 (850) 681-1852(p) (850) 681-1093 (f)	N	0
16	Station Website Postings (<i>one or more SEU Stations</i>)	N	5
17	On-Air Announcements (<i>all SEU stations</i>)	N	0
18	Open Houses (<i>see Section III</i>)	N	0
19	Florida Association of Broadcasters 800 N. Calhoun Street Tallahassee, FL 32303 Contact: Tiffany Hall/thall@fab.org (850) 681-6444	N	0
20	Florida State University Career Center University Center, 4 th Level Tallahassee, FL 32303 Fax: (850) 644-3273	N	0
21	Tallahassee Urban League 923 Old Bainbridge Road Tallahassee, FL 32303 Contact: Stella Ward (850) 222-6111	N	0
22	National Association of Broadcasters 1771 N Street, W Washington, DC 20036 Contact: Karen Hunter (202) 429-5300	N	0
23	American Classifieds 2441 Monticello Drive Tallahassee, FL 32301	N	0
24	Internship Program (<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	Florida A&M University Sales Media Institute 510 Orr Drive, Suite 4003 Tallahassee, FL 32307 Contact: James E Hawkins, Ph.D. (850) 599-3379	N	0
26	Job Fair	N	0
27	Internal Transfer/Promotion	N	0
28	Mediarecruiter.com 20456 Orchard Place Centennial, CO 80016 (303) 400-5150	N	0
29	Craigslist Tallahassee, FL www.Craigslist.com	N	0
30	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View, OH Gary James Gary@beonair.com	Y	0
31	Station Employee Referral	N	4
32	www.Hrmdirect.com	N	1
33	www.Indeed.com	N	6
34	Tallahassee Community College Career Center 444 Appleyard Dr, Tallahassee, FL 32304 850-201-6200 www.fl.tcc.edu	N	0
35	ServiceSource 2325 Hansen Ct Tallahassee, FL 32301 850-445-9884 Tonya.payne@servicesource.org	Y	0
36	www.simplyhired.com	N	0
37	www.glassdoor.com	N	0
38	www.linkup.com	N	0
	TOTAL INTERVIEWEES OVER REPORTING PERIOD		16

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
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 3 interns who were supervised by our Programming, Sales and Promotions Departments: 2 from Florida A& M University; and 1 from Florida State University</p>