

WBCG, WBTT, WCCF, WCKT, WCVU, WIKX, WKII, WOLZ, WZJZ**EEO PUBLIC FILE REPORT****October 3, 2016 - October 2, 2017****I. VACANCY LIST**

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

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|--|--|-------------------------------|
| Outside Account Executive | 1-4, 7-18, 21-23, 25-26 | 7 |
| Outside Account Executive | 1-4, 7-18, 21-23, 25-26 | 17 |
| Administrative Support | 1-4, 7-18, 21-23, 25-26 | 7 |
| Outside Sales | 15-19, 22 | 19 |
| Administrative Support | 1-4, 8-18, 21-23, 25-26 | 16 |
| Outside Account Executive - Naples, FL | 1-4, 6, 8-18, 21-23, 25-26 | 6 |
| Outside Account Exec | 1-5, 7-18, 20-26 | 7 |

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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 | 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 | Current Employee - Transfer/Promotion | N | 1 |
| 7 | Employee Referral | N | 3 |
| 8 | Florida A&M University Placement Office P.O. Box 14 Tallahassee, Florida 32073 Phone : 850-599-3496 Email : careercenter@famu.edu Melony Washington | N | 0 |

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|------------------|---|--|---|
| 9 | 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 |
| 10 | 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 |
| 11 | Florida Memorial University 15800 NW 42nd Avenue Miami, Florida 33054 Phone : 305-626-3600 Email : ajackson@fmuniv.edu Athena Jackson | N | 0 |
| 12 | 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 |
| 13 | 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 |
| 14 | Hispanic Affairs Advisory Board Dept of Human Resources P.O. Box 398 Ft. Myers, Florida 33902 Phone : 239-595-4658 Email : IleanitaRamos@gmail.com Ileana Ramos | N | 0 |

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|------------------|---|--|---|
| 15 | 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 | 0 |
| 16 | iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting | N | 3 |
| 17 | Indeed 7501 Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : www.indeed.com Online Source Manual Posting | N | 2 |
| 18 | Internal Posting 13320 Metro Parkway Suite 1 Ft. Myers, Florida 33966 Phone : 239-225-4442 Rhonda Richey Manual Posting | N | 0 |
| 19 | Non-Employee Referral | N | 1 |
| 20 | On-Air Announcements (one or more SEU stations) 13320 Metro Parkway Ft Myers, Florida 33966 Phone : 239-225-4442 Rhonda Richey Manual Posting | N | 0 |
| 21 | Southern Technical College Placement Office 1685 Medical Lane, Suite 200 Ft. Myers, Florida 33907 Phone : 239-939-4766x226 Email : cacevedo@southerntech.edu Christy Acevedo | N | 0 |

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|--|---|--|---|
| 22 | Station Website (one or more SEU stations) 13320 Metro Parkway Ft. Myers, Florida 33966 Phone : 239-225-4442 Rhonda Richey Manual Posting | N | 0 |
| 23 | SW Florida Hispanic Chamber of Commerce Career Placement Center 3343 Palm Beach Blvd Ft. Myers, Florida 33916 Phone : 239-418-1441 Email : info@hispanicchamberflorida.org Veronica Culbertson | N | 0 |
| 24 | The News Press 2442 Dr. Martin Luther King Jr. Blvd. Ft. Myers, Florida 33901 Phone : 239-335-0335 Career Services Manual Posting | N | 0 |
| 25 | 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 |
| 26 | 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 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 10 |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|--|--|-------------------------------------|---|
| 1 | 11/4/2016 | Sponsorship of events in the community designed to increase public awareness | <p>Biker's For Babies Annual Fundraiser Ride - 11/4/2017</p> <p>Thousands of motorcycle enthusiasts and spectators in Southwest Florida will join together from November 4 – 6 to give a fighting chance for every baby. We're hosting events all weekend long to raise funds in support of the March of Dimes, so join the fundraiser and enjoy the 16th annual Bikers for Babies Weekend!</p> <p>On Sunday thousands of motorcycles will make their way from Naples to Six Bends Harley-Davidson in Fort Myers, raising funds and awareness for March of Dimes and the 1 in 10 babies born prematurely. Register for the ride here, and meet us in Naples for the ride of a lifetime!</p> <p>After the ride, join in the Bikers for Babies Finale Celebration at Six Bends Harley-Davidson! All ride participants will receive a variety of free food and drinks from our Six Bends team, and can spend the day with other March of Dimes supporters enjoying live entertainment by country artist James Otto, games and vendors.</p> <p>http://sixbends.com/event/bikersforbabiesride/</p> | 4 | DJ Promotions Director Promotions Assistant |

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|---|-------------|--|--|-------------------------------------|---|
| 2 | 11/5/2016 | Participation in events sponsored by community groups | <p>Biker's For Babies Annual Fundraiser Ride - 11/5/2017</p> <p>Thousands of motorcycle enthusiasts and spectators in Southwest Florida will join together from November 4 – 6 to give a fighting chance for every baby. We're hosting events all weekend long to raise funds in support of the March of Dimes, so join the fundraiser and enjoy the 16th annual Bikers for Babies Weekend!</p> <p>On Sunday thousands of motorcycles will make their way from Naples to Six Bends Harley-Davidson in Fort Myers, raising funds and awareness for March of Dimes and the 1 in 10 babies born prematurely. Register for the ride here, and meet us in Naples for the ride of a lifetime!</p> <p>After the ride, join in the Bikers for Babies Finale Celebration at Six Bends Harley-Davidson! All ride participants will receive a variety of free food and drinks from our Six Bends team, and can spend the day with other March of Dimes supporters enjoying live entertainment by country artist James Otto, games and vendors.</p> <p>http://sixbends.com/event/bikersforbabiesride/</p> | 4 | DJ Promotions Director Promotions Assistant |

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| 3 | 11/6/2016 | Participation in events sponsored by community groups | <p>Biker's For Babies Annual Fundraiser Ride - James Otto - 11/6/2017</p> <p>Thousands of motorcycle enthusiasts and spectators in Southwest Florida will join together from November 4 – 6 to give a fighting chance for every baby. We're hosting events all weekend long to raise funds in support of the March of Dimes, so join the fundraiser and enjoy the 16th annual Bikers for Babies Weekend!</p> <p>On Sunday thousands of motorcycles will make their way from Naples to Six Bends Harley-Davidson in Fort Myers, raising funds and awareness for March of Dimes and the 1 in 10 babies born prematurely. Register for the ride here, and meet us in Naples for the ride of a lifetime!</p> <p>After the ride, join in the Bikers for Babies Finale Celebration at Six Bends Harley-Davidson! All ride participants will receive a variety of free food and drinks from our Six Bends team, and can spend the day with other March of Dimes supporters enjoying live entertainment by country artist James Otto, games and vendors.</p> <p>http://sixbends.com/event/bikersforbabiesride/</p> | 4 | <p>MC & Program Director</p> <p>Promotions Director</p> <p>Promotions Assistant</p> <p>Promotions Assistant</p> |

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| 4 | 12/17/2016 | Participation in events sponsored by community groups | <p>MAAD (Mothers Against Drunk Drivers) Humble Beginnings</p> <p>5K Walk/Run @ Jet Blue Park, Ft. Myers, Florida</p> <p>The kitchen table.</p> <p>It's a location for family gatherings...a place to share emotional and physical sustenance...the spot where children tell their parents about what happened at school that day. And it's a place where love and laughter are exchanged during holiday gatherings and family celebrations.</p> <p>And, after a tragedy, the table also serves as an all too painful reminder of those no longer seated around it. That's why in 1980, it was a small, unassuming kitchen table where one mom started a movement that would significantly change the course of history in the United States.</p> <p>One woman, hardened by grief and strengthened by unwavering determination, started MADD along the road to No More Victims® nearly 40 years ago. She did not remain alone for long. Quickly and consistently, leaders, supporters and organizations joined with us to demand an end to this 100% preventable and violent crime. MADD is grateful for its generous partners and sponsors—all critical to reaching the most important number of all – zero. As in, zero drunk driving and zero victims.</p> <p>https://www.madd.org/about-us/</p> | 4 | DJ Promotions Director |

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| 5 | 2/8/2017 | Participation in other activities designed by the station employment unit | <p>Jr. Leadership</p> <p>Junior Leadership Cape Coral is an educational and interactive program for local high school juniors.</p> <p>One of the program goals is to provide supplemental learning possibilities to students interested in developing leadership skills before leaving their high school years. Another goal is to share with the students the many career possibilities in the local area.</p> <p>Focus is on preparation for their future by learning about their local community. This is done in a nine session program filled with forums, specialized tours, and education by local business and community leaders. Students will examine local and relevant community issues at a mock City Council meeting. They will learn about the unique history of Cape Coral and meet local government officials. They will tour local television stations, radio stations and a local newspaper where they have an opportunity to learn about careers in media. They might even be on TV? They will tour a local hospital, speak with medical professionals and learn about medical careers. They will spend time learning about careers in public safety and law by visiting the Police & Fire departments, the Juvenile Justice Center and local courts.</p> <p>The students are also guided in developing business, communication and networking skills. They will spend one day learning to market & brand themselves for college and job applications and developing social networking skills. Students will also visit two local schools and pair with teachers to teach a lesson to elementary</p> | 4 | Promotions Director Program Director Market President Executive Assistant |

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| | | | <p>and middle school students, as they explore the career possibilities in education. These are just some of the areas that the students will experience in this year's class.</p> <p>For more information on how your school or child can be involved, please contact Administrative Generalist, Melanie Lempke at (239) 549-6900 x102.</p> <p>http://www.capecoralchamber.com/jr-leadership.html</p> | | |
| 6 | 4/8/2017 | Sponsorship of events in the community designed to increase public awareness | <p>April 8th, 2017 – 9am-1pm – Galisano Children's Museum of Naples</p> <p>The Naples Children's Museum parking lot became a giant playground for the entire family at the 1st Annual Kidzapalooza in Naples.</p> <p>Kidapalooza featured face painting, bicycle safety demos with free helmets, Police and Fire live entertainment, inflatable attractions, and family related vendor booths brimming with hands-on activities.</p> <p>Kidapalooza will be a one-stop-shop for the latest products and services for growing families, including national, state and local companies offering product samples and valuable information, also featured Grammy Nominated Children's Artist David Alpert.</p> <p>Sponsors for this event included, HeadPinz Entertainment Center, Brain Balance Achievement Centers, Bounce Trampoline Sports.</p> <p>https://www.cmon.org/event/kidapalooza/</p> | 4 | <p>Promotions Director Program Director Promotions Assistant Promotions Assistant</p> |

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| 7 | 7/14/2017 | Sponsorship of events in the community designed to increase public awareness | <p>Fundraiser and Food Drive at Naples Nissan</p> <p>Hunger and Homelessness Have No Off-season</p> <p>All Day Long – Friday, July 14th at Naples Nissan</p> <p>DONATE NOW</p> <p>Join us at Naples Nissan on July 14th for a fundraiser and food drive as we unite to fight hunger, homelessness, and poverty in Southwest Florida! Naples Nissan, St. Matthew’s House, and your favorite local radio stations, will be on-site to collect food and receive donations during the time of year when the vulnerable in our community need the most help – the summer months.</p> <p>Employees of Naples Nissan and St. Matthew’s House, along with volunteers, will be on-hand to collect canned/non-perishable food items and cash donations (credit cards also accepted) for shelter renovations. All proceeds go to support the life-changing work of St. Matthew’s House.</p> <p>https://stmatthewshouse.org/fundraiser-food-drive-naples-nissan/</p> | 4 | Senior Account Executive Market President Promotions Director Promotions Assistant |

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| 8 | 7/27/2017 | Participation in scholarship programs | <p>Late June the scholarship winners and WBTT will be notified.</p> <p>1st week of July, station will contact the scholarship winners inviting them to 105.5 The Beat for the “Guest DJ station experience”.</p> <p>On Thursday 7/27/2017 at 4:00 pm, WBTT will congratulate the scholarship winners in our live lounge with Ramo-G and Eric “The Funky 1”, which will be live steamed via Facebook and social posts. At that time, the scholarship winners will receive their station prize packs.</p> <p>Upon completion of the congratulatory ceremony, the scholarship winners will head to the studio to be “Guest DJ” for the afternoon with Ramo-G and Eric “The Funky 1”. The “Guest DJ’s” will have the opportunity to announce song titles, etc., throughout the daypart in which they will be “Guest DJ’s.”</p> <p>Each scholarship winner will receive a copy of their “Guest DJ” experience, via a CD or MP3. Any video of the “Guest DJ” experience can be emailed to the scholarship winner upon request.</p> | 1 | MARKET PRESIDENT PROGRAM DIRECTOR DISC JOCKY EXECUTIVE ASSISTANT |

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| 9 | 8/3/2017 | Participation in scholarship programs | <p>Late June the scholarship winners and WBTT will be notified.</p> <p>1st week of July, station will contact the scholarship winners inviting them to 105.5 The Beat for the “Guest DJ station experience”.</p> <p>On Thursday 7/27/2017 at 4:00 pm, WBTT will congratulate the scholarship winners in our live lounge with Ramo-G and Eric “The Funky 1”, which will be live steamed via Facebook and social posts. At that time, the scholarship winners will receive their station prize packs.</p> <p>Upon completion of the congratulatory ceremony, the scholarship winners will head to the studio to be “Guest DJ” for the afternoon with Ramo-G and Eric “The Funky 1”. The “Guest DJ’s” will have the opportunity to announce song titles, etc., throughout the daypart in which they will be “Guest DJ’s.”</p> <p>Each scholarship winner will receive a copy of their “Guest DJ” experience, via a CD or MP3. Any video of the “Guest DJ” experience can be emailed to the scholarship winner upon request.</p> | 1 | <p>MARKET PRESIDENT PROGRAM DIRECTOR DJ EXECUTIVE ASSISTANT</p> |