

**WBCG(FM), WBTT(FM), WCCF, WCKT(FM), WCVU(FM), WIKX(FM), WKII,
WOLZ(FM), WZJZ(FM)**

EEO PUBLIC FILE REPORT

October 1, 2011 - September 30, 2012

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
Account Executive	1, 4, 6-13, 15-16, 18-34, 37, 39-40	10
Sales Assistant	1, 4, 7-9, 11-13, 16-17, 20, 25-33, 35-39	7
Director of Sales	1, 4, 6-13, 16, 18-22, 25-34, 37, 39	10
Account Executive	1, 4, 6-13, 16, 18-21, 25-34, 37, 39	7
Account Executive	1, 4, 6-13, 16, 18-21, 25-34, 37, 39	10
Account Executive	1, 4, 6-13, 16, 18-21, 25-34, 37, 39	10
Executive Assistant	1, 6-9, 12-13, 16-21, 25-35, 37, 39	17
Account Executive	1, 5-6, 8-13, 15-22, 25-33, 37, 39	10
Account Executive	1, 5-6, 8-13, 15-22, 25-33, 37, 39	5
Account Executive	1-3, 6-7, 9-16, 18-20, 22-23, 25-42	10

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	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
2	Career and Service Center of Lee County 4150 Ford Street Extension Ft. Myers, Florida 33916 Phone : Email : bhartman@swflworks.org Fax : 1-239-921-8206 Barbara Hartman	N	0
3	Career and Service Ctr of SW FLA 19500 Cochran Blvd Pt. Charlotte, Florida 33948 Phone : 941-235-5900 Email : dfrees@swflworks.org Fax : 1--- Dan Frees	N	0
4	Catholic Charities of Collier Country Family Resource Ctr. 4209 Tamiami Trail E. Naples, Florida 34112 Phone : 239-793-0059 Email : ArmandoGalella@catholiccharitiescc.org Fax : 1-239-774-0523 Armando Galella	N	0
5	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Phone : Url : www.clearcareers.com Email : Fax : Career Services	N	3

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6	ClearCareers.com 200 E. Basse Road San Antonio, Texas 78209 Phone : Url : www.clearcareers.com Email : Fax : Manual posting Career Services	N	3
7	Craig's List P.O. Box 225159 San Francisco, California 94122 Phone : Url : www.craigslist.com Email : Fax : Manual posting Career Services	N	3
8	Edison Community College 26300 Airport Road Punta Gorda, Florida 33950 Phone : 239-489-9300 Email : Fax : Manual posting Carol Roarke	N	0
9	Edison State College Career Placement Center P.O. Box 06210 Ft. Myers, Florida 33906 Phone : 941-637-5693 Email : pschollard@edison.edu Fax : 1--- Paul Schollard	N	0
10	Employee Referral 13320 Metro Parkway Suite 1 Ft. Myers, Florida 33966 Phone : 239-225-4402 Email : Fax : Manual posting Josie Burdier	N	13

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Florida A&M University Placement Office P.O. Box 14 Tallahassee, Florida 32073 Phone : 850-599-3496 Email : careercenter@famuedu.edu Fax : 1--- Melony Washington	N	0
12	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 Fax : 1--- Lindsay Varn	N	0
13	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 Fax : 1--- Amanda Parke	N	0
14	Florida Memorial University 15800 NW 42nd Avenue Miami, Florida 33054 Phone : 305-626-3600 Email : ajackson@fmuniv.edu Fax : 1--- Athena Jackson	N	0
15	Ft Myers/Punta Gorda Radio Spots one or more SEU stations 13320 Metro Parkway Ft Myers, Florida 33966 Phone : 239-225-4402 Email : Fax : Manual posting Josie Burdier	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Hispanic Affairs Advisory Board Dept of Human Resources P.O. Box 398 Ft. Myers, Florida 33902 Phone : 239-595-4658 Email : Fax : Manual posting Ileana Ramos	N	0
17	Indeed.com Not contacted by SEU 177 Broad Street Stamford, Connecticut 06901 Phone : 239-225-4402 Email : Fax : Manual posting Josie Burdier	N	5
18	Internal Posting / Ft. Myers 13320 Metro Parkway Suite 1 Ft. Myers, Florida 33966 Phone : 239-225-4402 Email : Fax : Manual posting Josie Burdier	N	2
19	Internal Posting / Pt. Charlotte 13320 Metro Parkway Suite 1 Ft. Myers, Florida 33966 Phone : 239-225-4402 Email : Fax : Manual posting Josie Burdier	N	1
20	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Fax : 1--- Scott Russell	N	0

II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Email : Fax : Manual posting Career Services	N	0
22	Non-Employee Referral 13320 Metro Parkway Suite 1 Ft. Myers, Florida 33966 Phone : 239-225-4402 Email : Fax : Manual posting Josie Burdier	N	2
23	Southwest Florida College Placement Office 1685 Medical Lane, Suite 200 Ft. Myers, Florida 33907 Phone : 877-493-5147 Email : apease@swfc.edu Fax : 1--- Amy Pease	N	0
24	Station On-Air Announcement 13320 Metro Parkway Suite 1 Ft. Myers, Florida 33966 Phone : 239-225-4402 Url : www.953olz.com Email : Fax : Manual posting Josie Burdier	N	0
25	Station Website 100.1 13320 Metro Parkway Ft. Myers, Florida 33966 Phone : 239-225-4402 Url : www.y100florida.com Email : Fax : Manual posting Josie Burdier	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Station Website 105.5 13320 Metro Parkway Ft. Myers, Florida 33966 Phone : 239-225-4402 Url : www.1055thebeat.com Email : Fax : Manual posting Josie Burdier	N	0
27	Station Website 1071 13320 Metro Parkway Ft. Myers, Florida 33966 Phone : 239-225-4402 Url : www.catcountry1071.com Email : Fax : Manual posting Josie Burdier	N	0
28	Station Website WBCG 13320 Metro Parkway Ft. Myers, Florida 33966 Phone : 239-225-4402 Url : www.989thebeach.com Email : Fax : Manual posting Josie Burdier	N	0
29	Station Website WCCF 13320 Metro Parkway Ft. Myers, Florida 33966 Phone : 239-225-4402 Url : www.wccfam.com Email : Fax : Manual posting Josie Burdier	N	0
30	Station Website WCVU 13320 Metro Parkway Ft. Myers, Florida 33966 Phone : 239-225-4402 Url : www.wcvu.com Email : Fax : Manual posting Josie Burdier	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	Station Website WIKX 13320 Metro Parkway Ft. Myers, Florida 33966 Phone : 239-225-4402 Url : www.wikx.com Email : Fax : Manual posting Josie Burdier	N	0
32	Station Website WKII 13320 Metro Parkway Ft. Myers, Florida 33966 Phone : 239-225-4402 Url : www.wkii.com Email : Fax : Manual posting Josie Burdier	N	0
33	Station Website WOLZ 13320 Metro Parkway Ft. Myers, Florida Phone : 239225-4402 Url : www.953olz.com Email : Fax : Manual posting Josie Burdier	N	0
34	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 Fax : 1--- Veronica Culbertson	N	0
35	The Freeform Radio Initiative, Inc. Post Office Box 530369 Miami, Florida 33153-0369 Phone : 305 982 7233 Email : announcements@thefreeformradioinitiative.org Fax : 1--- Scott McWilliams	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	The News Press 2442 Dr. Martin Luther King Jr. Blvd. Ft. Myers, Florida 33901 Phone : 239-335-0335 Email : Fax : Manual posting Career Services	N	0
37	University of Central Florida Career Resource Center Adm. Building, Room 124 Orlando, Florida 32816 Phone : 407-823-2361 Email : careerl@mail.ucf.edu Fax : 1-407-823-5909 Genesis Rawls	N	0
38	University of Florida College of Journalism & Communication 1080 Weimer Hall / P.O. Box 118400 Gainesville, Florida 32611 Phone : 352-392-0771x1158 Email : charris@jou.ufl.edu Fax : 1-352-845-2484 Charles Harris	N	0
39	University of South Florida Placement Office 10501 FGCU Blvd Ft. Myers, Florida 33965 Phone : Email : Fax : Manual posting Career Services	N	0
40	Walk In / Call In 13320 Metro Parkway Suite 1 Ft. Myers, Florida 33966 Phone : 239-225-4402 Email : Fax : Manual posting Josie Burdier	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	www.allaccess.com Florida Phone : Url : www.allaccess.com Email : Fax : Manual posting Career Services	N	0
42	www.careerbuilder.com Florida Phone : Url : www.careerbuilder.com Email : Fax : Manual posting Career Services	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			35

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/3/2011	Establishment of an intern program designed to assist members of the community	<p>BRIEF DESCRIPTION OF ACTIVITY</p> <p>Our SEU hosted a number of interns throughout the reporting period, as described in further detail below. This internship program designed to assist college students in acquiring skills in broadcast programming, sales, production, operations and marketing. Interns are supervised by a department manager.</p> <p>Fall 2011</p> <p>Florida Gulf Coast University</p> <ul style="list-style-type: none"> • 1 intern worked for our Programming Department from June through October 2011. The intern was supervised by our WBTT Program Director. • 1 intern worked for our Production Department from September through December 2011. The intern was supervised by our Market Production Director. 	1	See Description
2	10/5/2011	Participation in events sponsored by community groups	SEU participated in Leadership Lehigh Day organized for Lehigh Chamber of Commerce members. The HR Director, the Local Operations Director, Production Manager, Market Manager and Program Director for WBTT all met with 15 participants to describe jobs available in media and Broadcasting.	5	HR Director Market Manager Operations Manager Production Manager
3	1/9/2012	Establishment of an intern program designed to assist members of the community	<p>Florida Gulf Coast University</p> <ul style="list-style-type: none"> • 1 intern worked for WBTT/WZJZ Programming from January 9, 2012 through April 20, 2012 and was supervised by our WBTT/WZJZ Program Director 	1	See Description

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EEO PUBLIC FILE REPORT

October 1, 2011 - September 26, 2012

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	2/24/2012	Participation in events sponsored by community groups	SEU participated in Junior Leadership Media Day with the City of Cape Coral Chamber of Commerce. 39 participants had a facility tour and discussed media advertising and met with program directors and operations director and production. HR Director, Edith Long led the event.	4	HR Director Program Director Operations Manager Production Manager
5	5/8/2012	Establishment of an intern program designed to assist members of the community	Florida Gulf Coast University 1 intern worked for the Promotions Department from May 2012 to July 2012 and was supervised by the Promotions Director	1	Promotions Director
6	6/4/2012	Establishment of an intern program designed to assist members of the community	Peru State College 1 intern worked for the WIKX(FM) Program Department from June 2012 to July 2012 and was supervised by the Program Director	1	Program Director
7	6/28/2012	Establishment of an intern program designed to assist members of the community	Florida Gulf Coast University One intern worked in the programming department and was supervised by our WBTT/WZJZ Program Director from 1-4-12 to 4-17-12	1	
8	8/23/2012	Participation in events sponsored by community groups	Leadership Cape Coral The participants in the Leadership Class visited and toured the Ft Myers facility and heard presentations about the radio business and careers by the Operations Manager, an On Air Talent, a Program Director, the Business Manager, and an Account Executive.	5	See Description