**WBZE(FM), WGLF(FM), WHBT(AM), WHBX(FM) and WWLD(FM)**

**EEO PUBLIC FILE REPORT**

**October 1, 2017 – September 30, 2018**

**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 | 6-10, 14-15, 18, 22-25, 28-32, 34-36 | 31 |
| Sales Representative | 6-10, 14-15, 18, 22-25, 28-32, 34-36 | 31 |
| Sales Representative | 6-10, 14-15, 18, 22-25, 28-32, 34-36 | 31 |
| Production Director | 6-10, 14-15, 18, 22-25, 28-32, 34-36 | 31 |

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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.Carreerbuilder.com**](http://www.Carreerbuilder.com) | N | 0 |
| 3 | **Allaccess.com**  28955 Pacific Coast Hwy., Ste 210-5  Malibu, CA 90265  Contact: Recruitment Director  (310) 457-6616/(310) 457 8058 | N | 0 |
| 4 | **Insideradio.com**  Contact: Kelli Grisez  (615) 220-0442 | N | 0 |
| 5 | **Tallahassee Branch, NAACP**  P.O. Box 5892  Tallahassee, FL 32314  Contact: Anita Davis  (850) 574- 3075 | N | 0 |
| 6 | **Florida State University Public Broadcast Center**  1600 Red Barber Plaza  Tallahassee, FL 31310  Contact: Mari Ann Yeager  (850) 644-3871 | N | 0 |
| 7 | **Florida A&M University Career Center**  FAMU Campus  Tallahassee, FL 32399  Contact: Recruitment Officer  (850) 599-3700 | N | 0 |
| 8 | **Former Employee** *(Re-hire)* | N | 0 |
| 9 | **Walk-in/Self-Referral** | N | 0 |
| 10 | **Word-of-Mouth Referral** | N | 2 |
| 11 | **Leon County Schools**  2757 West Pensacola Street  Tallahassee, FL 32304  Contact: Recruitment Rep.  (850) 487-7651 | N | 0 |
| 12 | **Workforce Plus** *(formerly State of Florida Job Services)*  2525 S. Monroe Street, #3A  Tallahassee, FL 32301  (850) 413-0315 (p)/ (850) 922-6747 (f) | N | 0 |
| 13 | **Capital Outlook**  225 E Jennings Street  Tallahassee, FL 32310  (850) 681-1852(p)  (850) 681-1093 (f) | N | 0 |
| 14 | **Station Website Postings** (*one or more SEU Stations*) | N | 2 |
| 15 | **On-Air Announcements** *(all SEU stations)* | N | 0 |
| 16 | **Open Houses** *(see Section III)* | N | 0 |
| 17 | **Florida Association of Broadcasters**  800 N. Calhoun Street  Tallahassee, FL 32303  Contact: Tiffany Hall/thall@fab.org  (850) 681-6444 | N | 0 |
| 18 | **Florida State University Career Center**  University Center, 4th Level  Tallahassee, FL 32303  Fax: (850) 644-3273 | N | 0 |
| 19 | **Tallahassee Urban League**  923 Old Bainbridge Road  Tallahassee, FL 32303  Contact: Stella Ward  (850) 222-6111 | N | 0 |
| 20 | **National Association of Broadcasters**  1771 N Street, W  Washington, DC 20036  Contact: Karen Hunter  (202) 429-5300 | N | 0 |
| 21 | **American Classifieds**  2441 Monticello Drive  Tallahassee, FL 32301 | N | 0 |
| 22 | **Internship Program** *(see Section III)* | N | 0 |
| 23 | **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 |
| 24 | **Job Fair** | N | 3 |
| 25 | **Internal Transfer/Promotion** | N | 0 |
| 26 | **Mediarecruiter.com**  20456 Orchard Place  Centennial, CO 80016  (303) 400-5150 | N | 0 |
| 27 | **Craigslist** Tallahassee, FL  www.Craigslist.com | N | 0 |
| 28 | **Ohio Center for Broadcasting** 9000 Sweet Valley Drive  Valley View, OH  Gary James  Gary@beonair.com | Y | 0 |
| 29 | **Station Employee Referral** | N | 4 |
| 30 | [**www.Hrmdirect.com**](http://www.Hrmdirect.com) | N | 1 |
| 31 | [**www.Indeed.com**](http://www.Indeed.com) | N | 2 |
| 32 | **Tallahassee Community College Career Center** 444 Appleyard Dr, Tallahassee, FL 32304  850-201-6200 www.fl.tcc.edu | N | 0 |
| 33 | [www.simplyhired.com](http://www.simplyhired.com) | N | 0 |
| 34 | [www.glassdoor.com](http://www.glassdoor.com) | N | 0 |
| 35 | [www.linkup.com](http://www.linkup.com) | N | 0 |
|  | **TOTAL INTERVIEWEES OVER REPORTING PERIOD** |  | 14 |

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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 | Participate and Promote Job Fair | On November 6, 2017 our SEU participated in a Job Fair hosted by Tallahassee Community College. 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 Key Accounts manager, Promotions Director and two Sales Representatives. Our SEU promoted this event on all SEU stations. |
| 3 | Participate and Promote Job Fair | On January 25, 2018 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 Key Accounts manager, Promotions Director and two Sales Representatives. Our SEU promoted this event on all SEU stations. |

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**III. RECRUITMENT INITIATIVES**

|  | **Type of Recruitment Initiative (Menu Selection)** | **Brief Description of Activity** |
| --- | --- | --- |
| 4 | Participate and Promote Job Fair | On September 27, 2018 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 Key Accounts manager, Promotions Director and two Sales Representatives. Our SEU promoted this event on all SEU stations. |