

**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

<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	31
Sales Representative	7-11, 16-17, 20, 24-27, 30-31, 33-34, 36-38	31
Sales Representative	7-11, 16-17, 20, 24-27, 30-31, 33-34, 36-38	31
Production Director	7-11, 16-17, 20, 24-27, 30-31, 33-34, 36-38	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	<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	0
11	<b>Word-of-Mouth Referral</b>	N	2

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> (formerly State of Florida Job Services) 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> (one or more SEU Stations)	N	2
17	<b>On-Air Announcements</b> (all SEU stations)	N	0
18	<b>Open Houses</b> (see Section III)	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> (see Section III)	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	3
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 <a href="http://www.Craigslist.com">www.Craigslist.com</a>	N	0
30	<b>Ohio Center for Broadcasting</b> 9000 Sweet Valley Drive Valley View, OH Gary James <a href="mailto:Gary@beonair.com">Gary@beonair.com</a>	Y	0
31	<b>Station Employee Referral</b>	N	4
32	<a href="http://www.Hrmdirect.com">www.Hrmdirect.com</a>	N	1
33	<a href="http://www.Indeed.com">www.Indeed.com</a>	N	2
34	<b>Tallahassee Community College Career Center</b> 444 Appleyard Dr, Tallahassee, FL 32304 850-201-6200 <a href="http://www.fl.tcc.edu">www.fl.tcc.edu</a>	N	0
35	<b>ServiceSource</b> 2325 Hansen Ct Tallahassee, FL 32301 850-445-9884 <a href="mailto:Tonya.payne@servicesource.org">Tonya.payne@servicesource.org</a>	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>		13

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**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	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.
	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.	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**

<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
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.