

Annual EEO Public File

WTMG, WHHZ, WPLL, WDVH-AM, WRZN, WTMN, WXJZ

October 1, 2017-September 30, 2018

Stations WTMG, WHHZ, WPLL, WDVH-AM, WRZN, WTMN and WXJZ licensee is MARC Radio Gainesville, LLC. We are an equal opportunity employer.

We have a four-part plan in an attempt to reach all segments of the population to fill full-time positions.

1. Weekly announcements on all MARC Radio stations encouraging organizations who wish to be notified of job openings to contact us so we may add them to our recruitment outreach list.
2. The wide dissemination of full-time openings via our radio properties, online classified advertising, trade periodicals/websites, a database connecting us to numerous colleges & universities, and the use of appropriate job sources.
3. The sending of notices to community groups via letters or e-mail that request such notification. We grow this list through on-air notices soliciting for organization who wish to be contacted regarding employment opportunities and the development of relationships with applicable organizations.
4. Through a variety of outreach initiatives.

SECTION I

Vacancy List

The following chart shows employment positions filled during the reporting period. Please see section II for the full Master Recruitment Source List (“MRSL”) for recruitment source data.

| Position | Fill Date | Sources Used |
|--|---|------------------------------------|
| Assistant Program Director, WPLL/WXJZ | March 27th, 2018 | 1, 2, 4, 6-12, 14-30, 32-37 |
| Sales, MARC Radio | August 13th, 2018 | 1, 2, 4-12, 14-55 |
| | | |

SECTION II

Master Recruitment Source List

The following chart displays our source list names, phone numbers and other information.

| # | <u>POSTING SITE</u> | <u>CONTACT</u> |
|----------|----------------------------|-----------------------|
| | Florida Association of | |
| 1 | Broadcasters | Lindsay Varn |
| 2 | Orlando Jobs | Erin Tuttle |
| | American Women in | |
| 3 | Radio & TV | |
| 4 | Alachua County NAACP | Lynne Shade |
| | University of Florida | |
| | College of Journalism & | |
| 5 | Communication | Princess Wilkerson |
| 6 | All Access | |
| 7 | Radio-online.com | |
| 8 | MARC Radio | Dave Cobb |
| | | Joe Johnson, |
| 9 | Employ Florida | Gainesville Chamber |
| | | Joe Johnson, |
| 10 | US Jobs | Gainesville Chamber |
| | America's Job | Joe Johnson, |
| 11 | Exchange | Gainesville Chamber |
| 12 | Santa Fe College | James Schindler |
| | The Independent | |
| 13 | Alligator Newspaper | |
| | Gainesville Black | |
| 14 | Professionals | Virginia Grant |
| 15 | Barry University | Louis Soto |
| | University of South | |
| 16 | Florida St. Petersburg | Marisela Juarez |
| 17 | Alabama A&M | |
| 18 | Florida A&M | Christopher Anderson |
| 19 | Augusta University | Jessica Carroll |
| | University of North | |
| 20 | Georgia | Diane Farrell |
| 21 | University of Georgia | Debi Grayson |
| | University of Southern | |
| 22 | Mississippi | Cindy Walker |

| | | |
|----|---|--------------------|
| 23 | Florida Institute of Technology | Stephanie Lynch |
| 24 | Seminole State College of Florida | Samuel Liberatore |
| 25 | University of Central Florida | Autumn Riesz |
| 26 | Ave Marie University | Maeve Alflen |
| 27 | University of Mississippi | Christy Wright |
| 28 | Kennsaw State University | Ryan Whitfield |
| 29 | Covenant College | Xavier Rollman |
| 30 | Florida State University | Debbie Crowder |
| 31 | Belmont University | Rachel Walden |
| 32 | Georgia State University | Belinda Lindsey |
| 33 | Florida International University | Carmen Rosado |
| 34 | Auburn University | Jay Skipworth |
| 35 | Jacksonville University | Shanda Lamb |
| 36 | Nova Southeastern University | Veronica Noel |
| 37 | University of Miami | Sharon Moy |
| 38 | Mercer University | Hugh Hunter |
| 39 | University of Alabama | Jared Taylor-White |
| 40 | Troy University | Lauren Cole |
| 41 | University of South Florida | Pranam Parsanlal |
| 42 | Flagler College | Cassie Everly |
| 43 | Alcorn State | Joey Mitchell |
| 44 | University of Tampa | Sheila Hood |
| 45 | St. Thomas | Cristina Lopez |
| 46 | Emory University | Ticia Herold |
| 47 | University of South Florida Sarasota- Manatee | Sacheath Son |
| 48 | Tennessee State University | Jamal Coleman |
| 49 | Florida Southern University | Garrett Secor |
| 50 | University of Tennessee at Martin | Renard Miles |
| 51 | Tulane University | Sara Kent |

| | | |
|----|--|-----------------|
| 52 | Southern University and A&M College | Kathy Hayes |
| 52 | University of South Alabama | Rory Beaco |
| 53 | Morehouse College | Bridget Baggett |
| 54 | Rollins College | Anne Meehan |
| 55 | AMFM Jobs | Mark Holloway |

| <u>Position</u> | <u>Applicants</u> | <u>Source</u> | <u># of Applicants from Source</u> | <u>Hired From</u> |
|-----------------|-------------------|---------------|------------------------------------|-------------------|
| APD | | | | |
| WPLL/WXJZ | 18 | 1 | 0 | |
| | | 2 | 5 | |
| | | 3 | 0 | |
| | | 5 | 0 | |
| | | 6 | 8 | |
| | | 7 | 4 | |
| | | 8 | 1 | Yes |
| | | 9 | 0 | |
| | | 10 | 0 | |
| | | 11 | 0 | |
| | | 12 | 0 | |
| | | 14 | 0 | |
| | | 15 | 0 | |
| | | 16 | 0 | |
| | | 17 | 0 | |
| | | 18 | 0 | |
| | | 19 | 0 | |
| | | 20 | 0 | |
| | | 21 | 0 | |
| | | 22 | 0 | |
| | | 23 | 0 | |
| | | 24 | 0 | |
| | | 25 | 0 | |
| | | 26 | 0 | |
| | | 27 | 0 | |
| | | 28 | 0 | |
| | | 29 | 0 | |
| | | 30 | 0 | |
| | | 32 | 0 | |
| | | 33 | 0 | |
| | | 34 | 0 | |
| | | 35 | 0 | |
| | | 36 | 0 | |
| | | 37 | 0 | |

| <u>Position</u> | <u>Applicants</u> | <u>Source</u> | <u># of Applicants from Source</u> | <u>Hired From</u> |
|-----------------|-------------------|---------------|------------------------------------|-------------------|
| Sales | 12 | 1 | 0 | |
| | | 2 | 0 | |
| | | 3 | 0 | |
| | | 4 | 1 | |
| | | 5 | 2 | |
| | | 6 | 4 | |
| | | 7 | 0 | |
| | | 8 | 5 | Yes |
| | | 9 | 0 | |
| | | 10 | 0 | |
| | | 11 | 0 | |
| | | 12 | 0 | |
| | | 14 | 0 | |
| | | 15 | 0 | |
| | | 16 | 0 | |
| | | 17 | 0 | |
| | | 18 | 0 | |
| | | 19 | 0 | |
| | | 20 | 0 | |
| | | 21 | 0 | |
| | | 22 | 0 | |
| | | 23 | 0 | |
| | | 24 | 0 | |
| | | 25 | 0 | |
| | | 26 | 0 | |
| | | 27 | 0 | |
| | | 28 | 0 | |
| | | 29 | 0 | |
| | | 30 | 0 | |
| | | 32 | 0 | |
| | | 33 | 0 | |
| | | 34 | 0 | |
| | | 35 | 0 | |
| | | 36 | 0 | |
| | | 37 | 0 | |
| | | 38 | 0 | |
| | | 39 | 0 | |
| | | 40 | 0 | |
| | | 41 | 0 | |

| | |
|----|---|
| 42 | 0 |
| 43 | 0 |
| 44 | 0 |
| 45 | 0 |
| 46 | 0 |
| 47 | 0 |
| 48 | 0 |
| 49 | 0 |
| 50 | 0 |
| 51 | 0 |
| 52 | 0 |
| 53 | 0 |
| 54 | 0 |
| 55 | 0 |

SECTION III

Outreach Initiatives

The following chart describes the Community Outreach initiatives undertaken by the above stations during the period covered in this report.

1. **EEO Webinar Training, October 18, 2017**

General Manager Dave Cobb participated in a webinar entitled “Changing Face of EEO” conducted by Lauren Lynch Flick, Esq. of the law firm Pillsbury, Winthrop, Shaw & Pittman, LLP and presented on behalf of The Florida Association of Broadcasters as well as other numerous state associations. The program touched on topics including general FCC EEO requirements, outreach, recordkeeping, reporting, enforcement and “proposals for change”.

2. **MARC Radio Job Fair, May 2nd, 2018**

MARC Radio hosted an on-site “Sales Recruitment Open House” job fair designed to give attendees an overview of MARC Radio, our various department and specifically what the position of sales involves. All full time MARC Radio staff participated in the event along with MARC Radio corporate Human Resources Director Charlotte McDonald. Attendees were able to ask questions of any staff member throughout the event.