



2019 EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period October 1<sup>st</sup>, 2018 to September 30, 2019

**1) Employment Unit Location/Name:**

Glades Media Company – West Palm Beach, FL

**2) Unit Members:**

WLLY FM 99.5

WWRF AM 1380

**3) EEO Contact Information for Unit Member:**

Name: Wayne Cunningham <a href="mailto:wayne@gladesmedia.com">wayne@gladesmedia.com</a>	Address: 2326 S. Congress Ave., Ste. 2A West Palm Beach, FL 33406	Telephone: 863-467-1570
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**4) Number of Full-time vacancies: 2**

**5) List of Full-time vacancies**

a: Traffic Manager

b: Receptionist

c: Sales

**(5a)**

**WLLY FM, WWRF AM  
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October 1, 2018 – September 30, 2019**

**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
a) Traffic	Internal Promotion	33
b) Receptionist	Facebook	39
c) Sales	Walk-in	30



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**6) Total number of interviewees referred by each source:**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over reporting period</b>
1	<b>Glades Media Radio Group Website</b> <a href="http://www.gladesmedia.com">www.gladesmedia.com</a>	Yes	
2	<b>Art Institute of Ft. Lauderdale – Career Serv.</b> 1799 SE 17 <sup>th</sup> Street Ft. Lauderdale, FL 33316 Contact: Jodi Berkshire Phone (954) 308-2615 jberkshire@aii.edu	Yes	0
3	<b>Bethune Cookman College – Career Planning</b> 640 Dr. Mary McLeod Bethune Blvd. Daytona Beach, FL 32115 Contact: Davita Bonner Phone: (904) 255-1401 Fax: (904) 258-8278 Email: bonnerd@cookman.edu	No	0
4	<b>Career Source Broward</b> Career Department 6301 NW 5 <sup>th</sup> Way Suite 3000 Ft Lauderdale, FL 33311 Phone: (954) 677-5627 jobs@careersourcebroward.org	No	0
5	<b>Career Source-Palm Beach County</b> 3400 Belvedere Rd, West Palm Beach, FL 33406 Nancy Medina, Account Manager Phone☎(561) 340-1060 nmedina@careersourcepbc.com	No	0
6	<b>Career Source Research Coast</b> Okeechobee, Martin, St Lucie, Indian River Counties Contact: Brian Dulemba 584 NW University Blvd Suite 200 Port St. Lucie, FL 34986 (866) 482-4473 ext 605 bdulemba@careersourcec.com	No	0
7	<b>Career Source -Heartland</b> 207 S.W. Park Street Okeechobee, FL 34972 863-610-6000 Shannon Kuen <a href="mailto:skuen@careersourceheartland.onmicrosoft.com">skuen@careersourceheartland.onmicrosoft.com</a>	Yes	0
8	<b>Connecticut School of Broadcasting – Palm Beach Gardens Campus</b> 3450 North Lake Blvd Suite 110 Palm Beach Gardens, FL 33403 Contact: Erica Toledo email:etoledo@gocsb.com Phone: (561) 847-4126 ext	Yes	0



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9	<p><b>Florida A&amp;M University</b>  School of Journalism/Media  1676 S. MLK Blvd.  Tallahassee, FL 32307  Contact: Melanie Washington  Phone: (850) 222-3957  Email: <a href="mailto:careercenter@famuedu.edu">careercenter@famuedu.edu</a></p>	No	0
10	<p><b>Florida Association of Broadcasters</b>  201 South Monroe St. Suite 102  Tallahassee, FL 32303  Contact: Lindsay Varn  Phone: (850) 681-6444  Fax: (850) 222-3957  Email: <a href="mailto:lvarn@fab.org">lvarn@fab.org</a></p>	No	0
11	<p><b>Florida Atlantic University</b>  Career Development Center  777 Glades Road, SU, Rm. 220  Boca Raton, FL 33431  Contact: James Watson, Jr.  Phone: (561) 297-3536/ (561)297-2740 (fax)  <a href="http://www.fau.edu/cdc">www.fau.edu/cdc</a></p>	Yes	0
12	<p><b>Florida State University – Career Center</b>  A4100 University Center  Tallahassee, FL 32306-2490  Contact: Sean Collins  Phone: 850-644-6431 / 850-644-3273  Email: <a href="mailto:reception@admin.fsu.edu">reception@admin.fsu.edu</a></p>	No	0
13	<p><b>Hispanic Human Resources Council</b>  1427 S. Congress Ave.  Palm Beach Springs, FL 33406  Contact: Judy Pierman  Phone: (561) 641-4198  <a href="mailto:jpierman@hhrcinc.org">jpierman@hhrcinc.org</a></p>	No	
14	<p><b>Hispanic Human Resources Council</b>  1820 Hendry Street  P.O. Box 2217  Fort Myers, FL 33901  Recruitment: (239) 321-7064</p>	No	



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15	<p><b>Lynn University</b>            Career Development Center            3601 N. Military Trail            Boca Raton, FL 33436            Log online lynn.edu/knightsurfer            User: Gladesmedia            Contact: Christine Childers            Phone: (561) 237-7287            Fax: (561) 237-7285            careers@lynn.edu</p>	Yes	
16	<p><b>University of South Florida – Mass Communications</b>            4202 E. Fowler St. MP CIS-1040            Tampa, FL 33620            Phone: (813) 974-2591            Fax: (831) 974-2592            Website: usf.edu/career-services</p>	No	
17	<p><b>Inside Radio</b>            Contact: Gene Mckay            365 Union Street            Littleton, NH 03561            (800) 248-4242 ext 711</p>	No	
18	<p><b>Glades Area Branch NAACP – Unit # 5686</b>            733 SW Ave E, Suite A            Belle Glades, FL 33430            Contact: Linda Johnson            Phone: (561) 985-0379            Fax: (561) 993-0483            unit5686@naacp.org</p>	No	
19	<p><b>Keiser Career College</b>            Attn: Elizabeth Houlihan            2085 Vista Parkway            West Palm Beach, FL 33411            Phone: (561) 471-6000 (561)561-471-7849 (fax)            Elizabthh@keiseruniversity.edu</p>	Yes	
20	<p><b>National Hispanic Media Coalition</b>            55 Grand Avenue            Pasadena, CA 91105            Tatiana Arizaga, Communications Coordinator            Phone: (213) 746-6988</p>	No	
21	<p><b>Nova Southeastern University</b>            11501 N. Military Trail            Palm Beach Gardens, FL 33410-6507            James Miller            954-262-5637 - (561) 622-6472 (fax)</p>	No	



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22	<b>Miami Media School</b> Angel S. Llamazares Director of Career Services 901 South Miami Avenue Miami, FL 3326 Phone: 305.728.1120 <a href="mailto:allamazares@BeOnAir.com">allamazares@BeOnAir.com</a> <a href="http://www.BeOnAir.Com">www.BeOnAir.Com</a>		
23	<b>Palm Beach State College-Career Center</b> 4200 Congress Ave. Lake Worth, FL 33361 <a href="https://www.myinterfase.com/palmbeachstate/employer/">https://www.myinterfase.com/palmbeachstate/employer/</a> UN: WCWOKC1570 PW: Glad123 Contact: Irene Garcia Phone: (561) 868-3066	Yes	1
24	<b>St. Lucie County Branch NAACP – Unit # 5129</b> P.O. Box 3103 Ft. Pierce, FL 34948-3103 Contact: Tony Barnes email: unit5129@naacp.org	No	
25	<b>Urban League of Palm Beach</b> 1700 N. Australian Ave. West Palm Beach, FL 33407 Contact: Henry Fuse Phone: (561) 833-1461 Email: henfuse@aol.com	No	
26	<b>University of Florida</b> College of Journalism and Communications P.O. Box 118400 Gainesville, FL 32611 Phone: (352-392-0466 Fax: (352) 392-0466 Katrice Graham <a href="mailto:Kgraham@jou.ufl.edu">Kgraham@jou.ufl.edu</a>	No	
27	<b>Indeed.com</b>		
28	<b>Employee Referral</b>		
29	<b>Non-Employee Referral</b>		
30	<b>Walk-In/Self-Referral</b>		1
31	<b>On-Air Announcement</b>		
32	<b>Internal Posting</b>		
33	<b>Internal Transfer/Promotion</b>		
34	<b>CareerBuilder.com</b>		
35	<b>Radio Ink.com</b>		
36	<b>Amfmjobs.com</b>		
37	<b>Radionotas.com</b>		
38	<b>Monster.com</b>		
39	<b>Google</b>		
39	<b>Facebook</b>		1
40	<b>Handshake.com</b> user: gladesmedia		



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**7) Supplemental Recruiting Measures:**

A) General Outreach Efforts

<b>Description of Supplemental Measure:</b>	<b>Date:</b>	<b>Personnel Involved:</b>
On-air EEO Promos	Permanent rotation	General Manager, EEO officer
How to apply for job opportunities on WLLY/WWRF	permanent rotation	General Manager/EEO officer
MRLS notice to organizations wishing to receive notice of job openings.	Permanent rotation	General Manager/EEO officer
Cross-training office manager: traffic, sales.	On-going	General Manager, Operations Manager
Use current US Census Quick Fact and Data USA to analyze current market wages.	Annually	EEO Officer

B) Participation in Events

1) Internship Program	4/1 to 7/14/2019	General Manager/Program Dir.
2) Census Conference	June 5, 2019	General Manager

Summary of events:

- 1) In working with Miami Media School, an Intern was placed at WLLY/WWRF (Hispanic Radio) based on the recommendation of the School's Director who took into consideration the student's goals, approximate location to where the student's home address is and on the student's interests and strengths while at the school. The student's Internship Evaluation, as completed by the station manager showed the student received 11 outstanding grades (A) and 13 Acceptable grades (B). The Internship lasted from 4/1 to 7/14/2019.
- 2) The General Manager, at the invitation of Palm Beach State College participated in a Census update conference to look a at the ever-changing demographics in South Florida and the needs that are created. Additionally, WLLY/WWRF were asked to help promote the 2020 census with the station's minority audience.