



## 2018 EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period October 1<sup>st</sup>, 2017 to September 30, 2018

**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:<br>Wayne Cunningham<br><a href="mailto:wayne@gladesmedia.com">wayne@gladesmedia.com</a> | Address:<br>2326 S. Congress Ave., Ste. 2A<br>West Palm Beach, FL 33406 | Telephone:<br>863-467-1570 |
|---|---|----------------------------|

**4) Number of Full-time vacancies: 2**

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

a: Traffic Manager

b: Officer Manager

**6) List of full-time vacancies:**

a: Traffic Manager position was filled by Internal promotion

b: Officer Manager position filled by Internal promotion

**7) Total number of interviewees referred by each source: 2**

| RS Number | RS Information   | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over reporting period |
|-----------|--|---|--|
| 1         | <b>Glades Media Radio Group Website</b><br><a href="http://www.gladesmedia.com">www.gladesmedia.com</a>  | Yes   |  |
| 2         | <b>Art Institute of Ft. Lauderdale – Career Serv.</b><br>1799 SE 17 <sup>th</sup> Street<br>Ft. Lauderdale, FL 33316<br>Contact: Jodi Berkshire<br>Phone (954) 308-2615<br><a href="mailto:jberkshire@aia.edu">jberkshire@aia.edu</a>                    | Yes   |  |
| 3         | <b>Bethune Cookman College – Career Planning</b><br>640 Dr. Mary McLeod Bethune Blvd.<br>Daytona Beach, FL 32115 Contact: Davita Bonner<br>Phone: (904) 255-1401 Fax: (904) 258-8278 Email: <a href="mailto:bonnerd@cookman.edu">bonnerd@cookman.edu</a> | No  |  |
| 4         | <b>Career Source Broward</b>   | No  |  |



## 2018 EEO PUBLIC FILE REPORT

|    |  |     |  |
|----|--|-----|--|
|    | Career Department<br>6301 NW 5 <sup>th</sup> Way Suite 3000<br>Ft Lauderdale, FL 33311<br>Phone: (954) 677-5627 <a href="mailto:jobs@careersourcebroward.org">jobs@careersourcebroward.org</a>   |     |  |
| 5  | <b>Career Source-Palm Beach County</b><br>3400 Belvedere Rd, West Palm Beach, FL 33406<br>Nancy Medina, Account Manager<br>Phone (561) 340-1060<br><a href="mailto:nmedina@careersourcepbc.com">nmedina@careersourcepbc.com</a>  | No  |  |
| 6  | <b>Career Source Research Coast</b><br>Okeechobee, Martin, St Lucie, Indian River Counties<br>Contact: Brian Dulemba<br>584 NW University Blvd Suite 200<br>Port St. Lucie, FL 34986<br>(866) 482-4473 ext 605<br><a href="mailto:bdulemba@careersourcec.com">bdulemba@careersourcec.com</a> | No  |  |
| 7  | <b>Career Source -Heartland</b><br>207 S.W. Park Street<br>Okeechobee, FL 34972<br>863-610-6000<br>Shannon Kuen<br><a href="mailto:skuen@careersourceheartland.onmicrosoft.com">skuen@careersourceheartland.onmicrosoft.com</a>  | Yes |  |
| 8  | <b>Connecticut School of Broadcasting – Palm Beach Gardens Campus</b><br>3450 North Lake Blvd Suite 110<br>Palm Beach Gardens, FL 33403<br>Contact: Erica Toledo email: <a href="mailto:etoledo@gocsb.com">etoledo@gocsb.com</a><br>Phone: (561) 847-4126 ext                                | Yes |  |
| 9  | <b>Florida A&amp;M University</b><br>School of Journalism/Media<br>1676 S. MLK Blvd.<br>Tallahassee, FL 32307<br>Contact: Melanie Washington<br>Phone: (850) 222-3957<br>Email: <a href="mailto:careercenter@famu.edu">careercenter@famu.edu</a>   | No  |  |
| 10 | <b>Florida Association of Broadcasters</b><br>201 South Monroe St. Suite 102<br>Tallahassee, FL 32303<br>Contact: Lindsay Varn<br>Phone: (850) 681-6444<br>Fax: (850) 222-3957<br>Email: <a href="mailto:lvarn@fab.org">lvarn@fab.org</a>  | No  |  |
| 11 | <b>Florida Atlantic University</b><br>Career Development Center  | Yes |  |



## 2018 EEO PUBLIC FILE REPORT

|    |  |     |  |
|----|--|-----|--|
|    | 777 Glades Road, SU, Rm. 220<br>Boca Raton, FL 33431<br>Contact: James Watson, Jr.<br>Phone: (561) 297-3536/ (561)297-2740 (fax)<br><a href="http://www.fau.edu/cdc">www.fau.edu/cdc</a>   |     |  |
| 12 | <b>Florida State University – Career Center</b><br>A4100 University Center<br>Tallahassee, FL 32306-2490<br>Contact: Sean Collins<br>Phone: 850-644-6431 / 850-644-3273<br>Email: reception@admin.fsu.edu  | No  |  |
| 13 | <b>Hispanic Human Resources Council</b><br>1427 S. Congress Ave.<br>Palm Beach Springs, FL 33406<br>Contact: Judy Pierman<br>Phone: (561) 641-4198<br>jpierman@hhrcinc.org   | No  |  |
| 14 | <b>Hispanic Human Resources Council</b><br>1820 Hendry Street<br>P.O. Box 2217<br>Fort Myers, FL 33901<br>Recruitment: (239) 321-7064  | No  |  |
| 15 | <b>Lynn University</b><br>Career Development Center<br>3601 N. Military Trail<br>Boca Raton, FL 33436<br>Log online <a href="http://lynn.edu/knightsurfer">lynn.edu/knightsurfer</a><br>User: Gladesmedia<br>Contact: Christine Childers<br>Phone: (561) 237-7287<br>Fax: (561) 237-7285<br><a href="mailto:careers@lynn.edu">careers@lynn.edu</a> | Yes |  |
| 16 | <b>University of South Florida – Mass Communications</b><br>4202 E. Fowler St. MP CIS-1040<br>Tampa, FL 33620<br>Phone: (813) 974-2591<br>Fax: (831) 974-2592<br>Website: <a href="http://usf.edu/career-services">usf.edu/career-services</a>   | No  |  |
| 17 | <b>Inside Radio</b><br>Contact: Gene McKay<br>365 Union Street<br>Littleton, NH 03561<br>(800) 248-4242 ext 711  | No  |  |
| 18 | <b>Glades Area Branch NAACP – Unit # 5686</b><br>733 SW Ave E, Suite A<br>Belle Glades, FL 33430<br>Contact: Linda Johnson   | No  |  |



## 2018 EEO PUBLIC FILE REPORT

|    |  |     |  |
|----|--|-----|--|
|    | Phone: (561) 985-0379<br>Fax: (561) 993-0483<br>unit5686@naacp.org   |     |  |
| 19 | <b>Keiser Career College</b><br>Attn: Elizabeth Houlihan<br>2085 Vista Parkway<br>West Palm Beach, FL 33411<br>Phone: (561) 471-6000 (561)561-471-7849 (fax)<br>Elizabthh@keiseruniversity.edu   | Yes |  |
| 20 | <b>National Hispanic Media Coalition</b><br>55 Grand Avenue<br>Pasadena, CA 91105<br>Tatiana Arizaga, Communications Coordinator<br>Phone: (213) 746-6988  | No  |  |
| 21 | <b>Nova Southeastern University</b><br>11501 N. Military Trail<br>Palm Beach Gardens, FL 33410-6507<br>James Miller<br>954-262-5637 - (561) 622-6472 (fax)   | No  |  |
| 22 | <b>Miami Media School</b><br>901 South Miami Ave. Suite 303<br>Miami, FL 33130 - Office: 305-676-6494 FAX: 305-974-1109<br>Jim "JB" Beauvais – Career Ser. Email: jbeauvais@beonair.com  | Yes |  |
| 23 | <b>Palm Beach State College-Career Center</b><br>4200 Congress Ave.<br>Lake Worth, FL 33361<br><a href="https://www.myinterfase.com/palmbeachstate/employer/">https://www.myinterfase.com/palmbeachstate/employer/</a><br>UN: WCWOKC1570<br>PW: Glad123<br>Contact: Irene Garcia Phone: (561) 868-3066 | Yes |  |
| 24 | <b>St. Lucie County Branch NAACP – Unit # 5129</b><br>P.O. Box 3103<br>Ft. Pierce, FL 34948-3103<br>Contact: Tony Barnes email: unit5129@naacp.org   | No  |  |
| 25 | <b>Urban League of Palm Beach</b><br>1700 N. Australian Ave.<br>West Palm Beach, FL 33407<br>Contact: Henry Fuse<br>Phone: (561) 833-1461 Email: henfuse@aol.com   | Yes |  |
| 26 | <b>University of Florida</b><br>College of Journalism and Communications<br>P.O. Box 118400<br>Gainesville, FL 32611<br>Phone: (352)-392-0466<br>Fax: (352) 392-0466<br>Katrice Graham <a href="mailto:Kgraham@jou.ufl.edu">Kgraham@jou.ufl.edu</a>  | No  |  |



## 2018 EEO PUBLIC FILE REPORT

|    |  |  |   |
|----|--|--|---|
| 27 | Indeed.com   |  |   |
| 28 | Employee Referral  |  |   |
| 29 | Non-Employee Referral  |  |   |
| 30 | Walk-In/Self-Referral  |  |   |
| 31 | On-Air Announcement  |  |   |
| 32 | Internal Posting   |  |   |
| 33 | Internal Transfer/Promotion  |  | 2 |
| 34 | CareerBuilder.com  |  |   |
| 35 | Radio Ink.com  |  |   |
| 36 | Amfmjobs.com   |  |   |
| 37 | Radionotas.com   |  |   |
| 38 | Monster.com  |  |   |
| 39 | Google   |  |   |
| 40 | Handshake.com user: gladesmedia<br>U. of Miami, U. of Central FL, FSU, U of S. FL-St. Pete/Sarasota,<br>U of Tampa |  |   |

### 8) Supplemental Recruiting Measures:

#### A) General Outreach Efforts

| Description of Supplemental Measure:   | Date:              | Personnel Involved:                 |
|--|--------------------|-------------------------------------|
| 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         |
| Changing Face of the FCC's EEO Rules in 2017 by Lauren Lynch Flick, Esq., Pillsbury, Winthrop, Shaw, Pittman LLP | 10/18/2017         | 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) Choice Career Fair, Fort Lauderdale | August 14, 2018 | General Manager/EEO Director |
| 2) Hispanic Chamber of Commerce        | April 5, 2018   | General Manager/EEO Director |



## 2018 EEO PUBLIC FILE REPORT

### Summary of events:

- 1) WWRF/WLLY Sponsored and participated in a job fair. The stations promoted the event on air. A total of 25 resumes were received.
- 2) The Hispanic Chamber of Commerce of Palm Beach County held a two-hour seminar highlighting the demographics of the Palm Beach County Hispanic community, targeting Hispanics in a way they will respond. We used the opportunity to meet and speak with Hispanic Community Leaders and Hispanic Chamber members, distributed material about the stations and received request from Chamber to receive job opening announcements.