

WFLA-FM, WGMY, WTLY, WTNT-FM, WXSJ
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
Account Executive	1-15	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access Music 28955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-6616 Email : jdenver@allaccess.com Fax : 1-310-457-8058 Joel Denver	N	0
2	Big Bend Minority Chamber of Commerce 1028 E. Park Avenue Tallahassee, Florida 32301 Phone : 850-577-0789 Url : www.mybbmc.org Email : info@mybbmc.org Jessica Rafael	N	0
3	Capital City Chamber of Commerce 1602 S. Monroe Tallahassee, Florida 32302 Phone : 850-224-0152 Url : http://www.capitalcitychamber.com/ Email : info@capitalcitychamber.com Fax : 1-850-224-0512 Career Services	N	0
4	Employee Referral	N	1
5	Florida A&M Univ 1676 S. Martin Luther King Jr Blvd. Tallahassee, Florida 32307 Phone : 850-599-8808 Url : careercenter.famu.edu Email : careercenter@famu.edu Melony Washington	N	0
6	Florida State Univ 100 South Woodward Avenue Tallahassee, Florida 32306-4162 Phone : 850-644-6431 Url : www.career.fsu.edu Email : careermail@admin.fsu.edu Sean Collins	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
8	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
9	Indeed-Not Directly Contacted by SEU 7501 Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Online Source Manual Posting	N	0
10	Internal Posting 325 John Knox Rd Bldg G Tallahassee, Florida 32303 Phone : 228-3142312 Sandra Milton Manual Posting	N	0
11	Keiser University 1700 Halstead Blvd, Building 2 Tallahassee, Florida 32309 Phone : 850-906-9494 Url : http://alumni.keiseruniversity.edu/?page_id=84 Email : SSDirectorsKU@keiseruniversity.edu Career Services	N	0
12	Station On Air Announcements (One or more SEU stations) 325 John Knox Rd Tallahassee, Florida 32303 Phone : 850-422-3107 Ashley Connel Manual Posting	N	0

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II. MASTER RECRUITMENT SOURCE LIST ("MRSJ")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	Tallahassee Community College 444 Appleyard Dr Tallahassee, Florida 32304 Phone : 850-201-9970 Url : www.tcc.fl.edu Email : careercenter@tcc.fl.edu Christy Mantzanas	N	0
14	Tallahassee Urban League 923 Old Bainbridge Rd Tallahassee, Florida 32303 Phone : 850-222-6111 Url : http://www.talul.org/ Fax : 1-850-561-8390 Career Services	N	0
15	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			1

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	10/17/2017	Participation in Job Fairs	Our SEU participated in the Florida A&M University School of Journalism & Graphic Communication job fair in Tallahassee, FL. Station participants discussed careers in radio with interested attendees, accepted resumes, discussed internship and employment opportunities, and handed out information about iHeartMedia.	2	Program Director Area President
2	3/21/2018	Establishment of training programs for station personnel	During 2017, 2018 and the first quarter of 2019, our SEU's SVPS and Area President worked with an Account Executive at the station(s) to mentor him in those duties that iHeart typically requires of a sales manager or a SVP of Sales. The program included regular meetings with the Area President, SVP of Sales and Finance Manager, travel to Atlanta for iHeart sales manager digital training, travel to iHeart in Tampa for sales manager automotive training, and periodic ad-hoc discussions with the Area President and SVPS that would solicit the AE's input or otherwise provide him with a coaching moment, was focused on maximizing the Account Executive's career development potential, and covered Budgeting, Forecasting, Inventory management, Rate-setting (including Political rates), AE coaching, Annual account planning, Interviewing AE and sales assistant candidates (including OSTI (sales/personality profile) assessments of applicants.	2	Sales Manager SVPS
3	8/26/2018	Participation in events or programs sponsored by educational institutions	Our SEU's On-Air personality and Area President spoke to a group of students at the WFLA Scholarship Award Ceremony about their backgrounds and future broadcast opportunities.	2	On-Air Personality Area President

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4	9/15/2018	Participation in other activities designed by the station employment unit	During this reporting period, our SEU's Area President mentored a student from the Florida School for the Deaf and Blind. The mentoring began when the student reached out to the SEU to record a PSA to advertise his school and its programs. It continued throughout the reporting period, with the Area President and the student remaining remaining in regular communication, and resulted in the student being hired by another local station for an on-air position.	1	Area President