

WBTP, WDAE, WFLA, WFLZ-FM, WFUS, WHNZ, WMTX, WXTB
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
Outside Account Executive	4-5, 7-10, 14, 22	14
Outside Account Executive	4, 8-10, 14	8
Outside Account Executive	1, 3-6, 8-11, 14-15, 18-21, 24	5
Traffic Manager	1-4, 6, 8-9, 11, 15, 17-21, 23-24	17
Outside Account Executive	3-5, 8-9, 14-15, 22	5
Senior Promotions Director	1, 3-6, 8-9, 11-12, 15, 18-21, 23-24	5
Program Director	1, 3-6, 8-9, 11, 13, 15, 18-21, 23-24	13
Outside Account Executive	1, 3-4, 6, 8-9, 11, 15, 18-24	22
Outside Account Executive	1-4, 6, 8-11, 15, 18-21, 23-24	10
Outside Account Executive	1-4, 6, 8-11, 15, 18-21, 23-24	9
Outside Account Executive	2-6, 8-9, 11, 14-16, 18-24	9
Senior Vice President, Sales	1-6, 8-9, 11, 13-15, 18-21, 23-24	13
Outside Account Executive	1-6, 8-11, 14-15, 17-24	5
Sales Support	1-6, 8-11, 14-15, 18-21, 23-24	5

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

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	Barry University 11300 NE Second Avenue Miami Shores, Florida 33161-6695 John Moriarty Manual Posting	N	0
3	Brewster Tech Center 2222 North Tampa St Tampa, Florida 33602 Email : john.holmes@sdhc.k12.fl.us John Holmes	N	0
4	DirectEmployers Association, Inc. (<i>assn. distributing job</i> 9002 N. Purdue Road, Suite 100 <i>postings to state job banks</i>) Indianapolis , Indiana Katherine Larrabee Manual Posting	N	0
5	Employee Referral	N	14
6	FL Association of Broadcasters 201 South Monroe Street Ste. 201 Tallahassee, Florida 32301 Phone : 850-681-6444 Email : intern@fab.org Lindsay Varn	N	0
7	Glass Door - Not Directly Contacted by SEU	N	2
8	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	4

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9	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	23
10	Indeed.com - Not Directly Contacted by SEU	N	14
11	Inside Radio Texas Phone : 813-832-1000 Miki Parks Manual Posting	N	1
12	Internal Posting	N	2
13	Internal Transfer/Promotion	N	2
14	LinkedIn - Not Directly Contacted by SEU	N	12
15	Pinellas County Urban League 333 31st St North St Petersburg, Florida 33713 Phone : 727-327-2081x112 Email : msscott@pcul.org Marshae Scott	N	0
16	Previous Employee	N	1
17	Re-hire	N	2
18	Service Source 2735 Whitney Road Clearwater, Florida 33760 Phone : 727-5387370 Email : cher.street@servicesource.org Cher Street	N	0
19	Society of Broadcast Engineers 9102 N Meridian St Suite 150 Indianapolis, Indiana 46260 Phone : 317-846-9000 John Poray Manual Posting	N	0

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20	Tampa Radio Advertising (one or more SEU stations) 4002 Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Miki Parks Manual Posting	N	1
21	Tampa Radio Websites (<i>navigation link to corporate careers website</i>) 4002 Gandy Blvd Tampa, Florida 33611 Phone : 813-832-1000 Miki Parks Manual Posting	N	0
22	Unknown (source not adequately identified upon inquiry by SEU)	N	8
23	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
24	www.MyDamnChannel.com/RAMP 25379 Wayne Mills Place #382 Valencia, California 91355 Phone : 661-294-9408 Kevin Carter Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			86

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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	10/24/2017	Participation in events sponsored by community groups	The WFLA Asst. Program Director gave a tour of the facilities to the students from Louise Graham Regeneration Center. He described the various jobs in radio while they toured the stations and talked about his career.	1	WFLA Asst. Program Director
2	11/15/2017	Participation in events sponsored by community groups	Our SEU participated in the Pepin Academy's Great American Teach-in event in Tampa, FL. Our Assistant Program Director spoke to this students and discussed his career in radio and broadcast employment generally.	1	Assistant Program Director
3	3/1/2018	Participation in events or programs sponsored by educational institutions	Our SEU's WFLA Morning show co-host visited his Alma mater, University of Tampa, to speak with a Practicum in Broadcast Management class. The Co-Host shared his experiences in radio and tips on how to break into the business. Afterwards the class asked questions to both the Co-Host and the SVPP.	1	WFLA Morning show co-host SVPP of Programming
4	4/3/2018	Participation in events or programs sponsored by educational institutions	<p>University of Tampa Practicum in Broadcast Management Class (COM250) toured the broadcast facilities.</p> <p>Our SEU hosted students from the University of Tampa's Practicum in Broadcast Management class for a station tour. Our SVPP and WFLA Co-Host guided students through our station facilities for a "behind-the-scenes" look at broadcast operations, conducted a brief Q&A session regarding careers in broadcasting, discussed internship and employment opportunities in broadcasting and handed out station information.</p>	1	WFLA Morning Show co-host SVPP of Programming