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| VERO BEACH BROADCASTERS,LLC/Vero Beach FM Radio Partnership/R&S Radio LLC | | | | |
| WGVL WOSN, WJKD, WTTB, WPHR-FM | | | | |
| 1235 16TH STREET | | | | |
| VERO BEACH, FL 32960 | | | | |
| 772-567-0937 | | | | |
| REPORTING PERIOD: 10/1/17-9/30/18 | | | | |
| EEO PUBLIC FILE REPORT | | | | |
| A. Full-time Vacancies Filled During Reporting Period | | | | |
| | | | | |
| 1. Job Title: Account Executive | | | Date Filled: | 10/3/2017 |
| 2. Job Title: Local Sales Manager | | | Date Filled: | 12/21/2017 |
| 3. Job Title: Traffic Manager | | | Date Filled: | 10/30/2017 |
| 4. Job Title: Account Executive | | | Date Filled: | 1/25/2018 |
| 5. Job Title: Account Executive | | | Date Filled: | 3/25/2018 |
| 6. Job Title: Account Executive | | | Date Filled: | 4/27/2018 |
| B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy | | | | |
| Job Title: Account Executive | | | Date Filled: | Referred Person Hired? |
| Source | | | | |
| External-Station Sales Referral/Applicant | | | | |
| Monster.com | | | 10/3/2017 | Y |
| Careersource TC | | | | |
| Station Sales Referral | | | | |
| Zip Recruiter | | | | |
| Craig's List | | | | |
| Job Fair | | | | |
| Glass Door | | | | |
| Indeed | | | | |
| Workforce Solutions | | | | |
| Internal | | | | |
| Newspaper | | | | |
| Job Title: Local Selling Sales Manager | | | Date Filled: | Referred Person Hired? |
| Source | | | | |
| External-Station Sales Referral/Applicant | | | | |
| Monster.com | | | | |
| Careersource TC | | | | |
| Station Sales Referral | | | | |
| Zip Recruiter | | | | |
| Craig's List | | | | |
| Job Fair | | | | |
| Glass Door | | | | |
| Indeed | | | | |
| Workforce Solutions | | | | |
| Internal | | | 12/21/2017 | Y |
| Newspaper | | | | |
| Job Title: Traffic Manager | | | Date Filled: 10/30/17 | Referred Person Hired? |
| Source | | | | |
| All Access | | | | |
| Monster.com | | | | |
| Careersource TC | | | | |
| Station Sales Referral | | | | |
| Applicant-Self Referred | | | | |
| Zip Recruiter | | | | |
| Craig's List | | | | |
| Job Fair | | | 10/30/2017 | Y |
| Glass Door | | | | |
| Indeed | | | | |
| Workforce Solutions | | | | |
| Newspaper | | | | |
| Job Title: Account Executive | | | Date Filled: | Referred Person Hired? |
| Source | | | | |
| Zip Recruiter | | | | |
| Monster.com | | | | |
| Careersource TC | | | | |
| Station Sales Referral | | | | |
| Applicant-Self Referred | | | | |
| Craig's List | | | | |
| Job Fair | | | 1/25/2018 | Y |
| Glass Door | | | | |
| Indeed | | | | |
| Workforce Solutions | | | | |
| Newspaper | | | | |
| Job Title: Account Executive | | | Date Filled: | Referred Person Hired? |
| Source | | | | |
| Indeed | | | | |
| Monster.com | | | | |
| Careersource TC | | | | |
| Station Sales Referral | | | | |
| Applicant-Self Referred | | | 3/14/2018 | Y |
| Zip Recruiter | | | | |
| Craig's List | | | | |
| Job Fair | | | | |
| Glass Door | | | | |
| Workforce Solutions | | | | |
| Newspaper | | | | |

| | | | | |
|---|--|--|--------------|------------------------|
| Job Title: Account Executive | | | Date Filled: | Referred Person Hired? |
| Source | | | | |
| Workforce Solutions and/or Job Fair | | | | |
| Monster.com | | | | |
| Careersource TC | | | | |
| Station Sales Referral | | | | |
| Applicant-Self Referred | | | | |
| Zip Recruiter | | | | |
| Craig's List | | | 4/27/2018 | Y |
| Job Fair | | | | |
| Glass Door | | | | |
| Indeed | | | | |
| Newspaper | | | | |
| C. Total Number Of Persons Interviewed For All Full-Time Vacancies Filled During Reporting Period: | | | | 39 |
| D. Total Number of Interviewees For Full-Time Vacancies Filled During Reporting Period Per Recruitment/Referral Sources: | | | | |
| Referral Source List | | | | |
| Monster.com | | | | 0 |
| All Access | | | | 0 |
| Careersource TC | | | | 0 |
| Internal | | | | 0 |
| Station Sales Referral and/or On-Air ad | | | | 1 |
| Applicant-Self Referred | | | | 9 |
| Zip Recruiter | | | | 2 |
| Craig's List | | | | 16 |
| Job Fair | | | | 1 |
| Glass Door | | | | 2 |
| Indeed | | | | 1 |
| Workforce Solutions and/or Job Fair | | | | 7 |
| Newspaper | | | | 0 |
| | | | | 39 |
| See Attached list and description of all outreach activities performed during the Reporting Period. | | | | |

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WGYL WOSN, WJKD, WTTB, WPHR-FM
1235 16TH STREET
VERO BEACH, FL 32960
772-567-0937

Reporting Period: 10/1/17-9/30/18

OUTREACH ACTIVITY DESCRIPTION

Initiative #1

Station Employment Unit (SEU) participated in a Job Fair at Sean Ryan Pub 2019 14th Avenue, Vero Beach, FL 32960 on 01/25/18. Applications were accepted. Promotions for the Job Fair aired for 11 days prior to the event, 364 times on stations WPHR/WGYL/WOSN/WJKD.

Initiative #2

Station Employment Unit (SEU) sponsored an on-air recruitment for station positions from March 1-March 18, 2018 which resulted in applications being accepted. Recorded announcements were aired for 18 days, 6x times Monday-Sunday on stations WGYL & WPHR.

Initiative #3

Station Employment Unit (SEU) participated in a Job Fair at University of Florida, 201 Criser Hall Gainesville, FL 32611 on 03/21/18. Applications were accepted. Stations- WPHR/WGYL/WJKD/WOSN

Initiative #4

Station Employment Unit (SEU) sponsored an on-air recruitment for station positions from June 13 - June 24, 2018 and July 1- July 10, 2018 which resulted in applications being accepted. Recorded announcements were aired for 10x times per day Monday-Sunday on stations WGYL, WJKD & WPHR.

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10/1/17-9/30/18

ATTACHED LIST "A"

POTENTIAL RECRUITMENT SOURCES THAT ARE CONTACTED PERIODICALLY (BUT NONE HAVE REQUESTED NOTICE OF JOB OPENINGS)

| Company | Contact | Address | City | State | Zip | Phone | Email |
|--|------------------------------|--|------------------|-------|-------|--------------|--|
| Bethune Cookman College | Cathy Washington | 640 Mary McLeod Bethune Blvd | Daytona Beach | FL | 32114 | 386-481-2540 | kogans@cookman.edu |
| Black Broadcasters Alliance | c/o Mr. Sherman Kizart | 205 N Michigan Avenue, Suite 215 | Chicago | IL | 60601 | 412-829-9788 | nabobinfo@nabob.org |
| CareerSource Treasure Coast | | 1880 82nd Avenue | Vero Beach | FL | 32968 | | info@careersourcerc.com |
| Brevard Community College | Bob Sullivan | 250 Community College Parkway | Palm Bay | FL | 32909 | 321-433-5248 | allenh@easternflorida.edu |
| Connecticut School of Broadcasting | Dave Duran | 3450 Northlake Blvd, #110 | North Palm Beach | FL | 33408 | 561-842-2000 | elynn@gocsb.com |
| Florida Association of Broadcasters | Meleny Washington | 100 Student Union Plaza | Tallahassee | FL | 32307 | 850-599-3700 | empl@fau.edu |
| Florida Association of Broadcasters | | 201 S. Monroe St., #201 | Tallahassee | FL | 32301 | 850-681-6444 | intern@fab.org |
| Florida Atlantic University | T. Teresa Broun | 500 NW California Blvd | Port Saint Lucie | FL | 34986 | 772-873-3305 | empl@fau.edu |
| Florida Institute of Technology | Career Services/Dona Gaynor | 150 W University Blvd | Melbourne | FL | 32901 | 321-674-8102 | career@fit.edu |
| National Hispanic Media Coalition | Job Postings | 55 South Grand Avenue | Pasadena | CA | 91105 | 626-792-6462 | info@nhmc.org |
| Indian River State College | Teri Smith | 3209 Virginia Ave | Fort Pierce | FL | 34981 | 772-462-7448 | tdsmith@irsc.edu |
| Hodges Universities | | | | FL | | 800-262-0979 | career@hodges.edu |
| Keiser Career College | Pam Caruso | 2085 Vista Pakway | West Palm Beach | FL | 33411 | 561-471-6000 | pcaruso@keiseruniversity.edu |
| National Lesbian and Gay Journalists Association | Job Postings | 2120 L St. NW, Ste 850 | Washington | DC | 20037 | 202 588-9888 | info@nljja.org |
| Native American Journalist Association/Gaylord College | Career Resources | 900 Asp Avenue, OMU Room 323 | Norman | OK | 73019 | 405 325-3402 | oucs@ou.edu |
| School Board of St Lucie County | Career & Technical Education | 4204 Okeechobee Rd | Fort Pierce | FL | 34947 | 772-429-3963 | michael.carbenia@stlucieschools.org |
| Scripps TCPALM.COM | Donna Johnson | 1939 SE Federal Hwy. | Stuart, | FL | 34994 | 772-287-1550 | donna.johnson@tcpalm.com |
| University of Central Florida | Garib Veena | 4000 Central Florida Blvd. Bldg. 7F, R | Orlando | FL | 32816 | 407-823-2361 | veena.garib@ucf.edu |
| University of Florida College of Journalism | Sue Wagner | | | | | 352-294-7138 | swagner@wuft.org |

12/8/2017 - emailed the above organizations of Local Selling Sales Mgr position

6/26/18 - emailed the above organizations for Account Executive (sales)