

VERO BEACH BROADCASTERS,LLC/Vero Beach FM Radio Partnership/R&S Radio LLC				
WGYL 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?
<b>Source</b>				
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?
<b>Source</b>				
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?
<b>Source</b>				
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?
<b>Source</b>				
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?
<b>Source</b>				
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?
<b>Source</b>				
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				
<b>C. Total Number Of Persons Interviewed For All Full-Time Vacancies Filled During Reporting Period:</b>				<b>39</b>
<b>D. Total Number of Interviewees For Full-Time Vacancies Filled During Reporting Perio Per Recruitment/Referral Sources:</b>				
<b>Referral Source List</b>				
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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**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	<a href="mailto:kogans@cookman.edu">kogans@cookman.edu</a>
Black Broadcasters Alliance	c/o Mr. Sherman Kizart	205 N Michigan Avenue, Suite 215	Chicago	IL	60601	412-829-9788	<a href="mailto:nabobinfo@nabob.org">nabobinfo@nabob.org</a>
CareerSource Treasure Coast		1880 82nd Avenue	Vero Beach	FL	32968		<a href="mailto:info@careersourcerc.com">info@careersourcerc.com</a>
Brevard Community College	Bob Sullivan	250 Community College Parkway	Palm Bay	FL	32909	321-433-5248	<a href="mailto:allenh@easternflorida.edu">allenh@easternflorida.edu</a>
Connecticut School of Broadcasting	Dave Duran	3450 Northlake Blvd, #110	North Palm Beach	FL	33408	561-842-2000	<a href="mailto:elynn@gocsb.com">elynn@gocsb.com</a>
ter	Meleny Washington	100 Student Union Plaza	Tallahassee	FL	32307	850-599-3700	<a href="mailto:empl@fau.edu">empl@fau.edu</a>
Florida Association of Broadcasters		201 S. Monroe St., #201	Tallahassee	FL	32301	850-681-6444	<a href="mailto:intern@fab.org">intern@fab.org</a>
Florida Atlantic University	T. Teresa Broun	500 NW California Blvd	Port Saint Lucie	FL	34986	772-873-3305	<a href="mailto:empl@fau.edu">empl@fau.edu</a>
Florida Institute of Technology	Career Services/Dona Gaynor	150 W University Blvd	Melbourne	FL	32901	321-674-8102	<a href="mailto:career@fit.edu">career@fit.edu</a>
National Hispanic Media Coalition	Job Postings	55 South Grand Avenue	Pasadena	CA	91105	626-792-6462	<a href="mailto:info@nhmc.org">info@nhmc.org</a>
Indian River State College	Teri Smith	3209 Virginia Ave	Fort Pierce	FL	34981	772-462-7448	<a href="mailto:tdsmith@irsc.edu">tdsmith@irsc.edu</a>
Hodges Universities				FL		800-262-0979	<a href="mailto:career@hodges.edu">career@hodges.edu</a>
Keiser Career College	Pam Caruso	2085 Vista Pakway	West Palm Beach	FL	33411	561-471-6000	<a href="mailto:pcaruso@keiseruniversity.edu">pcaruso@keiseruniversity.edu</a>
National Lesbian and Gay Journalists Association	Job Postings	2120 L St. NW, Ste 850	Washington	DC	20037	202 588-9888	<a href="mailto:info@nljja.org">info@nljja.org</a>
Native American Journalist Association/Gaylord College	Career Resources	900 Asp Avenue, OMU Room 323	Norman	OK	73019	405 325-3402	<a href="mailto:oucs@ou.edu">oucs@ou.edu</a>
School Board of St Lucie County	Career & Technical Education	4204 Okeechobee Rd	Fort Pierce	FL	34947	772-429-3963	<a href="mailto:michael.carbenia@stlucieschools.org">michael.carbenia@stlucieschools.org</a>
Scripps TCPALM.COM	Donna Johnson	1939 SE Federal Hwy.	Stuart,	FL	34994	772-287-1550	<a href="mailto:donna.johnson@tcpalm.com">donna.johnson@tcpalm.com</a>
University of Central Florida	Garib Veena	4000 Central Florida Blvd. Bldg. 7F, R	Orlando	FL	32816	407-823-2361	<a href="mailto:veena.garib@ucf.edu">veena.garib@ucf.edu</a>
University of Florida College of Journalism	Sue Wagner					352-294-7138	<a href="mailto:swagner@wuft.org">swagner@wuft.org</a>

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

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