

**WLZR-AM, WROK-FM, WHKR-FM, WAOA-FM  
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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Digital Sales Manager	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33	12

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	<b>Bethune-Cookman College</b> Office of Career Service 640 Dr. Mary McLeod Bethune Blvd. Daytona Beach, Florida 32114 Davita Bonner 386-481-2143 Fax 386-481-2139 bonnerd@cookman.edu	N	0
2	<b>Brevard Workforce</b> 297 Barnes Blvd. Rockledge, FL 32955 321-504-7600 **Brevard Job Link sends notices to Cocoa and Titusville Job Links	N	0
3	<b>CT School of Broadcasting</b> 3450 Northlake Blvd., Ste 110 Palm beach Gardens, L 33403 561-847-4126 csbpalmbeach@gocsb.com	N	0
4	<b>Employ Florida</b> 1-866-FLA-2345 efmhelpmailbox@deo.myflorida.com ** Employ Florida links all of Florida's state and local workforce services and resources.	N	0
5	<b>Florida Institute of Technology</b> Job Development Coordinator 150 W. University Blvd. Melbourne, Florida 32901 321-674-8000 Dona Gaynor dgaynor@fit.edu	N	0
6	<b>Full Sail University</b> 3300 University Blvd. Winter Park, FL 32792 placement@fullsail.edu	N	0
7	<b>Hispanic Chamber of Commerce</b> 10051 McGregor Boulevard Suite 204 Fort Myers, Florida 33919 239-418-1441 info@hispanicchamberflorida.org	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
8	<b>Mt. Hood Community College</b> 26000 S.E. Stark St. Gresham, Oregon 97030 503-491-6422 JD.Kiggins@mhcc.edu	N	0
9	<b>National Lesbian &amp; Gay Journalist Assoc.</b> 2120 L St, NW Suite 850 Washington, DC 20037 202-588-9888 info@nlgja.org	N	0
10	<b>University Of Central Florida</b> Career Resource Center Admin Bldg. Room 124 Orlando, Florida 32816 407-823-2361 csrecruit@ucf.edu	N	0
11	<b>Station websites</b> <b>(WAOA-FM / WHKR-FM / WROK-FM / WLZR-AM)</b>	N	0
12	<b>Employee Referral</b>	N	3
13	<b>Cumulus-Melbourne Job Fair Event</b>	N	1
14	<b>Cumulus.com</b>	N	1
15	<b>Internal Posting</b>	N	0
16	<b>Allaccess.com</b>	N	0
17	<b>Glassdoor.com</b>	N	0
18	<b>Indeed.com</b>	N	2
19	<b>LinkedIn.com</b>	N	1
20	<b>LinkUp.com</b>	N	0
21	<b>Monster.com</b>	N	0
22	<b>Ziprecruiter.com</b>	N	0
23	<b>University of South Florida</b> Handshake.com	N	0
24	<b>Florida Agricultural &amp; Mechanical University</b> Handshake.com	N	0
25	<b>Barry University</b> Handshake.com	N	0
26	<b>Florida State University</b> Handshake.com	N	0
27	<b>University of Miami</b> Handshake.com	N	0
28	<b>Nova Southeastern University</b> Handshake.com	N	0
29	<b>Florida International University</b> Handshake.com	N	0
30	<b>University of South Florida Sarasota-Manatee</b> Handshake.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	The University of Tampa Handshake.com	N	0
32	Rollins College Handshake.com	N	0
33	St. Thomas University Handshake.com	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>8</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Host Job Fair.	On February 28, 2018 our SEU hosted a job fair at the Space Coast Convention Center. SEU Market Manager educated attendees on career opportunities in radio to include current open positions of Digital Sales Manager, Account Executive, and Promotions Assistant. An additional 24 other businesses in the community were represented at the job fair. Over 360 people attended this event, which was promoted on all SEU stations
<b>2</b>	Establish a mentoring program for station personnel.	From March 1, 2018 through September 30, 2018, the SEU's Business Manager mentored the Assistant Business Manager in Cumulus' Springfield market to assist her in obtaining the necessary skills and experience to become the Business Manager in that Cumulus market. The topics covered included: (i) accounting functions such as debits, credits, general ledger coding, and (ii) account receivable management, including credit and collections, monitoring and administering trade accounting functions, revenue recognition, expense accruals, account reconciliation, variance analysis, forecasting, and budget preparation. The Assistant Business Manager also was mentored with respect to basic management skills, personnel issues, and maintaining the Springfield market's EEO program and FCC-related reports.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
3	Host Job Fair.	On July 25, 2018 our SEU hosted a job fair at the Holiday Inn Viera-Melbourne. SEU Market Manager educated attendees on career opportunities in radio to include current open positions of Account Executive and Promotions Assistant. An additional 26 other businesses in the community were represented at the job fair. Approximately 200 people attended this event, which was promoted on all SEU stations.