

WLZR(AM), WROK-FM, WHKR(FM), WAOA-FM
EEO PUBLIC FILE REPORT
October 1, 2018 – September 30, 2019

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, 3-18, 20-24, 26-28, 30, 32-33	12
Operations Manager	4, 11, 13-18, 20, 21-22, 34-35	16
Account Executive	1, 3-11, 14-18, 20-24, 26, 28, 30-32, 36-37	18

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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	Bethune-Cookman College 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	Brevard Workforce 297 Barnes Blvd. Rockledge, FL 32955 321-504-7600 **Brevard Job Link sends notices to Cocoa and Titusville Job Links	N	0
3	CT School of Broadcasting 3450 Northlake Blvd., Ste 110 Palm beach Gardens, L 33403 561-847-4126 csbpalmbeach@gocsb.com	N	1
4	Employ Florida 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	Florida Institute of Technology Job Development Coordinator 150 W. University Blvd. Melbourne, Florida 32901 321-674-8000 Dona Gaynor dgaynor@fit.edu	N	0
6	Full Sail University 3300 University Blvd. Winter Park, FL 32792 placement@fullsail.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Hispanic Chamber of Commerce 10051 McGregor Boulevard Suite 204 Fort Myers, Florida 33919 239-418-1441 info@hispanicchamberflorida.org	N	0
8	Mt. Hood Community College 26000 S.E. Stark St. Gresham, Oregon 97030 503-491-6422 JD.Kiggins@mhcc.edu	N	0
9	National Lesbian & Gay Journalist Assoc. 2120 L St, NW Suite 850 Washington, DC 20037 202-588-9888 info@nljja.org	N	0
10	University Of Central Florida Career Resource Center Admin Bldg. Room 124 Orlando, Florida 32816 407-823-2361 csrecruit@ucf.edu	N	0
11	Station Websites (WAOA-FM / WHKR-FM / WROK-FM / WLZR-AM)	N	0
12	Employee Referral	N	3
13	Cumulus-Melbourne Job Fair Event	N	1
14	Cumulus.com	N	2
15	Internal Posting	N	2
16	Allaccess.com	N	4
17	Glassdoor.com	N	0
18	Indeed.com	N	3
19	LinkedIn.com	N	0
20	LinkUp.com	N	0
21	Monster.com	N	0
22	Ziprecruiter.com	N	0
23	University of South Florida Handshake.com	N	0
24	Florida Agricultural & Mechanical University Handshake.com	N	0
25	Barry University Handshake.com	N	0
26	Florida State University Handshake.com	N	0
27	University of Miami Handshake.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Nova Southeastern University Handshake.com	N	0
29	Florida International University Handshake.com	N	0
30	University of South Florida Sarasota-Manatee Handshake.com	N	0
31	The University of Tampa Handshake.com	N	0
32	Rollins College Handshake.com	N	0
33	St. Thomas University Handshake.com	N	0
34	Jockline Daily themouth@tds.net	N	0
35	RAMP Media Inc. Kevin@RAMP247.com	N	0
36	WAOA-FM / WHKR-FM / WROK-FM / WLZR-AM Station commercial broadcast	N	0
37	Sales Sense Lucy Rice lucy@itmakessalessense.com (posts to over 100 job boards via ZipRecruiter)	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			16

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program – designed to assist members of the community to acquire skills needed for broadcast employment.	From September 2018 through December 2018, our SEU hosted a student intern from Eastern Florida State College. Supervision was conducted by our WLZR Program Director who taught production, announcing, anchoring, and reporting.
2	Establish a mentoring program for station personnel.	From October 2018 through June 2019, the SEU's Promotions Director, Program Director, and Production Director mentored a Promotions Assistant to assist her in obtaining the necessary skills and experience to apply for positions in the Programming department. The topics covered included: operating the broadcast automation system, editing and inserting spots for a live broadcast, editing/producing/dubbing commercials, writing of public service announcements, and voice tracking an on-air shift.
3	Host Job Fair.	On February 28, 2019, 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 Operations Manager, Account Executive, and Promotions Assistant. An additional 36 other businesses in the community were represented at the job fair. Over 150 people attended this event, which was promoted on all SEU stations.
4	Participation in event or program sponsored by an educational institution relating to career opportunities in broadcasting.	In May 2019, our SEU's Program Director hosted Quest Morning Media's 6 th grade class on a station tour providing guidance on how to produce commercials and prepare for a live broadcast. A question-and-answer session was conducted with our SEU's morning show team.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
5	Host Job Fair.	On July 25, 2019, our SEU hosted a job fair at the Space Coast Convention Center. Our SEU's Business Manager educated attendees about career opportunities in radio and discussed current open positions. An additional 30 other businesses in the community were represented at the job fair. Over 100 people attended this event, which was promoted on all SEU stations.
6	Participation in event or program sponsored by an educational institution relating to career opportunities in broadcasting.	On September 5, 2019, our WLZR Program Director represented our SEU in a video conference with students in Broadcasting & Journalism class # 321 at Western Illinois University. Topics covered included hosting an on-air radio show, how to interview guests, and how to create a broadcasting clock. The one-hour conference included a question-and-answer session.