**WBZE(FM), WGLF(FM), WHBT(AM), WHBX(FM) and WWLD(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

| **Job Title** | **Recruitment Sources (“RS”) Used to Fill Vacancy** | **RS Referring Hiree** |
| --- | --- | --- |
| Sales Representative | 6-10, 14-15, 18, 22-25, 28-32, 34-36 | 31 |
| Sales Representative | 6-10, 14-15, 18, 22-25, 28-32, 34-36 | 31 |
| Sales Representative | 6-10, 14-15, 18, 22-25, 28-32, 34-36 | 31 |
| Production Director | 6-10, 14-15, 18, 22-25, 28-32, 34-36 | 31 |

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

| **RSNumber** | **RS Information** | **Source Entitledto VacancyNotification?(Yes/No)** | **No. of Interviewees Referred by RS****OverReporting Period** |
| --- | --- | --- | --- |
| 1 | **Tallahassee Democrat**277 N. MagnoliaTallahassee, FL 32301Contact: Classified Dept.(850) 599-2342 | N | 0 |
| 2 | [**www.Carreerbuilder.com**](http://www.Carreerbuilder.com) | N | 0 |
| 3 | **Allaccess.com**28955 Pacific Coast Hwy., Ste 210-5Malibu, CA 90265 Contact: Recruitment Director(310) 457-6616/(310) 457 8058 | N | 0 |
| 4 | **Insideradio.com**Contact: Kelli Grisez(615) 220-0442 | N | 0 |
| 5 | **Tallahassee Branch, NAACP**P.O. Box 5892Tallahassee, FL 32314Contact: Anita Davis(850) 574- 3075 | N | 0 |
| 6 | **Florida State University Public Broadcast Center**1600 Red Barber PlazaTallahassee, FL 31310Contact: Mari Ann Yeager(850) 644-3871 | N | 0 |
| 7 | **Florida A&M University Career Center**FAMU CampusTallahassee, FL 32399Contact: Recruitment Officer(850) 599-3700 | N | 0 |
| 8 | **Former Employee** *(Re-hire)* | N | 0 |
| 9 | **Walk-in/Self-Referral** | N | 0 |
| 10 | **Word-of-Mouth Referral**  | N | 2 |
| 11 | **Leon County Schools**2757 West Pensacola StreetTallahassee, FL 32304Contact: Recruitment Rep.(850) 487-7651 | N | 0 |
| 12 | **Workforce Plus** *(formerly State of Florida Job Services)*2525 S. Monroe Street, #3ATallahassee, FL 32301 (850) 413-0315 (p)/ (850) 922-6747 (f) | N | 0 |
| 13 | **Capital Outlook**225 E Jennings StreetTallahassee, FL 32310(850) 681-1852(p)(850) 681-1093 (f) | N | 0 |
| 14 | **Station Website Postings** (*one or more SEU Stations*) | N | 2 |
| 15 | **On-Air Announcements** *(all SEU stations)* | N | 0 |
| 16 | **Open Houses** *(see Section III)* | N | 0 |
| 17 | **Florida Association of Broadcasters**800 N. Calhoun StreetTallahassee, FL 32303Contact: Tiffany Hall/thall@fab.org(850) 681-6444 | N | 0 |
| 18 | **Florida State University Career Center**University Center, 4th LevelTallahassee, FL 32303Fax: (850) 644-3273 | N | 0 |
| 19 | **Tallahassee Urban League**923 Old Bainbridge RoadTallahassee, FL 32303Contact: Stella Ward(850) 222-6111 | N | 0 |
| 20 | **National Association of Broadcasters**1771 N Street, WWashington, DC 20036Contact: Karen Hunter(202) 429-5300 | N | 0 |
| 21 | **American Classifieds**2441 Monticello DriveTallahassee, FL 32301 | N | 0 |
| 22 | **Internship Program** *(see Section III)* | N | 0 |
| 23 | **Florida A&M University Sales Media Institute**510 Orr Drive, Suite 4003Tallahassee, FL 32307Contact: James E Hawkins,Ph.D.(850) 599-3379 | N | 0 |
| 24 | **Job Fair** | N | 3 |
| 25 | **Internal Transfer/Promotion** | N | 0 |
| 26 | **Mediarecruiter.com**20456 Orchard PlaceCentennial, CO 80016(303) 400-5150 | N | 0 |
| 27 | **Craigslist**Tallahassee, FLwww.Craigslist.com | N | 0 |
| 28 | **Ohio Center for Broadcasting**9000 Sweet Valley DriveValley View, OHGary JamesGary@beonair.com | Y | 0 |
| 29 | **Station Employee Referral** | N | 4 |
| 30 | [**www.Hrmdirect.com**](http://www.Hrmdirect.com) | N | 1 |
| 31 | [**www.Indeed.com**](http://www.Indeed.com) | N | 2 |
| 32 | **Tallahassee Community College Career Center**444 Appleyard Dr, Tallahassee, FL 32304850-201-6200www.fl.tcc.edu | N | 0 |
| 33 | [www.simplyhired.com](http://www.simplyhired.com) | N | 0 |
| 34 | [www.glassdoor.com](http://www.glassdoor.com) | N | 0 |
| 35 | [www.linkup.com](http://www.linkup.com) | N | 0 |
|  | **TOTAL INTERVIEWEES OVER REPORTING PERIOD** |  | 14 |

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**III. RECRUITMENT INITIATIVES**

|  | **Type of Recruitment Initiative(Menu Selection)** | **Brief Description of Activity** |
| --- | --- | --- |
| 1 | Training program designed to enable station personnel to acquire skills to qualify for higher-level positions | Our SEU’s Programming Department conducts an on-going training program that is designed to offer current part-time staff members the opportunity to acquire skills necessary to attain a full-time on-air position. Participating part-time staff members shadow on-air personalities and programming managers and are also offered the opportunity to participate in training seminars. |
| 2 | Participate and Promote Job Fair | On November 6, 2017 our SEU participated in a Job Fair hosted by Tallahassee Community College. SEU representatives attended this event and talked to attendees about career and internship opportunities in the radio/broadcasting industry and collected resumes and applications. SEU participants included our Key Accounts manager, Promotions Director and two Sales Representatives. Our SEU promoted this event on all SEU stations. |
| 3 | Participate and Promote Job Fair | On January 25, 2018 our SEU participated in a Job Fair hosted by Florida State University. SEU representatives attended this event and talked to attendees about career and internship opportunities in the radio/broadcasting industry and collected resumes and applications. SEU participants included our Key Accounts manager, Promotions Director and two Sales Representatives. Our SEU promoted this event on all SEU stations. |

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**III. RECRUITMENT INITIATIVES**

|  | **Type of Recruitment Initiative(Menu Selection)** | **Brief Description of Activity** |
| --- | --- | --- |
| 4 | Participate and Promote Job Fair | On September 27, 2018 our SEU participated in a Job Fair hosted by Florida State University. SEU representatives attended this event and talked to attendees about career and internship opportunities in the radio/broadcasting industry and collected resumes and applications. SEU participants included our Key Accounts manager, Promotions Director and two Sales Representatives. Our SEU promoted this event on all SEU stations. |