

WBZE(FM), WGLF(FM), WHBT(AM), WHBX(FM) and WWLD(FM)
EEO PUBLIC FILE REPORT
October 1, 2019 – September 30, 2020

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	2, 14-15, 22-24, 27-34	14
Assistant Business Manager	2, 9-10, 14, 23, 27, 30, 32-34	30
Digital Sales Manager	2-3, 14-15, 22-24, 27-34	2

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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	Tallahassee Democrat 277 N. Magnolia Tallahassee, FL 32301 Contact: Classified Dept. (850) 599-2342	N	0
2	www.Careerbuilder.com	N	5
3	Allaccess.com 28955 Pacific Coast Hwy., Ste 210-5 Malibu, 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 5892 Tallahassee, FL 32314 Contact: Anita Davis (850) 574- 3075	N	0
6	Florida State University Public Broadcast Center 1600 Red Barber Plaza Tallahassee, FL 31310 Contact: Mari Ann Yeager (850) 644-3871	N	0
7	Florida A&M University Career Center FAMU Campus Tallahassee, FL 32399 Contact: 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	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Leon County Schools 2757 West Pensacola Street Tallahassee, FL 32304 Contact: Recruitment Rep. (850) 487-7651	N	0
12	Workforce Plus (formerly State of Florida Job Services) 2525 S. Monroe Street, #3A Tallahassee, FL 32301 (850) 413-0315 (p)/ (850) 922-6747 (f)	N	0
13	Capital Outlook 225 E Jennings Street Tallahassee, FL 32310 (850) 681-1852(p) (850) 681-1093 (f)	N	0
14	Station Website Postings (one or more SEU Stations)	N	4
15	On-Air Announcements (all SEU stations)	N	0
16	Florida Association of Broadcasters 800 N. Calhoun Street Tallahassee, FL 32303 Contact: Tiffany Hall/thall@fab.org (850) 681-6444	N	0
17	Florida State University Career Center University Center, 4 th Level Tallahassee, FL 32303 Fax: (850) 644-3273	N	0
18	Tallahassee Urban League 923 Old Bainbridge Road Tallahassee, FL 32303 Contact: Stella Ward (850) 222-6111	N	0
19	National Association of Broadcasters 1771 N Street, W Washington, DC 20036 Contact: Karen Hunter (202) 429-5300	N	0
20	American Classifieds 2441 Monticello Drive Tallahassee, FL 32301	N	0
21	Internship Program (see Section III)	N	0
22	Florida A&M University Sales Media Institute 510 Orr Drive, Suite 4003 Tallahassee, FL 32307 Contact: James E Hawkins, Ph.D. (850) 599-3379	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Job Fairs	N	6
24	Internal Transfer/Promotion	N	0
25	Mediarecruiter.com 20456 Orchard Place Centennial, CO 80016 (303) 400-5150	N	0
26	Craigslist Tallahassee, FL www.Craigslist.com	N	0
27	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View, OH Gary James Gary@beonair.com	Y	0
28	Station Employee Referral	N	0
29	tv&radiojobs.com	N	0
30	www.Indeed.com	N	2
31	Tallahassee Community College Career Center 444 Appleyard Dr, Tallahassee, FL 32304 850-201-6200 www.fl.tcc.edu	N	0
32	www.simplyhired.com	N	0
33	www.glassdoor.com	N	0
34	www.linkup.com	N	0
	TOTAL INTERVIEWEES OVER REPORTING PERIOD		20

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate and Promote Job Fair	On November 5, 2019 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 Promotions Director and a Sales Representative. Our SEU promoted this event on all SEU stations.
2	Participate and Promote Job Fair	On January 23, 2020 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 Promotions Director and a Sales Representative. Our SEU promoted this event on all SEU stations.
3	Participate and Promote Job Fair	On January 29, 2020 our SEU participated in a Job Fair hosted by Florida A & M 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 Promotions Director and a Sales Representative. Our SEU promoted this event on all SEU stations.
4	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020, our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, "The FCC's Equal Employment Opportunity Rules, Your Guide to Compliance." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.