

2018 EEO PUBLIC FILE REPORT
October 1, 2017 -September 30, 2018

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	Glades Media Radio Group Website www.gladesmedia.com	No	0
2	Art Institute of Ft. Lauderdale – Career Serv. 1799 SE 17 th Street Ft. Lauderdale, FL 33316 Contact: Luan Sanchez Phone (954) 308-2615 Lsanchez@aii.edu	No	0
3	Career Source- Southwest Florida Elsa Sosa 215B South Francisco Street Clewiston, FL 33440 Phone: (863) 983-6138 ext 14115 esosa@careersourcessouthwestflorida.com	No	0
4	Career Source-Palm Beach County 3400 Belvedere Rd, West Palm Beach, FL 33406 Nancy Medina, Account Manager Phone:(561) 340-1060 nmedina@careersourcepbc.com	No	0
5	Career Source Research Coast Okeechobee, Martin, St Lucie, Indian River Counties Contact: Brian Dulemba 584 NW University Blvd Suite 200 Port St. Lucie, FL 34986 (866) 482-4473 ext 605 bdulemba@careersourcec.com	No	0
6	Connecticut School of Broadcasting 3450 North Lake Blvd Suite 110 Palm Beach Gardens, FL 33403 Contact: E. Lynn Phone: (561) 847-4126 ext 202 Email: elynn@gocsb.com	Yes	0
7	Glades Area Branch NAACP - Unit # 5686 733 SW Ave E, Suite A Belle Glades, FL 33430 Contact: Linda Johnson Phone: (561) 985-0379 Fax: (561) 993-0483 unit5686@naacp.org	No	0

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8	Florida A&M University School of Journalism/Media 1676 S. MLK Blvd. Tallahassee, FL 32307 Contact: Melanie Washington Phone: (850) 222-3957 Email: careercenter@famu.edu	No	0
9	Florida Association of Broadcasters 201 South Monroe St. Suite 102 Tallahassee, FL 32303 Contact: Lindsay Varn Phone: (850) 681-6444 Fax: (850) 222-3957 Email: lvarn@fab.org	No	0
10	Florida Atlantic University Career Development Center 777 Glades Road, SU, Rm. 220 Boca Raton, FL 33431 Phone: (561) 297-3533 www.fau.edu/cdc	Yes	0
11	Florida Career College 6058 Okeechobee Blvd. West Palm Beach, FL 33417 Contact: Kathy Baretela Phone: (561) 689-0050 Email: kbaretela@careercollege.edu	No	0
12	Florida Gulf Coast University Amanda Parke Career Placement Center 10501 FGCU Blvd. Fort Myers, FL 33965 Phone: (239) 590-7833 Email: aparke@fgcu.edu	No	0
13	Florida Southwestern College Paul Schollard Career Placement Center PO Box 06210 Fort Myers, FL 33906 Phone: (941) 637-5693 Email: pschollard@fsw.edu	Yes	0
14	Florida State University – Career Center A4100 University Center Tallahassee, FL 32306-2490 Contact: Sean Collins Phone: 850-644-6431 / 850-644-3273 Email: reception@admin.fsu.edu	No	0
15	Hispanic Human Resources Council 1427 S. Congress Ave.	No	0

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	Palm Beach Springs, FL 33406 561-641-4198 Contact: Judy Pierman HHRC@AOL.co		
16	Hodges University 4501 Colonial Boulevard Fort Myers, FL 34119 Phone: (239) 938-7815 / Fax: 239-938-7876 Email: jthurman@hodges.edu Web: www.hodges.edu	Yes	0
17	Inside Radio Contact: Gene Mckay 365 Union Street Littleton, NH 03561 (800) 248-4242 ext 711	No	0
18	Keiser Career College Attn: Student Services, Michelle Chung 2085 Vista Parkway West Palm Beach, FL 33411 Phone: (561) 471-6000 mchung@keiseruniversity.edu	No	0
19	Lynn University Career Development Center 3601 N. Military Trail Boca Raton, FL 33436 Log online lynn.edu/nightssurfer Contact: Christine Childers Phone: (561) 237-7287 Fax: (561) 237-7285 careers@lynn.edu	Yes	0
20	Palm Beach State College-Career Center 4200 Congress Ave. Lake Worth, FL 33361 Log onto www.myinterfase.com/pbs/employer UN: WCWOKC1570 PW: Glad123 Contact: Irene Garcia Phone: (561) 868-3066	Yes	0
21	St. Lucie County Branch NAACP – Unit # 5129 P.O. Box 3103 Ft. Pierce, FL 34948-3103 Contact: Tony Barnes unit5129@naacp.org	No	0
22	Urban League of Palm Beach 1700 N. Australian Ave. West Palm Beach, FL 33407 Contact: Henry Fuse Phone: (561) 833-1461 Email: henfuse@aol.com	No	0

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23	University of South Florida Placement Office 4202 E. Fowler St. Tampa, FL 33620 Phone: (813) 974-3202 Kathi Roche@usf.edu Website: usf.edu/career-services	No	0
24	University of Florida College of Journalism and Communications P.O. Box 118400 Gainesville, FL 32611 Phone: (352-392-0466 Fax: (352) 392-0466 Katrice Graham Kgraham@jou.ufl.edu	No	0
25	Clewiston News Independent News Media INC. USA 110 Galaxy Drive Dover, Delaware 19901 Phone: 302-741-8298/800-282-8586 FAX: 302-741-8261	No	*1
26	Employee Referral		
27	Non-Employee Referral		
28	Walk-In/Self-Referral		
29	WAFC On-Air announcements		3
30	Internal Posting		
31	Internal Transfer/Promotion		
32	CareerBuilder.com		
33	Radio Ink.com		
34	Amfmjobs.com		
35	Radionotas.com		
36	Indeed.com		*1
37	WOKC Radio on-air schedule		0
38	Handshake.com user: gladesmedia U. of Miami, U. of Central FL, FSU, U of S. FL-St. Pete/Sarasota, U of Tampa	Yes	
	** (Note) Contacts on our Distribution List are aware that the position of Account Executive is always open to referrals. Outreach is permanent through on-air promos and on company website.		

*one applicant interviewed referred by BOTH 25/Clewiston News and 36/Indeed

6a) Total Interviewees over 12 months: 4



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7/a) Supplemental Recruiting Measures.

a) Activities:

Description of Supplemental Measures:	Date:	Personnel Involved:
On-air EEO announcement/jobs	Permanent rotation	GM, EEO Director
Listing of job openings on station Web site	Permanent rotation	GM, PD, EEO Officer
Cross Training program with full-time and part- time employees: Selene Sandoval cross-trained in voice tracking for sister stations WAFZ and WAFC FM Jessica Moore was cross trained in commercial production Mike Moore was cross/re-trained in commercial production	During reporting period	GM, PD
Use current US census Quick Facts, Employment Security and local Career Source to analyze current market wages.	On-going	EEO Officer
FCC EEO Webinar “The Face of the FCC’s EEO Rule Changes” by Lauren Lynch Flick, Esq. Pillsbury Winthrop Show Pittman. (certificate receive)	10/18/2017	EEO Officer
Sustaining Sales opportunity promo on-air	On-going	General Manager, EEO Officer
Ran Job connection ad on WAFC AM and on sister station WOKC	3/1/2018-3/21/2018 7/2/2018-7/30/2018	General Manager, EEO Officer

Description of Supplemental Measures:	Date:	Personnel Involved:
Career Days: Golden Gate High School Career Day Gulf Coast High School Career Day Immokalee High School Career Fair	2/8/18 2/23/18 4/13/18	General Manager