



2021-2022 EEO PUBLIC FILE REPORT
October 1, 2021 -September 30, 2022

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 | Yes | 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 | Yes | 0 |
| 3 | Career Source-Southwest Florida Elsa Sosa 215B South Francisco Street Clewiston, FL 33440 Phone: (863) 983-6138 ext 14115 esososa@careersourcessouthwestflorida.com | Yes | 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 | No | 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 |
| 8 | Florida A&M University | No | 0 |



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| | School of Journalism/Media 1676 S. MLK Blvd. Tallahassee, FL 32307 Contact: Melanie Washington Phone: (850) 222-3957 Email: careercenter@famu.edu | | |
| 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 | No | 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 | Yes | 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. Palm Beach Springs, FL 33406 561-641-4198 | No | 0 |



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| | | | |
|----|---|-----|---|
| | Contact: Judy Pierman HHRC@AOL.co | | |
| 16 | Hodges University 4501 Colonial Boulevard Fort Myers, FL 34119 jthurman@hodges.edu Phone: (239) 938-7815 / Fax: 239-938-7876 | 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/nightsurfer Contact: Christine Childers Phone: (561) 237-7287 Fax: (561) 237-7285 careers@lynn.edu | No | 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 |
| 23 | University of South Florida Placement Office 4202 E. Fowler St. Tampa, FL 33620 | No | 0 |



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| | | | |
|----|---|----|---|
| | Phone: (813) 974-3202 Website: usf.edu/career-services | | |
| 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/Okeechobee/Labelle Newspapers Independent News Media INC. USA 110 Galaxy Drive Dover, Delaware 19901 Phone: 302-741-8298/800-282-8586 FAX: 302-741-8261 | No | 0 |
| 26 | Employee Referral | | 2 |
| 27 | Non-Employee Referral | | |
| 28 | Walk-In/Self-Referral | | |
| 29 | WAFC On-Air announcements | | 2 |
| 30 | Internal Posting | | |
| 31 | Internal Transfer/Promotion | | |
| 32 | CareerBuilder.com | | |
| 33 | Radio Ink.com | | |
| 34 | Radio Business Report-rbr.com | | 0 |
| 35 | Radio Online-radioonline.com | | 0 |
| 36 | Indeed.com | | |
| 37 | WOKC Radio on-air schedule | | |
| 38 | Job Specific-Clewiston Sales Position On Air Announcement | | 0 |
| 39 | Handshake.com user: gladesmedia U. of Miami, U. of Central FL, FSU, U of S. FL-St. Pete/Sarasota, U of Tampa | | |
| 40 | Zip Recruiter | | 0 |
| 41 | Community Job Fair, Harlem/Clewiston | | 1 |
| 42 | Hendry-Glades Job Fair, LaBelle | | 0 |
| 43 | Goodwill Community ResourceCenter JobFair,Clewiston | | 0 |
| | ** (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. | | |

6a) Total Interviewees over 12 months: 5

7/a) Supplemental Recruiting Measures.

a) Activities:



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| Description of Supplemental Measures: | Date: | Personnel Involved: |
|---|-------------------------|----------------------------|
| On-air EEO announcements | Permanent rotation | GM, EEO Director |
| Listing of job openings on station and on Website | When openings occur | GM, GSM, EEO Director |
| Sustaining Sales on-air announcement | Permanent Rotation | GM, EEO Director |
| Job Specific Sales ad for Clewiston Sales position | 9/1/22 thru 9/26/22 | GM, EEO Director |
| Mentoring and Cross-training with two individuals trained production detail (2) | During reporting period | GM, PD |
| | | |

B) Opportunities/Events

| | |
|-----------------------------|---------------------|
| 1) Events-Job Fairs | General Manager |
| 2) Mentoring/Cross Training | General Manager, PD |
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- 1) The General Manager attended 3 Career Fairs, where she distributed information including applications for internship opportunities as well as how to find out when job opportunities are available at the station.
 - a) Community Job Fair Harlem/Clewiston, 10/15/21
 - b) Hendry-Glades Job Fair, Labelle, 4/6/22
 - c) Goodwill Community Resource Center Job Fair, 4/27/22

- 2) Mentoring/Cross-training
 - a) New hire Salesperson cross-trained in production details.
 - b) New hire News Reporter-Public Affairs-Morning Show Co-Host cross-trained in production details.