

**WBZE(FM), WGLF(FM), WHBT(AM), WHBX(FM) and WWLD(FM)
EEO PUBLIC FILE REPORT
October 1, 2010 – September 30, 2011**

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/On-Air Talent	9*	9
Sales Representative	3-4, 6-8, 10, 12,14-17, 21, 24, 29-31	10
Continuity Coordinator	3, 6, 8, 10, 12, 14, 16-17, 19-21, 24, 26, 29-31	30
Sales Representative	3-4, 6-8, 10, 12, 14, 16-17, 21, 24, 29-31	17
Sales Representative	3-4, 6-8, 10, 12, 14, 16-17, 21, 24, 29-31	10

**Exigent Circumstances*

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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	<i>Intentionally Omitted</i>		
3	Briarwood Neighborhood Network Center Contact: Shola Touissant (850) 219-0432 (f)	Y	0
4	Allaccess.com 28955 Pacific Coast Hwy., Ste 210-5 Malibu, CA 90265 Contact: Recruitment Director (310) 457-6616/(310) 457 8058	N	0
5	Insideradio.com Contact: Kelli Grisez (615) 220-0442	N	0
6	Tallahassee Branch, NAACP P.O. Box 5892 Tallahassee, FL 32314 Contact: Anita Davis (850) 574- 3075	N	0
7	Florida State University Public Broadcast Center 1600 Red Barber Plaza Tallahassee, FL 31310 Contact: Mari Ann Yeager (850) 644-3871	N	0
8	Florida A&M University Career Center FAMU Campus Tallahassee, FL 32399 Contact: Recruitment Officer (850) 599-3700	N	1
9	Former Employee (Re-hire)	N	1
10	Walk-in/Self-Referral	N	4
11	Word-of-Mouth Referral	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Capital Area Community Action Agency Contact: Anita Morrell (850) 942-2090 (f)	Y	0
13	Leon County Schools 2757 West Pensacola Street Tallahassee, FL 32304 Contact: Recruitment Rep. (850) 487-7651	N	0
14	Workforce Plus (formerly State of Florida Job Services) 2525 S. Monroe Street, #3A Tallahassee, FL 32301 Contact: Derrick Sykes (850) 413-0315 (f)/ (850) 922-6747 (f)	N	4
15	Capital Outlook 225 E Jennings Street Tallahassee, FL 32310 (850) 681-1852(p) (850) 681-1093 (f)	N	0
16	Station Website Postings (one or more SEU Stations)	N	0
17	On-Air Announcements (all SEU stations)	N	14
18	Open Houses (see Section III)	N	0
19	Florida Association of Broadcasters 800 N. Calhoun Street Tallahassee, FL 32303 Contact: Tiffany Hall/thall@fab.org (850) 681-6444	N	0
20	Florida State University Career Center University Center, 4 th Level Tallahassee, FL 32303 Fax: (850) 644-3273	N	0
21	Tallahassee Urban League 923 Old Bainbridge Road Tallahassee, FL 32303 Contact: Stella Ward (850) 222-6111	N	0
22	National Association of Broadcasters 1771 N Street, W Washington, DC 20036 Contact: Karen Hunter (202) 429-5300	N	0
23	American Classifieds 2441 Monticello Drive Tallahassee, FL 32301	N	0
24	Internship Program (see Section III)	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	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
26	Internal Posting	N	1
27	Internal Transfer/Promotion	N	0
28	Mediarecruiter.com 20456 Orchard Place Centennial, CO 80016 (303) 400-5150	N	0
29	Craigslist Tallahassee, FL www.Craigslist.com	N	10
30	Ohio Center for Broadcasting 9000 Sweet Valley Drive Valley View, OH Gary James Gary@beonair.com	Y	2
31	Calvary Baptist Church Clause11028@embarqmail.com	Y	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			37

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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	Internship Program	<p>Our SEU hosts an on-going Internship Program. Internships are structured on a semester basis, and allow communications students the opportunity to obtain practical experience in our Programming, Production, Promotions, Sales, Business and Traffic departments.</p> <p>During this reporting period, our SEU hosted seven (7) interns who were supervised by our Business Manager: three (3) from Florida State University; three (3) from Florida A& M University; and one (1) from Tallahassee Community College</p>
3	Participate and Promote Job Fair	On April 13, 2011, our SEU participated in a Part-Time 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 Business Manager, a Sales Representative and an Administrative Assistant. Our SEU promoted this event on all SEU stations.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Career Shadowing Program	<p>Our SEU conducts an on-going Career Shadowing Program in conjunction with community schools (high schools/colleges). Students come to our studios and shadow SEU employees to learn what it is like to work in radio.</p> <p>During this reporting period, this SEU hosted two (2) students: one (1) from the Florida A&M University School of Journalism; and one (1) from the Florida A&M University School of Music Education.</p>
5	Management-level training regarding equal employment opportunity and preventing discrimination	<p>On January 20, 2011, our Market Manager and Business Manager participated in a comprehensive telephonic training session regarding the FCC's EEO rules presented by our outside communications counsel.</p>