

**WINT(AM), WSJZ-FM, WHKR(FM) and, WAOA-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
Account Executive	1, 5-9, 11-13, 16-17, 21, 23-24, 27, 30, 34, 36	36
Account Executive	1, 5-9, 11-13, 16-17, 21, 23-24, 27, 30, 34, 36	36
Account Executive	2-9, 11-13, 26, 28, 30, 34, 39	34
Sales Assistant	32-34	33
Account Executive	4-9, 11-15, 19-20, 25, 30, 32-34	33
Promotions Director	4-9, 11-15, 19-20, 25, 30, 32-34	33
Account Executive	18, 30, 32, 34, 36, 39-40	34
Account Executive	18, 30, 32, 34, 36, 39-40	36
Account Executive	18, 30, 32, 34, 36, 39-40	36
Sales Assistant	32-34	33
Account Executive	32-33	33
Account Executive	32-33	33
Account Executive	35	35
Market Manager	33, 38	33
Business Manager	41, 42	42

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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	Allen Chapel African Methodist Episcopal Church Rev. Moore, Pastor 2416 South Lipscomb Street Melbourne, Florida 32901	N	0
2	Alpha Kappa Alpha Sorority Attn: Melvena Crosky 204 East Southgate Blvd. Melbourne, Florida 32901	N	0
3	Alpha Phi Fraternity Attn: Mr. Peter Frink 1850 Colbert Circle Melbourne, Florida 32901	N	0
4	Barry University Job Development Coordinator 630 S. Wickham Road Melbourne, Florida 32935	N	0
5	Bethune Cookman College Office of Career Service 640 Dr. Mary McLeod Bethune Blvd. Daytona Beach, Florida 32114 Davita Bonner 386-481-2143 Fax 386-481-2139 bonnerd@cookman.edu	N	0
6	Brevard Community College Career Center 3865 N. Wickham Road Melbourne, Florida 32935 321-632-1111 Linda DeAngelis deangelisl@brevardcc.edu	N	0
7	Florida Institute of Technology Job Development Coordinator 150 W. University Blvd. Melbourne, Florida 32901 321-674-8000 Dona Gaynor dgaynor@fit.edu	N	0
8	Brevard Community College Job Development Coordinator 3865 N. Wickham Road Melbourne, Florida 32935	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Brevard Community College Job Development Coordinator 1519 Clearlake Road Cocoa, Florida 32922	N	0
10	Brevard Ebony News Attn: Benjamin Cain 102 East New Haven Avenue Melbourne, Florida 32901	N	0
11	Brevard Job Link Attn: C. Straney 5275 Babcock Street NE Suite 8B Palm Bay, Florida 32905 321-504-7600 Cstraney@job-link.net **Brevard Job Link sends notices to Cocoa and Titusville Job Links	N	0
12	Cocoa Job Link 801 Dixon Blvd. Suite 100 Byrd Plaza Dorcas, Washington 321-690-3220	N	0
13	Titusville Job Link 3550 S. Washington Avenue, Suite 26 Sears Plaza Titusville, Florida 32780 Wes Reynolds 321-385-4300	N	0
14	Cocoa Beach Womens Club Sales Development Specialist 2424 Edgewater Drive Orlando, Florida 32804	N	0
15	Florida A&M University FAMU Career Center 100 Student Union Plaza Martin Luther King Blvd. Tallahassee, Florida 32307 850-599-3044 Joan Sweet Brandi Milton Brandi.Milton@FAMU.edu	N	0
16	Faith Temple Church of God Bishop L.T. Weaver 2701 South Hickory Street Melbourne, Florida 32901	N	0
17	Macedonia Baptist Church Attn: Rev. Nathaniel Harris 2729 Lipscomb Street Melbouene, Florida 32901	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Florida Today Human Resources Department P.O. Box 419000 Melbourne, Florida 32941	N	0
19	University Of Central Florida Career Resource Center Attn: Valdo Ramdial Admin Bldg. Room 124 Orlando, Florida 32816 407-823-2361	N	0
20	Everest University 2401 N. Harbor City Blvd. Melbourne, Florida 32935 Catherine M. Mallozzi 321-253-2929 X116 cmallozz@cci.edu	N	0
21	Mt. Moriah Baptist Church Attn: Dr. Harvey Riley 2295 Adams Street N.E. Palm Bay, Florida 32905	N	0
22	NAACP – Employment Resource Center 1025 Vermont Avenue N.W. Suite 1120 Washington, D.C. 20005	N	0
23	NAACP South Brevard Attn: Eugene Johnson 531 1 st Avenue Satellite Beach, Florida 32937 321-728-4622	N	0
24	New Mt. Zion Baptist Church Attn: Rev. Ronald Taylor 624 East Wall Street Melbourne, Florida 32901	N	0
25	Olsten Staffing Services Job Development Coordinator 380 N. Wickham Road Suite G Melbourne, Florida 32936	N	0
26	Omega Fraternity Attn: Clinton Taylor 2701 Pond Street Melbourne, Florida 32901	N	0
27	Palm Bay Seventh Day Adventist Attn: Rev. Cleveland Holiness 2235 Pacific Avenue N.E. Palm Bay, Florida 32905	N	0
28	Stone School Reunion Committee Attn: Clenton Taylor 805 E. Brothers Avenue Melbourne, Florida 32901	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	University of Central Florida UCF Radio Network P.O. Box 25000 Orlando, Florida 32816	N	0
30	Station Website Postings (<i>one or more SEU stations</i>)	N	1
31	<i>Intentionally Omitted</i>		
32	Internal Posting	N	0
33	Word-of-Mouth Referral	N	7
34	On-Air Announcements (<i>one or more SEU stations</i>)	N	7
35	Walk-In/Self-Referral	N	2
36	Job Fairs (<i>see Section III</i>)	N	17
37	<u>www.allaccess.com</u>	N	0
38	<u>www.insideradio.com</u>	N	0
39	<u>www.spacecoastradio.com</u>	N	0
40	<u>www.careerbuilders.com</u>	N	0
41	<u>www.melbourne.craigslist.com</u>	N	0
42	Traffic Directors Guild of America <u>www.TDGA.org</u>	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			35

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program	<p>SPRING 2011: Our SEU hosted a student intern from the Brevard Community College Radio & TV Class. The intern worked in the Promotions and Programming Departments and was supervised by the station’s Program Director. The intern learned about operations, business processes and the inner-workings of the Department and assisted whenever possible.</p> <p>SUMMER 2011: Our SEU hosted a student intern from the Brevard Community College Radio & TV Class. The intern worked in the Programming Department and was supervised by the WAOA-FM Program Director. The intern learned about operations, business processes and the inner-workings of the Department and assisted whenever possible.</p>
2	Participate in program sponsored by or on behalf of a community organization regarding careers in broadcasting	On October 16, 2010, our SEU’s Business Manager gave a presentation at the “Women’s Empowerment Conference” at the Mt. Moriah Missionary Baptist Church about the many career opportunities available in radio broadcasting.
3	Participate in program sponsored by or on behalf of a community organization regarding careers in broadcasting	On February 18, 2011, one of our SEU’s area Sales Representatives gave a presentation to the “Business Connections” program hosted by the Titusville Chamber of Commerce at the at the Port St. John public library. This presentation illustrated the many career opportunities available in radio broadcasting.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
4	Participate in program sponsored by or on behalf of a community organization regarding careers in broadcasting	On May 24, 2011, one of our SEU's area Sales Representatives gave a presentation to the "Coffee Connection" hosted by the Titusville Chamber of Commerce. This presentation illustrated the many career opportunities available in radio broadcasting.
5	Management-level training regarding equal employment opportunity and preventing discrimination	On January 20, 2011, our SEU participated via teleconference in a management-level training session entitled, "The Nuts and Bolts of EEO Compliance" as presented by outside communications counsel for Cumulus. SEU participants included the Vice President of Sales\General Manager, Business Manager and Chief Engineer.
6	Mentoring Program	Our SEU conducts an on-going Mentoring Program which is designed to insure that at least one person from each Station's on-air staff receives hands-on mentoring from one of our program directors to learn about a job not directly related to their current.
7	Participate in program sponsored by or on behalf of an educational institution regarding careers in broadcasting	On December 6, 2010, our WSJZ-FM Program Director/Chief Engineer was a guest lecturer at a Radio & TV class at Brevard Community College, where he discussed the varied career opportunities that are available in radio. As a result of this lecture, members from this class applied for and were accepted as members of our Internship Program.
8	Host program for an educational institution relating to careers in broadcasting	During the month of December 2009, students from Florida Institute of Technology visited our studios. Our Program Director gave a presentation about career opportunities in broadcasting after which the student were given a tour of our facilities.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
9	Host Job Fair	On January 5, 2011 and January 6, 2011, our SEU hosted a two-day job fair at our studios in Melbourne, Florida. Our Vice President Sales/Market Manager, Business Manager and Program Director presented information about career opportunities in radio sales to the attendees and then gave those interested a tour of our facilities. This event was promoted on all SEU stations.