

**WLZR (AM), WROK (FM), WHKR (FM), WAOA (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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-19, 26-34	16
Account Executive	10, 12-19	12
Program Director	11-16, 20-25	11

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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	<b>Bethune-Cookman College</b> 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
2	<b>CT School of Broadcasting</b> 3450 Northlake Blvd., Ste 110 Palm beach Gardens, L 33403 561-847-4126 csbpalmbeach@gocsb.com	N	0
3	<b>Employ Florida</b> 1-866-FLA-2345 efmhelpmailbox@deo.myflorida.com ** <b>Employ Florida</b> links all of Florida's state and local workforce services and resources.	N	0
4	<b>Florida Institute of Technology</b> Job Development Coordinator 150 W. University Blvd. Melbourne, Florida 32901 321-674-8000 Dona Gaynor dgaynor@fit.edu	N	0
5	<b>Full Sail University</b> 3300 University Blvd. Winter Park, FL 32792 placement@fullsail.edu	N	0
6	<b>Hispanic Chamber of Commerce</b> 10051 McGregor Boulevard Suite 204 Fort Myers, Florida 33919 239-418-1441 info@hispanicchamberflorida.org	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	<b>Mt. Hood Community College</b> 26000 S.E. Stark St. Gresham, Oregon 97030 503-491-6422 JD.Kiggins@mhcc.edu	N	0
8	<b>National Lesbian &amp; Gay Journalist Assoc.</b> 2120 L St, NW Suite 850 Washington, DC 20037 202-588-9888 info@nljja.org	N	0
9	<b>University Of Central Florida</b> Career Resource Center Admin Bldg. Room 124 Orlando, Florida 32816 407-823-2361 csrecruit@ucf.edu	N	0
10	<b>Station Websites</b> <b>(WAOA-FM / WHKR-FM / WROK-FM / WLZR-AM)</b>	N	0
11	<b>Employee Referral</b>	N	3
12	<b>Cumulus.com</b>	N	3
13	<b>Internal Posting</b>	N	1
14	<b>Allaccess.com</b>	N	0
15	<b>Glassdoor.com</b>	N	0
16	<b>Indeed.com</b>	N	4
17	<b>LinkUp.com</b>	N	0
18	<b>Monster.com</b>	N	0
19	<b>Ziprecruiter.com</b>	N	0
20	<b>Adzuna.com</b>	N	0
21	<b>JobisJob.com</b>	N	0
22	<b>JobSpider.com</b>	N	0
23	<b>MyJobHelper.com</b>	N	0
24	<b>Oodle.com</b>	N	0
25	<b>Trovit.com</b>	N	0
26	<b>University of South Florida</b> Handshake.com	N	0
27	<b>Florida Agricultural &amp; Mechanical University</b> Handshake.com	N	0
28	<b>Florida State University</b> Handshake.com	N	0
29	<b>Nova Southeastern University</b> Handshake.com	N	0
30	<b>University of South Florida Sarasota-Manatee</b> Handshake.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	<b>The University of Tampa</b> Handshake.com	N	0
32	<b>Rollins College</b> Handshake.com	N	0
33	<b>WAOA-FM / WHKR-FM / WROK-FM / WLZR-AM</b> Station commercial broadcast	N	0
34	<b>Sales Sense</b> Lucy Rice lucy@itmakessalessense.com <i>(posts to over 100 job boards via ZipRecruiter)</i>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>11</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	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.