

**WEAT(FM), WIRK(FM), WMBX(FM), WRMF(FM) and employees at
WFTL(AM), WMEN(AM)
EEO PUBLIC FILE REPORT
February 25, 2016 – September 30, 2016¹**

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
Digital Sales Manager	1-3, 5, 7-8, 10, 12, 15, 17-18, 21-28	10
Account Executive	1-7, 9-15, 18, 20-23, 25-28	10
Assistant Business Manager	1-2, 5-8, 10-11, 13, 15-16, 19-21, 26-28	19
Continuity Coordinator	1-2, 5-7, 10-11, 13, 15-16, 20-21, 25-28	16

¹ The stations in this employment unit were acquired by the current licensee on February 25, 2016 and, as a result, this Report is abbreviated accordingly. (See FCC File Nos. BALH-20150811ABE-H.)

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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	AllAccess.com 28955 Pacific Coast Hwy Suite 210 Malibu, California 90265 Phone : 310-457-6616 Url : http://allaccess.com Email : mcapuano@allaccess.com John Denver	N	0
2	Black Chamber of Commerce of Palm Beach P.O Box 223356 West Palm Beach, Florida 33422 Phone : 561-707-7993 Url : http://www.blackchamberpbc.com Email : events@blackchamberpbc.com Keely Gideon-Taylor	N	0
3	Broward Community College 111 E Las Olas Blvd Fort Lauderdale, Florida 33301 Phone : 954-201-7338 Url : http://www.broward.edu Heidi Schwartz Manual Posting	N	0
4	Job/Career Fair (as described in Sec. III)	N	4
5	Chinese Cultural Association of South Florida P.O Box 2272573 Boca Raton, Florida 33427 Phone : 561-445-0608 Url : http://www.ccasf.us Email : annawong99@hotmail.com Anna Wong	N	0
6	Connecticut School of Broadcasting 3450 Northlake Blvd #110 North Palm Beach, Florida 33403 Email : csbpalmbeach@gocsb.com Fax : 1-561-847-4130 Harley Rhodes	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Connecticut School of Broadcasting 3450 North Lake Blvd Suite 110 Palm Beach Gardens, Florida 33403 Phone : 561-847-4126 Url : http://www.gocsb.com Email : ddoyle@gocsb.com Danny Doyle	N	0
8	Internal Posting/Candidate	N	2
9	Digity Corporation Intranet Site 701 North Point Parkway Suite 500 Palm Beach, Florida 33407 Email : april.wilson@digity.me April Wilson, CDMC	N	0
10	Word-of-Mouth Referral	N	15
11	Florida A&M University 100 St Union Plaza MLK Blvd Tallahassee, Florida 32307 Phone : 904-599-3000 Email : careercenter@fam.u.edu Fax : 1-904-599-3353 Brandi Milton	N	0
12	Florida Southern College 111 Lake Hollingsworth Dr Career Center Lakeland, Florida 33801 Phone : 863-680-4990 Url : http://www.flsouthern.edu Jessica Morgan Manual Posting	N	0
13	Hispanic Human Resources Council 1427 S. Congress Ave Palm Springs, Florida 33406 Phone : 561-641-4198 Url : http://www.hhrcinc.com Email : hhrcn01@aol.com Fax : 1-561-641-3607 Judy Pierman	N	0
14	Indeed.com	N	1
15	Inside Radio.com P.O Box 56925 Atlanta, Georgia 31156 Phone : 800-640-8852 Url : http://www.insideradio.com Email : genemckay@insideradio.com Gene McCay	N	0
16	Internal Transfer/Promotion	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Unknown (<i>source not adequately identified upon inquiry by SEU</i>)	N	1
18	Keiser Career College 5002 T-Rex Avenue Suite 100 Boca Raton, Florida 33431 Phone : 561-912-1211 Url : http://www.evergladesuniversity.edu Email : rvalbuena@evergladesuniversity.edu Ruben Valbuena	N	0
19	Palm Beach Post 2751 S. Dixie Highway West Palm Beach, FL 33405 Phone: 561.820.4361 Email: jgreen@pbpost.com Judy Green, Account Executive	N	2
20	National Black Chamber of Commerce 4400 Jenifer Street NW Suite 331 Washington, District of Columbia 20015 Phone : 202-466-6888 Url : http://www.nationalbcc.org Email : info@nationalbcc.org Kay Alvord	N	0
21	Palm Beach Atlantic University P.O Box 24708 Career Center West Palm Beach, Florida 33401 Phone : 561-803-2171 Url : http://www.pba.edu Fax : 1-561-803-2179 Career Center	N	0
22	Palm Beach Post 2751 S. Dixie Highway West Palm Beach, Florida 33405 Phone : 561-820-4100 Url : http://www.palmbeachpost.com Email : portado@pbpost.com Peter Ortado	N	0
23	Palm Beach State College Career Center 4200 S. Congress Ave Lake Worth, Florida 33461 Phone : 561-868-3036 Url : http://www.palmbeachstate.edu Gail Tomei Manual Posting	N	0
24	Walk-In/Self-Referral	N	1
25	Station Website Posting (<i>one or more SEU stations</i>)	N	9

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	The Association of Indians in America South FL 2298 NW 56th Street Boca Raton, Florida 33496 Phone : 561-866-3438 Url : http://www.aiaflorida.org Email : aia.sflorida@gmail.com Ujvala Bhuta	N	0
27	Urban Leage of Palm Beach County 1700 Australian Ave West Palm Beach, Florida 33407 Phone : 561-833-1461 Url : http://www.ulpbc.org Fax : 1-561-833-6050 Joan Kennedy	N	0
28	Workforce Alliance of Palm Beach County 3400 Belvedere Road West Palm Beach, Florida 33406 Phone : 561-340-1060 Url : http://www.pbcalliance.com Fax : 1-561-340-1062 Mary Fleming	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD:			36

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	During this reporting period, our SEU hosted 15 interns from various local area colleges. The interns worked closely with SEU staff to learn the "behind-the scenes" functioning of a radio station. During the internship, they shadowed the majority of the SEU staff, participating in/observing sales calls/presentations, on-air broadcasts, station events/promotions, etc. They also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.
2	Mentoring Program for Station Personnel	During September 2016, our Sales department hosted a mentoring program, providing guidance on selling to several junior employees. The program included weekly instruction and guidance with regular in-person meetings, assigned reading materials, mentor-mentee "shadow" days as well as presentations and workshops.
3	Host Job Fair	On March 29, 2016, our SEU hosted a Career Fair at the Hawthorn Suites in West Palm Beach, FL and also participated in the event as an employer. Station participants included several Sales Managers, our Event Manager and Promotions Manager, who solicited local participating employers, organized the acquisition/distribution of booth space, and scheduled on-air announcements to promote the event. In addition, we interacted with interested attendees regarding careers in radio as a participating local employer, accepting resumes from interested attendees, discussing internship and employment opportunities, and handing out information about our stations.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Host Job Fair	<p>On September 15, 2016, our SEU hosted a Career Fair at the Harriet Theatre in West Palm Beach, FL. SEU participants included two Sales Managers, our Promotions Manager and Digital Sales Manager, who solicited local participating employers, organized the acquisition/distribution of booth space, and scheduled on-air announcements to promote the event. In addition, we interacted with interested attendees regarding careers in radio as a participating local employer, accepting resumes from interested attendees, discussing internship and employment opportunities, and handing out information about our stations.</p>