

WFTW (AM) WKSM(FM)/WNCV(FM)/WYZB(FM)/WZNS(FM)

EEO PUBLIC FILE REPORT

October 1, 2009 - September 30, 2010

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	1 thru 22	4
Sales Representative	1 thru 22	9
Sales Representative	1 thru 22	9
Market Manager	2,3,9,23	9
Sales Representative	1 thru 22	9
Sales Representative	1 thru 22	9
Sales Representative	1 thru 22	10
Sales Representative	1 thru 22	9
Programming On-Air WNCV	1-3, 5-23	9
Total No. of Interviewees during the reporting period		26

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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RS No.	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over
1	Jobs Plus 409 Racetrack Rd Ft Walton Beach, FL 32547 www.employflorida.com	N	0
2	cumulusjobs.com	N	2
3	Inside Radio Classifieds (e-mail and website) 365 Union Street Littleton, NH 03561 (800) 640-8852	N	4
4	Radio ads (on all SEU Stations)	N	3
5	American Business Women's Assoc Emerlad Coast Chapter #1579 Attn: Sherry Kennedy P O Box 731 Ft Walton Beach, FL 32549 (850) 864-7697	N	0
6	African American Heritage Society James M James, Exec dir 200 East Church Street Pensacola, FL 32502 (850) 469-1299	N	0
7	Eglin AFB Military Spouse Advancement Initiative Family Support Center 96 MSS/DPS Suite 1 502 Van Matre Avenue Eglin AFB, FL 32542 (850) 882-3097	N	0
8	FL Association of Broadcasters 201 South Monroe Street Suite 201 Tallahassee, FL 32301 (850) 681-6444 www.fab.org	N	0
9	Word-of-Mouth Referral	N	11
10	Walk-in/Self Referral	N	5
11	Hurlburt AFB Military Spouse Career Adv Initiative Family Support Center 220 Lukasik Avenue Hurlburt AFB, 32544 (850) 884-2600	N	0

12	FAMU Career Center Student Union Plaza MLK Blvd Suite 118 Tallahassee, FL 32307	N	0
13	Jr League of the Emerald Coast 12 SE Miracle Strip Parkway Ft Walton Beach, FL 32548 (850) 862-2665 info@jlec.org	N	0
14	NAACP/Ft Walton Beach Chapter Attn: Sabu Williams P O Box 58 Ft Walton Beach, FL 32549	N	0
15	Northwest FL State College Career Resource Center 100 East College Blvd Niceville, FL 32578	N	0
16	The Society for Human Resource Mgmt Emerald Coast Chapter #459 P O Box 5579 Ft Walton Beach, FL 32549 info@shrm-emeraldcoast.org	N	0
17	Troy University Career Opportunities 81 SE Beal Parkway Ft Walton Beach, FL 32548 www.campusrecruiter.com/troy/	N	0
18	University of W FL/Emerald Coast WE Combs Campus Ester Molder, Community Outreach Coordinator 720 Lovejoy Road Bldg/Rm 13/1308 Ft Walton Beach, FL 32548 emolder@uwf.edu	N	0
19	Ohio Center for Broadcasting-Columbus 5330 East Main Street Suite 200 Columbus, OH 43213 Gary James (614) 245-0555 gary@beonair.com	Y	0
20	allaccess.com	N	1
21	www.mediajobsandmore.com	N	0
22	IL Center for Broadcasting 455 Eisenhower Lane Ste 200 Lombard, IL 60148 Dave Cogozzo, Dir of Placement (630) 916-1700 ext 3114	Y	0
23	www.mediarecruiter.com	N	0

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	On going education of EEO Guidelines	Issues and concerns are addressed during the weekly BM conference calls in addition to instructions and guidelines received from the corp Director of Talent Recruitment/Development
2	Internship Program	Our SEU conducts an on-going internship program aimed at high school and college students over the age of 18 pursuing a career in communications, marketing, journalism and related fields. We recruit interns by disseminating information to area high school and college guidance counselors. Interns spend at least eight weeks at the SEU making promotional appearances, assisting with off-site promotions, performing board operation duties and limited functions related to the business and sales departments. During this reporting period we hosted a total of 4 interns Fall 2009-Spring 2010 One intern from Niceville High Spring/Summer 2010 One intern from FSU/Panama City Summer/Fall 2010 One intern from NWFL State Collegiate High School One intern independent interested in employment in broadcasting
3	Participate in activity designed by SEU to further the goal of wide dissemination of information related to employment opportunities	Member of the Emerald Coast Chapter of the Society of Human Resource Mgmt. In addition to attending quarterly meetings, SEU sponsored the monthly meeting 2 times during the reporting pd October 13, 2009 and January 13, 2010 with presentations by the Gen Mgr and Key Acct Mgr
4	Job Fair	Sponsored a Job Fair at the NWFL Fairgrounds on Feb 17, 2010 Whereas other vendors were present, SEU organized and sponsored this all day event supported by on-air announcements preceding the event and remote broadcasts during the event Largely targeted towards sales recruitment, other mgmt was present to provide a complete overview of job opportunities
5	Open House	July 26, 2010 from 4-6PM held an Open House inviting individuals interested in employment opportunities with our SEU's to visit and speak with the Mkt Mgr Gen Sales Mgr and Key Acct Mgr. The event was advertised on all stations several days prior to the event