

**WDIZ, WEBZ, WFLF-FM, WFSY, WPAP**  
**EEO PUBLIC FILE REPORT**  
**October 1, 2016 - September 30, 2017**

**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>
Outside Account Executive Open Date: 7/27/2016 Hire Date: 10/31/2016	1-3, 5, 7-12, 14	7
Account Executive Open Date: 10/31/2016 Hire Date: 5/22/2017	1-6, 8-14	6

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<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>
1	All Access 28955 Pacific Coast Hwy Ste 210-5 Malibu, California 90265 Phone : 310.467.6616 Joel Denver Manual Posting	N	0
2	Bay County Branch NAACP POB 2521 Panama City, Florida 32402 Phone : 850.763.5381 Nancy Vietor Manual Posting	N	0
3	CCRC Website Florida Career Services Manual Posting	N	0
4	Faith Christian Family Church POB 14121 Panama City Beach, Florida 32405 Phone : 750.234.7978 Markus Bishop Manual Posting	N	0
5	Florida State University 4750 Collegiate Dr. Panama City, Florida 32405 Phone : 850.522.2003 Angela Sexton Manual Posting	N	0
6	Former Employee	N	1
7	Former Employee Referral	N	3
8	GCCC Workforce Center 625 Hwy 231 Panama City, Florida 32401 Phone : 850.872.4340 Meghan Byrem Manual Posting	N	0
9	Haney Technical Center 3016 Hwy 77 Panama City, Florida 32405 Phone : 850.747.5500 Susie Garcia Manual Posting	N	0

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<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>
10	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0
11	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0
12	Panamacityhelpwanted.com 20 Tucker Dr. Poughkeepsie, New York 12603 Phone : 845.471.5200 William Cloutier Manual Posting	N	0
13	The Minority Hiring Place Florida Willie Farrow Manual Posting	N	0
14	The New Beginning Church 620 Cone Ave Panama City, Florida 32401 Phone : 850.914.0031 Lonnie Mitchell Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>4</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	1/24/2017	Participation in events sponsored by community groups	Our SEU hosted a presentation and station tour with members of Jr. Leadership Bay. Our SEU's presentation included topics such as trends in radio, advertising, corporate structure, community involvement and PSA production. Station participants included our Promotions, Sales department and one of our Morning Show Hosts.	3	
2	2/10/2017	Participation in Job Fairs	On February 10, 2017, our SEU participated in the 30th Annual Bay County Job Fair at the Haney Technical Center and Workforce Center. Station participants included our, Promotions Director and Program Director. Events of the day included collecting resumes and applications from interested attendees and answering questions regarding the various opportunities in the radio business.	2	Promotions and Marketing Director Board Operator/On-Air
3	4/14/2017	Participation in events or programs sponsored by educational institutions	Our SEU hosted students from Florida State University Communications Club for a station tour and Q & A. Station participants included Operations Manager, who described our facilities and various departments and discussed career opportunities in broadcasting.	4	