

**WPAP (FM), WFLF-FM, WFSY (FM), WDIZ (AM), WEBZ (FM)
EEO PUBLIC FILE REPORT
October 1, 2015 to September 30, 2016**

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Production/Program Director	8, 50, 51	8
Account Executive	4, 8, 22	8
Account Executive	4, 8, 22	8
Account Executive	4, 8, 10	8

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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 12-month period
1	PANAMACITYHELPWANTED.COM 20 Tucker Dr. Poughkeepsie, NY 12603 914.471.1450	N	0
2	THE NEWS HERALD Classifieds 501 W. 11 th Street Panama City, FL 32401 850.747.5044	N	0
3	CAREERSOURCE/GULF COAST STATE COLLEGE WORKFORCE CENTER Job Placements 625 Hwy 231 Panama City, FL 32401 850.872.4340	N	0
4	ON-AIR ANNOUNCEMENTS <i>(one or more SEU stations)</i>	N	2
5	FLORIDA STATE UNIVERSITY - FSU Student Affairs 600 West College Avenue Tallahassee , FL 32306 850. 644.2525	N	0
6	BAY COUNTY BRANCH NAACP Secretary P.O. Box 2521 Panama City, FL 32401 850.763.5381	N	0
7	HANEY TECHNICAL CENTER Student Affairs 3016 Hwy 77 Panama City, FL 32405 850.747.5500	N	0
8	iHEARTMEDIA CAREERS WEBSITE 200 E. BASSE ROAD SAN ANTONIO, TX 78209 210.822.2828 Url: https://iheartmedia-openhire.silkroad.com Career Services Manual Posting	N	15

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9	TROY UNIVERSITY OF ALABAMA PANAMA CITY CAMPUS 527 Airport Rd Panama City, FL 32405 850.747.0634	N	0
10	LINKEDIN POSTING Talent Solutions www.linkedin.com 855.655.5653	N	2
11	NEW BETHEL BAPTIST CHURCH Secretary 1942 E. 7 TH ST Panama City, FL 32401 850.763.8341	N	0
12	NEW HOPE MISSIONARY BAPTIST CHURCH Secretary 1401 Iowa Avenue Lynn Haven, FL 32444 850.265.5417	N	0
13	FAMILY OF GOD BAPTIST CHURCH Secretary 901 E. Business 98 Panama City, FL 32401 850.769.4021	N	0
14	MACEDONIA BAPTIST CHURCH Secretary P.O. Box 35125 Panama City, FL 32412 850.785.1072	N	0
15	CURIOSITY MARKETING <i>(not directly contacted by SEU)</i> Curiositymarketinggroup.com P.O. Box 15312 Panama City, FL 32406 850.296.8373	N	0
16	RADIO ONLINE Job openings Dept. Ron.chase@radio-online.com 806.352.7503 x32032	N	0
17	EMPLOYEE REFERRAL	N	0

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18	NON EMPLOYEE REFERRAL	N	0
19	ALLACCESS.COM 28955 Pacific Coast Hwy, Ste 210-5 Malibu, CA 90265 310.457.6616 – fax: 310.457.8058	N	0
20	MONSTER.COM (not directly contacted by SEU) Thomas Eskridge 5 Clock Tower Place, Suite 500 Maynard, MA 01754 1.843.773.3597	N	0
21	TRAFFIC DIRECTORS GUILD OF AMERICA/TDGA 26000 Avenida Aeropuerto #114 San Jaun Capistrano, CA 92675 Larry Keene 949.429.7063	N	0
22	WALK-IN/SELF REFERRAL	N	2
23	THE NEW BEGINNING CHURCH Secretary 620 Cone Avenue Panama City, FL 32401 850.914.0031 togodb@bellsouth.net	N	0
24	INSIDE RADIO Classifieds 365 Union Street Littleton, NH 03561 800.248.4242 x711	N	0
25	JOB FAIR (see Section III)	N	0
26	UNIVERSITY OF FLORIDA Human Resource Services P.O. Box 115006 Gainesville, FL 32611 1.352.392.2477	N	0
27	PENSACOLA STATE COLLEGE Student Job Services 1000 College Blvd, Building 6 Pensacola, FL 32504 850.484.1000	N	0

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28	GEORGE STONE VO-TECH CENTER Attn: Student Affairs 2400 Longleaf Drive Pensacola, FL 32526 850.941.6200	N	0
29	ALABAMA STATE UNIVERSITY Placement Office 915 S. Jackson Street Montgomery, AL 36104 334.229.4100	N	0
30	UNIVERSITY OF WEST FLORIDA Job Services 11000 University Parkway Pensacola, FL 32514 850.474.2000	N	0
31	FRESH START CHURCH Attn: Secretary 16970 NW 22 nd Street Blountstown, FL 32424 www.INFO@FRESHSTARTBT.org	N	0
32	EMPLOY FLORIDA MARKETPLACE www.employflorida.com 866.352.2345	N	0
33	AL.COM Alabama News Classifieds: 1731 1 st Avenue North Birmingham, AL 35203 205.325.4444 www.al.com	N	0
34	BETHUNE-COOKMAN UNIVERSITY Student Services 640 Dr. Mary McLeod Bethune Blvd Daytona Beach, FL 32114 386.481.2000	N	0
35	FLAGLER COLLEGE Student Affairs 74 King St. St. Augustine, FL 32084 904.829.6481 careerservices@flagler.edu	N	0
36	FLORIDA A&M Student Services 1601 Martin Luther King Jr. Blvd. Tallahassee, FL 32307 850.599.3000	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
37	FLORIDA STATE COLLEGE AT JACKSONVILLE Student Services 501 W. State St Jacksonville, FL 32202 904.633.8100	N	0
38	FLORIDA STATE UNIVERSITY – PANAMA CITY Student Services 4750 Collegiate Drive Panama City, FL 32405 850.872.4750 f. 850.747.5434	N	0
39	JACKSONVILLE UNIVERSITY 2800 University Blvd. N Jacksonville, FL 32211 800.225.2027 careers@ju.edu	N	0
40	JONES COLLEGE 1195 Edgewood Avenue Jacksonville, FL 32205 904.743.1122 deans@jones.edu	N	0
41	UNIVERSITY OF CENTRAL FLORIDA Student Services 4000 Central FL Blvd. Orlando, FL 32816 407.823.2000	N	0
42	UNIVERSITY OF FLORIDA COLLEGE OF JOURNALISM & COMMUNICATIONS P.O. Box 118400 Gainesville, FL 32611 352.392.6557	N	0
43	NORTHWEST FLORIDA STATE COLLEGE Student Services 100 College Blvd. E Niceville, FL 32578 850.678.5111	N	0
44	EMERALD COAST MARKETPLACE.COM 850.747.5019 www.emeraldcoastjobs.com	N	0
45	COUNTRY AIRCHECK Classifieds 914 18 th Ave S Nashville, TN 37212 615.320.1450 www.countryaircheck.com/	N	0
46	STATION WEBSITE POSTING <i>(one or more SEU stations)</i>	N	0

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47	CRAIGS LIST www.panamacity.craigslist.org	N	0
48	CIRCLES NORTHWEST FLORIDA Catholic Charities of NW Florida 3128 E. 11 th Street Panama City, FL 32401 Naomi Sharp, Phone: 850.763.0475 Fax: 850.763.2969	N	0
49	VELVET JOBS LLC 1400 N Martel Ave, 108 Los Angeles, CA 90046 support@velvetjobs.com	N	0
50	INDEED 7501 N Capital of Texas Hwy Austin, TX 78731 www.indeed.com Open Hire Career Services 800.462.5842	N	0
51	DIRECT EMPLOYERS.ORG (<i>distribution to state workforce agencies as well as diversity-oriented job boards</i>)	N	0
TOTAL INTERVIEWS OVER 12-MONTH PERIOD			21

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participate in Job Fair	On February 5, 2016, our SEU participated in the 29 th Bay County Annual 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	Participate in event/program sponsored by or on behalf of a community organization relating to careers in broadcasting	On March 2, 2016, our SEU hosted a two-hour discussion with business leaders in our community from the Bay County Chamber of Commerce entitled "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.