



EEO PUBLIC FILE REPORT
 October 1, 2015 to September 30, 2016

- 1) **Employment Unit Location/Name:**
 Glades Media Company / Glades Media Company LLC, Immokalee, FL
- 2) **Unit Members:**
 WAFZ 1490AM / WAFZ FM92.1
- 3) **EEO Contact Information for Unit Member:**

Name: Wayne Cunningham wayne@gladesmedia.com	Address: 210 NW Park Street Suite 102 Okeechobee, FL 34974	Telephone: 863-467-1570
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4) **Number of full-time vacancies:** 2

5) **List of (each) full-time vacancies:**

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
5a-DJ	1,2,5-7,9-20,22,23,25,27,30	26
5b-DJ	1,2,5-7,9-20,22,23,25,27,30	25





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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	Glades Media Radio Group Website www.gladesmedia.com	No	4
2	Art Institute of Ft. Lauderdale – Career Serv. 1799 SE 17 th Street Ft. Lauderdale, FL 33316 Contact: Jodi Berkshire Phone (954) 308-2615 jberkshire@aii.edu	No	0
3	Career Source Southwest Florida 750 S. 5 th Street Immokalee, FL 34142 Phone: (239) 658-3300 ext. 6712	No	0
4	Career Source- Southwest Florida Elsa Sosa 215B South Francisco Street Clewiston, FL 33440 Phone: (863) 983-6138 ext 14115 esosa@careersourcessouthwestflorida.com	No	0
5	Connecticut School of Broadcasting 3450 North Lake Blvd Suite 110 Palm Beach Gardens, FL 33403 Contact: E. Lynn Phone: (561) 847-4126 ext 202 Email: elynn@gocsb.com	Yes	0
6	Glades Area Branch NAACP - Unit # 5686 733 SW Ave E, Suite A Belle Glades, FL 33430 Contact: Linda Johnson Phone: (561) 985-0379 Fax: (561) 993-0483 unit5686@naacp.org	No	0
7	Florida A&M University Journalism/Media 1676 S. MLK Blvd. Tallahassee, FL 32307 Contact: Melanie Washington Phone: (850) 222-3957 Email: Email: careercenter@famuedu	No	0





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8	Florida Association of Broadcasters 201 South Monroe St. Suite 102 Tallahassee, FL 32303 Contact: Lindsey Varn Phone: (850) 681-6444 Fax: (850) 222-3957 Email: lvarn@fab.org	No	0
9	Florida Atlantic University Career Development Center 777 Glades Road, SU, Rm. 220 Boca Raton, FL 33431 Contact: James Watson, Jr. Phone: (561) 297-3536/ (561)297-2740 (fax) www.fau.edu/cdc	Yes	0
10	Florida Gulf Coast University Amanda Parke Career Placement Center 10501 FGCU Blvd. Fort Myers, FL 33965 Phone: (239) 590-7833 Email: aparke@fgcu.edu	Yes	0
11	Florida Southwestern College Paul Schollard Career Placement Center PO Box 06210 Fort Myers, FL 33906 Phone: (941) 637-5693 Email: pschollard@fsw.edu	Yes	0
12	Florida State University – Career Center A4100 University Center Tallahassee, FL 32306-2490 Contact: Sean Collins Phone: 850-644-6431 / 850-644-3273 Email: reception@admin.fsu.edu	No	0
13	Hispanic Human Resources Council 1820 Hendry Street P.O. Box 2217 Fort Myers, FL 33901 Recruitment: (239) 321-7064	No	0
14	Hodges University 4501 Colonial Boulevard Fort Myers, FL 34119 Phone: (239) 938-7815 / Fax: 239-938-7876 Email: jthurman@hodges.edu	Yes	0





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	Web: www.hodges.edu		
15	Lee County NAACP 3903 MLK Boulevard Fort Myers, FL 33916 Phone: (239-464-1394	No	0
16	Lynn University Career Development Center 3601 N. Military Trail Boca Raton, FL 33436 Log online lynn.edu/nightsurfer Contact: Christine Childers Phone: (561) 237-7287 Fax: (561) 237-7285 careers@lynn.educareers@lynn.edu	Yes	0
17	Palm Beach State College-Career Center 4200 Congress Ave. Lake Worth, FL 33361 Log onto www.myinterfase.com/pbs/employer UN: WCWOKC1570 PW: Glad123 Contact: Irene Garcia Phone: (561) 868-3066	Yes	0
18	University of South Florida Placement Office 4202 E. Fowler St. Tampa, FL 33620 Phone: (813) 974-3202 Kathi Roche@usf.edu Website: usf.edu/career-services	No	0
19	University of Florida College of Journalism and Communications P.O. Box 118400 Gainesville, FL 32611 Phone: (352-392-0466 Fax: (352) 392-0466 Katrice Graham KGraham@jou.ufl.edu	No	0
20	Florida Career College 6058 Okeechobee Blvd. West Palm Beach, FL 33417 Contact: Kathy Baretela Phone: (561) 689-0050 Email: kbaretela@careercollege.edu	No	0





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21	Inside Radio Contact: Gene Mckay 365 Union Street Littleton, NH 03561 (800) 248-4242 ext 711	No	0
22	Keiser Career College Attn: Student Services, Michelle Chung 2085 Vista Parkway West Palm Beach, FL 33411 Phone: (561) 471-6000 mchung@keiseruniversity.edu	No	0
23	Urban League of Palm Beach 1700 N. Australian Ave. West Palm Beach, FL 33407 Contact: Henry Fuse Phone: (561) 833-1461 Email: henfuse@aol.com	No	0
24	Employee Referral		
25	Non-Employee Referral		1
26	Walk-In/Self-Referral		2
27	On-Air Announcement		
28	Internal Posting		
29	Internal Transfer/Promotion		
30	Indeed.com		21
31	CareerBuilder.com		
32	Radio Ink.com		
33	Amfmjobs.com		
34	Radionotas.com		

6) Total number of interviewees during the reporting period: 28





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7) Supplemental Recruiting Measures.

a) Activities:

Description of Supplemental Measures:	Date:	Personnel Involved:
On-air EEO announcement/jobs	Permanent rotation	GM, EEO Director
Listing of job openings on station Web site	Permanent rotation	GM, PD EEO Director
Cross Training program with full-time and part-time employees	During reporting period	GM, PD

b) Participation in Events:

Description of Supplemental Measures:	Date:	Personnel Involved:
1) Treasure Coast Business Summit	5/20/16	EEO Director
2) Career Days:	2/25/16	GM
a) Gulf Coast High School		
b) Immokalee High School	3/24/16	

- 1) Participated in Treasure Coast Business Summit and distributed copies of instructions on how to apply for job opportunities at Glades Media. Event attended by approximately 3,000 people.
- 2) Participated in two High School Career Days providing high school students with information on education needed to acquire a job in broadcasting

