



EEO PUBLIC FILE REPORT
 October 1, 2017 to September 30, 2018

- 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:** 3

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- Office Manager 11/8/17	1,5,9,10,23,24,27,31	27
5b-Traffic Assistant/Part-time sales 12/1/17	1,5,9,10,13,23,27,31	1
5c- Sales 7/16/18	1,27,28	28





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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	Yes	1
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	
3	Career Source Southwest Florida 750 S. 5 th Street Immokalee, FL 34142 Phone: (239) 658-3300 ext. 6712	No	
4	Career Source- Southwest Florida Elsa Sosa 215B South Francisco Street Clewiston, FL 33440 Phone: (863) 983-6138 ext 14115 esosa@careersourcessouthwestflorida.com	No	
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	
8	Florida Atlantic University Career Development Center 777 Glades Road, SU, Rm. 220 Boca Raton, FL 33431	No	





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	Contact: James Watson, Jr. Phone: (561) 297-3536/ (561)297-2740 (fax) www.fau.edu/cdc		
9	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
10	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
11	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	
12	Hispanic Human Resources Council 1820 Hendry Street P.O. Box 2217 Fort Myers, FL 33901 Recruitment: (239) 321-7064	No	
13	Hodges University 4501 Colonial Boulevard Fort Myers, FL 34119 Phone: (239) 938-7815 / Fax: 239-938-7876 Email: jthurman@hodges.edu Web: www.hodges.edu	Yes	
14	Lee County NAACP 3903 MLK Boulevard Fort Myers, FL 33916 Phone: (239-464-1394	No	
15	Lynn University Career Development Center 3601 N. Military Trail Boca Raton, FL 33436 Log online lynn.edu/nightsurfer Contact: Christine Childers	Yes	





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	Phone: (561) 237-7287 Fax: (561) 237-7285 careers@lynn.educareers@lynn.edu		
16	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	No	
17	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	
18	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	
19	Florida Career College 6058 Okeechobee Blvd. West Palm Beach, FL 33417 Contact: Kathy Baretela Phone: (561) 689-0050 Email: kbaretela@careercollege.edu	No	
20	Inside Radio Contact: Gene Mckay 365 Union Street Littleton, NH 03561 (800) 248-4242 ext 711	No	
21	Keiser Career College Attn: Student Services, Michelle Chung 2085 Vista Parkway West Palm Beach, FL 33411 Phone: (561) 471-6000 mchung@keiseruniversity.edu	No	





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22	Urban League of Palm Beach 1700 N. Australian Ave. West Palm Beach, FL 33407 Contact: Henry Fuse Email: henfuse@aol.com Phone: (561) 833-1461	No	
23	Miami Media School 901 South Miami Ave. Suite 303 Miami, FL 33130 – Office: 305-676-6494 FAX: 305-974-1109 Jim “JB” Beauvais – Career Ser. Email: jbeauvais@beonair.com	Yes	0
24	Naples Daily News	No	0
25	Employee Referral		
26	Non-Employee Referral		
27	Walk-In/Self-Referral		1
28	On-Air Announcement		2
29	Internal Posting		
30	Internal Transfer/Promotion		
31	Indeed.com		6
32	CareerBuilder.com		
33	Radio Ink.com		
34	Amfmjobs.com		
35	Radionotas.com		
36	Handshake.com user: gladesmedia U. of Miami, U. of Central FL, FSU, U of S. FL-St. Pete/Sarasota, U of Tampa		

6) Total number of interviewees during the reporting period: 10





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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 Officer
Cross Training program with full-time and part-time employees: Alondra Castillo cross-trained in on-air and commercial production Beatrice Ledezma cross-trained in traffic Carolina Gonzalez cross-trained in sales Alberto De Santiago cross-trained in remote set-ups	During reporting period	GM, PD
Use current US census Quick Facts, Employment Security and local Career Source to analyze current market wages.	On-going	EEO Officer
FCC EEO Webinar "The Face of the FCC's EEO Rule Changes" by Lauren Lynch Flick, Esq. Pillsbury Winthrop Show Pittman. (certificate receive)	10/18/2017	EEO Officer
<u>Internship Program:</u> Designed to assist members of the local community to acquire skills needed for broadcast employment. <u>Interns:</u> Alondra Castillo, hired as part-time DJ 2-28-18. Alberto DeSantiago, Hired as part-time DJ/remote set-up intern: 12-20-17	On-going	General Manager

Description of Supplemental Measures:	Date:	Personnel Involved:
Career Days: Golden Gate High School Career Day Gulf Coast High School Career Day	2/8/18 2/23/18	General Manager
Immokalee High School Career Fair	4/13/18	

