



EEO PUBLIC FILE REPORT
 October 1, 2018 to September 30, 2019

- 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 |
|---|--|----------------------------|

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 |
|-------------------------------|---|--------------------|
| (a) On-Air Announcer 1 1/2/19 | | 25 |
| (b) On-Air Announcer 2 1/2/19 | | 27 |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |





EEO PUBLIC FILE REPORT
 October 1, 2018 to September 30, 2019

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 | 0 |
| 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 |
| 8 | Florida Atlantic University Career Development Center 777 Glades Road, SU, Rm. 220 Boca Raton, FL 33431 | No | 0 |





EEO PUBLIC FILE REPORT
 October 1, 2018 to September 30, 2019

| | | | |
|----|--|-----|---|
| | 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 | 0 |
| 12 | Hispanic Human Resources Council 1820 Hendry Street P.O. Box 2217 Fort Myers, FL 33901 Recruitment: (239) 321-7064 | No | 0 |
| 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 | 0 |
| 14 | Lee County NAACP 3903 MLK Boulevard Fort Myers, FL 33916 Phone: (239-464-1394 | No | 0 |
| 15 | Lynn University Career Development Center 3601 N. Military Trail Boca Raton, FL 33436 Log online lynn.edu/nightsurfer Contact: Christine Childers | Yes | 0 |





EEO PUBLIC FILE REPORT
 October 1, 2018 to September 30, 2019

| | | | |
|----|---|----|---|
| | 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 | 0 |
| 20 | Inside Radio Contact: Gene Mckay 365 Union Street Littleton, NH 03561 (800) 248-4242 ext 711 | No | 0 |
| 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 | 0 |





EEO PUBLIC FILE REPORT
 October 1, 2018 to September 30, 2019

| | | | |
|----|--|-----|---|
| 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 | |
| 24 | Naples Daily News | No | |
| 25 | Employee Referral | | |
| 26 | Non-Employee Referral | | 1 |
| 27 | Walk-In/Self-Referral | | 3 |
| 28 | On-Air Announcement | | |
| 29 | Internal Posting | | |
| 30 | Internal Transfer/Promotion | | |
| 31 | Indeed.com | | 1 |
| 32 | CareerBuilder.com | | |
| 33 | Radio Ink.com | | |
| 34 | Amfmjobs.com | | |
| 35 | Radionotas.com | | |
| 36 | Facebook | | |
| 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: 4 FULL-TIME, 8 INTERN INTERVIEWS





EEO PUBLIC FILE REPORT
 October 1, 2018 to September 30, 2019

7) Supplemental Recruiting Measures.

a) Activities:

| Description of Supplemental Measures: | Date: | Personnel Involved: |
|---|-------------------------|----------------------------|
| On-air EEO announcements | Permanent rotation | GM, EEO Director |
| Sustaining sales ad | Permanent | GM EEO Director |
| Listing of job openings on station Web site including instructions on how to apply for future openings | Permanent rotation | GM, PD, EEO Officer |
| Mentoring and Cross-training with four individuals trained In traffic (1) and sales (3). Conduction Public Affair Interviews (1) | During reporting period | GM, PD |
| <u>Internship Program:</u> Designed to assist members of the local community to acquire skills needed for broadcast employment. | On-going | General Manager |

B) Opportunities/Events

| | |
|-----------------------|------------------------------|
| 1) Internship Program | General Manager/Program Dir. |
| 2) Events | General Manager |

Summary of events/Opportunities

- 1) A total of five people applied for an Internship. Three were hired.
 - Intern 1: Started 4/18/19
 - Intern 2: Started 5/11/19
 - Intern 3: Started 8/4/19

All three are learning to operate the studio, production and remote equipment to give them a realistic experience in broadcasting.

- 2) The General Manager attended three career fairs where she distributed information on Internships and career opportunities.
 - a. Golden Gate High School 3/20/19
 - b. Gulf Coast High School 3/22/19
 - c. Immokalee High School 3/28/19

