



**EEO PUBLIC FILE REPORT**  
 October 1, 2020 to September 30, 2021

(REVISED ON 11/7/19 TO CORRECT RECRUITMENT SOURCES)

- 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 <a href="mailto:wayne@gladesmedia.com">wayne@gladesmedia.com</a>	Address: 210 NW Park Street Suite 102 Okeechobee, FL 34974	Telephone: 863-467-1570
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4) **Number of full-time vacancies:** (1)

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) Office Manager	1,27	27
		(Rehire,left due to Covid)





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**MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<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	<b>Glades Media Radio Group Website</b> www.gladesmedia.com	Yes	1
2	<b>Art Institute of Ft. Lauderdale – Career Serv.</b> 1799 SE 17 <sup>th</sup> Street Ft. Lauderdale, FL 33316 Contact: Jodi Berkshire Phone (954) 308-2615 jberkshire@aii.edu	No	0
3	<b>Career Source Southwest Florida</b> 750 S. 5 <sup>th</sup> Street Immokalee, FL 34142 Phone: (239) 658-3300 ext. 6712	Yes	0
4	<b>Career Source- Southwest Florida</b> Elsa Sosa 215B South Francisco Street Clewiston, FL 33440 Phone: (863) 983-6138 ext 14115 esosa@careersourcessouthwestflorida.com	No	0
5	<b>Connecticut School of Broadcasting</b> 3450 North Lake Blvd Suite 110 Palm Beach Gardens, FL 33403 Contact: E. Lynn Phone: (561) 847-4126 ext 202 Email: elynn@gocsb.com	No	0
6	<b>Glades Area Branch NAACP - Unit # 5686</b> 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	<b>Florida Atlantic University</b> Career Development Center 777 Glades Road, SU, Rm. 220	No	0





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	Boca Raton, FL 33431 Contact: James Watson, Jr. Phone: (561) 297-3536/ (561)297-2740 (fax) www.fau.edu/cdc		
9	<b>Florida Gulf Coast University</b> Amanda Parke Career Placement Center 10501 FGCU Blvd. Fort Myers, FL 33965 Phone: (239) 590-7833 Email: aparke@fgcu.edu	Yes	0
10	<b>Florida Southwestern College</b> Paul Schollard Career Placement Center PO Box 06210 Fort Myers, FL 33906 Phone: (941) 637-5693 Email: pschollard@fsw.edu	Yes	0
11	<b>Florida State University – Career Center</b> 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	<b>Hispanic Human Resources Council</b> 1820 Hendry Street P.O. Box 2217 Fort Myers, FL 33901 Recruitment: (239) 321-7064	No	0
13	<b>Hodges University</b> 4501 Colonial Boulevard Fort Myers, FL 34119 Phone: (239) 938-7815 / Fax: 239-938-7876 Email: <a href="mailto:jthurman@hodges.edu">jthurman@hodges.edu</a> Web: www.hodges.edu	Yes	0
14	<b>Lee County NAACP</b> 3903 MLK Boulevard Fort Myers, FL 33916 Phone: (239-464-1394	No	0
15	<b>Lynn University</b> Career Development Center 3601 N. Military Trail Boca Raton, FL 33436 Log online lynn.edu/nightsurfer	No	0





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	Contact: Christine Childers Phone: (561) 237-7287 Fax: (561) 237-7285 careers@lynn.educareers@lynn.edu		
16	<b>Palm Beach State College-Career Center</b> 4200 Congress Ave. Lake Worth, FL 33361 Log onto <a href="http://www.myinterfase.com/pbs/employer">www.myinterfase.com/pbs/employer</a> UN: WCWOKC1570 PW: Glad123 Contact: Irene Garcia Phone: (561) 868-3066	No	0
17	<b>University of South Florida</b> Placement Office 4202 E. Fowler St. Tampa, FL 33620 Phone: (813) 974-3202 Kathi <a href="mailto:Roche@usf.edu">Roche@usf.edu</a> Website: <a href="http://usf.edu/career-services">usf.edu/career-services</a>	No	0
18	<b>University of Florida</b> College of Journalism and Communications P.O. Box 118400 Gainesville, FL 32611 Phone: (352-392-0466 Fax: (352) 392-0466 Katrice Graham <a href="mailto:Kgraham@jou.ufl.edu">Kgraham@jou.ufl.edu</a>	No	0
19	<b>Florida Career College</b> 6058 Okeechobee Blvd. West Palm Beach, FL 33417 Contact: Kathy Baretela Phone: (561) 689-0050 Email: <a href="mailto:kbaretela@careercollege.edu">kbaretela@careercollege.edu</a>	No	0
20	<b>Inside Radio</b> Contact: Gene Mckay 365 Union Street Littleton, NH 03561 (800) 248-4242 ext 711	No	0
21	<b>Keiser Career College</b> Attn: Student Services, Michelle Chung 2085 Vista Parkway West Palm Beach, FL 33411 Phone: (561) 471-6000	No	0





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	<a href="mailto:mchung@keiseruniversity.edu">mchung@keiseruniversity.edu</a>		
22	<b>Urban League of Palm Beach</b> 1700 N. Australian Ave. West Palm Beach, FL 33407 Contact: Henry Fuse Email: henfuse@aol.com Phone: (561) 833-1461	No	0
23	<b>Miami Media School</b> 901 South Miami Ave. Suite 303 Miami, FL 33130 – Office: 305-676-6494 FAX: 305-974-1109 Jim “JB” Beauvais – Career Ser. Email: <a href="mailto:jbeauvais@beonair.com">jbeauvais@beonair.com</a>	No	0
24	<b>Naples Daily News</b>	No	
25	<b>Employee Referral</b>		
26	<b>Non-Employee Referral</b>		
27	<b>Walk-In/Self-Referral/rehire</b>		1
28	<b>On-Air Announcement</b>		
29	<b>Internal Posting</b>		
30	<b>Internal Transfer/Promotion</b>		
31	<b>Indeed.com</b>		
32	<b>CareerBuilder.com</b>		
33	<b>Radio Ink.com</b>		
34	<b>Amfmjobs.com</b>		
35	<b>Radionotas.com</b>		
36	<b>Facebook</b>		
36	<b>Handshake.com</b> 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: 2**

**1 INTERN INTERVIEW**

**1 OFFICE MANAGER REHIRE INTERVIEW**

**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





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Listing of job openings on station website including instructions on how to apply for future openings	Permanent rotation	GM, PD, EEO Director
Mentoring and Cross-training with four individuals trained in sales & production (1), public affairs interviews (1), voice-tracking (1), remote set-up (1)	During reporting period	GM, PD, Traffic
Internship Program: Designed to assist members of the local community to acquire skills needed for broadcast employment.	On-going	GM, PD

**B) Opportunities/Events**

1) Internship Program		General Manager/Program Dir.
2) Events-Job Fairs		General Manager
3) Mentoring/Cross Training		General Manager, PD, Traffic

Summary of events/Opportunities

- 1) A total of one person applied for an Internship. One person was hired.  
 Intern 1: Started 10/22/21

Intern is learning to operate the studio, production and remote equipment to give him a realistic experience in broadcasting.

- 2) The General Manager attended three career fairs, where she distributed information on Internships and career opportunities.
  - a) SW Florida Career Source Virtual Job Fair, online, 4/15/21
  - b) United Way of Lee-Glades-Hendry County Hiring Event, Labelle, 6/28/21
  - c) Labelle Chamber of Commerce Job Fair, Labelle, 7/13/21
- 3) Mentoring/Cross Training
  - a) DJ Intern-cross trained in sales/production
  - b) Salesperson-cross trained in public affairs interviews
  - c) DJ Intern-cross trained in voice-tracking
  - d) DJ intern-cross trained in remote set-up

