



6) Total number of interviewees referred was 0 with 0 being hired.

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	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	Bethune Cookman College – Career Planning 640 Dr. Mary McLeod Bethune Blvd. Daytona Beach, FL 32115 Contact: Davita Bonner Phone: (904) 255-1401 Fax: (904) 258-8278 Email: bonnerd@cookman.edu	No	0
4	Career Source Broward Career Department 6301 NW 5 th Way Suite 3000 Ft Lauderdale, FL 33311 Phone: (954) 677-5627 jobs@careersourcebroward.org	No	0
5	Career Source-Palm Beach County 3400 Belvedere Rd, West Palm Beach, FL 33406 Nancy Medina, Account Manager Phone☎(561) 340-1060 nmedina@careersourcepbcc.com	No	0
6	Career Source Research Coast Okeechobee, Martin, St Lucie, Indian River Counties Contact: Brian Dulemba 584 NW University Blvd Suite 200 Port St. Lucie, FL 34986 (866) 482-4473 ext 605 bdulemba@careersourcecc.com	No	0
7	Career Source -Heartland 207 S.W. Park Street Okeechobee, FL 34972 863-610-6000 Shannon Kuen skuen@careersourceheartland.onmicrosoft.com	No	0
8	Connecticut School of Broadcasting – Palm Beach Gardens Campus 3450 North Lake Blvd Suite 110	No	0



	Palm Beach Gardens, FL 33403 Contact: Erica Toledo email:etoledo@gocsb.com Phone: (561) 847-4126 ext		
9	Florida A&M University School of Journalism/Media 1676 S. MLK Blvd. Tallahassee, FL 32307 Contact: Melanie Washington Phone: (850) 222-3957 Email: careercenter@famu.edu	No	0
10	Florida Association of Broadcasters 201 South Monroe St. Suite 102 Tallahassee, FL 32303 Contact: Lindsay Varn Phone: (850) 681-6444 Fax: (850) 222-3957 Email: lvarn@fab.org	No	0
11	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	No	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 1427 S. Congress Ave. Palm Beach Springs, FL 33406 Contact: Judy Pierman Phone: (561) 641-4198 jpierman@hhrcinc.org	No	0
14	Hispanic Human Resources Council 1820 Hendry Street P.O. Box 2217 Fort Myers, FL 33901 Recruitment: (239) 321-7064	No	0



15	Lynn University Career Development Center 3601 N. Military Trail Boca Raton, FL 33436 Log online lynn.edu/knightsurfer User: Gladesmedia Contact: Christine Childers Phone: (561) 237-7287 Fax: (561) 237-7285 careers@lynn.edu	No	0
16	University of South Florida – Mass Communications 4202 E. Fowler St. MP CIS-1040 Tampa, FL 33620 Phone: (813) 974-2591 Fax: (813) 974-2592 Website: usf.edu/career-services	No	0
17	Inside Radio Contact: Gene Mckay 365 Union Street Littleton, NH 03561 (800) 248-4242 ext 711	No	0
18	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
19	Keiser Career College Attn: Elizabeth Houlihan 2085 Vista Parkway West Palm Beach, FL 33411 Phone: (561) 471-6000 (561)561-471-7849 (fax) Elizabthh@keiseruniversity.edu	No	0
20	National Hispanic Media Coalition 55 Grand Avenue Pasadena, CA 91105 Tatiana Arizaga, Communications Coordinator Phone: (213) 746-6988	No	0
21	Nova Southeastern University 11501 N. Military Trail Palm Beach Gardens, FL 33410-6507 James Miller 954-262-5637 - (561) 622-6472 (fax)	No	0
22	Miami Media School Angel S. Llamazares Director of Career Services 901 South Miami Avenue Miami, FL 3326	No	0



	Phone: 305.728.1120 allamazares@BeOnAir.com www.BeOnAir.Com		
23	Palm Beach State College-Career Center 4200 Congress Ave. Lake Worth, FL 33361 https://www.myinterfase.com/palmbeachstate/employer/ UN: WCWOKC1570 PW: Glad123 Contact: Irene Garcia Phone: (561) 868-3066	No	0
24	St. Lucie County Branch NAACP – Unit # 5129 P.O. Box 3103 Ft. Pierce, FL 34948-3103 Contact: Tony Barnes email: unit5129@naacp.org	No	0
25	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
26	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
27	Indeed.com		
28	Employee Referral		
29	Non-Employee Referral		
30	Walk-In/Self-Referral		
31	On-Air Announcement		
32	Internal Posting		
33	Internal Transfer/Promotion		
34	CareerBuilder.com		
35	Radio Ink.com		
36	Ziprecruiter.com		
37	Radionotas.com		
38	Employee Re-Hire after Covid		
39	AllAcess.com		
40	Facebook		
41	Handshake.com user: gladesmedia		

7) Supplemental Recruiting Measures:

7A. Initiative: Participation in Career Fairs



Glades Media is committed to fostering a diverse and inclusive work environment in alignment with Equal Employment Opportunity (EEO) guidelines. As part of this commitment, we have actively participated in two career fairs in the last year to engage with a wide range of potential employees.

Summary of Job Fair Participation – City of Greenacres

On June 25, 2025, Glades Media Company participated in the Job Fair organized by the City of Greenacres in partnership with the Hispanic Chamber of Commerce. The event took place at the Greenacres Community Center, 501 Swain Blvd., Greenacres, FL, from 10:00 a.m. to 1:00 p.m. Alex Calderón, General Manager for WWRF and WLLY, attended on behalf of Glades Media Company and its radio stations.

The job fair brought together over 30 local businesses and provided an opportunity for Glades Media to meet with more than 300 job seekers. Attendees expressed interest in employment opportunities with the company, with several individuals taking applications for completion and return. Although many did not have prior experience in radio or sales, there was a strong interest in learning more about the industry. Participation in this event served to increase awareness of Glades Media within the community and support recruitment efforts.

Summary of Employment Fair Participation – Okeechobee High School

On May 9, 2025, Glades Media Company participated in the Okeechobee High School Employment Fair, held in the school gymnasium from 7:30 a.m. to 1:00 p.m. The event was organized to connect local employers with juniors and seniors preparing to enter the workforce. Representatives of Glades Media attended to highlight career opportunities within broadcasting and radio, discuss potential internships, and meet students interested in part-time and full-time employment. The fair included participation from a variety of local businesses and organizations, and provided students the opportunity to interact directly with employers, collect information, and explore possible career paths.

Glades Media's participation helped raise awareness of opportunities in the broadcasting industry, promoted community engagement, and supported the development of future talent within Okeechobee County.

Summary of Career Day Participation – North Elementary School

On February 13, 2025, Glades Media Company participated in the North Elementary 3rd Grade Career Day in Okeechobee, Florida. Taylor English, Account Executive and On-Air Personality, represented the company during the two-hour event.

Students rotated between booths where representatives from a variety of professions—including higher education, firefighting, healthcare, taxidermy, architecture, and information technology—spoke about their careers. Glades Media discussed opportunities in broadcasting and radio, highlighting the different roles within the industry. Presentations lasted approximately 10–15 minutes each, with students asking questions and engaging in conversation about future career possibilities.

The event provided Glades Media with the opportunity to introduce broadcasting as a career path to local youth, support community outreach, and foster interest in the media industry among students in Okeechobee County.



Through these events, Glades Media aims to broaden its talent pool and provide equal opportunities for everyone, in accordance with EEO principles.

7B. Initiative: Training Programs and Career Planning Tools for Employees

Glades Media is committed to investing in the continuous growth and professional development of our employees, aligning with our broader dedication to excellence and equal opportunity in the workplace. Over the past year, we have concentrated on two key training initiatives to equip our employees with the necessary skills for success in their roles:

Sales Training Classes

This year, Glades Media Company enrolled its sales staff in online sales courses through the Radio Advertising Bureau (RAB.org) as part of our ongoing commitment to professional development. The program was designed to sharpen skills, enhance sales techniques, and provide updated strategies for serving clients more effectively.

Our sales teams successfully completed the courses, investing significant time in mastering the material and earning certification upon completion. This training reinforces our dedication to equipping staff with the tools necessary to grow professionally, better meet advertiser needs, and contribute to the continued success of Glades Media Company.

Customer Relationship Management (CRM) Training

In 2025, Glades Media Company transitioned from the ShareBuilders system to the Radio Advertising Bureau (RAB) CRM platform. To ensure a smooth adoption and to support sales success, the entire sales team participated in a structured training course focused on understanding the new system and its features.

The training emphasized the simplification and efficiencies the new CRM provides, equipping sales staff with tools to better manage accounts, track progress, and achieve goals more effectively. By moving to the RAB CRM and completing this training, the sales team is better positioned to streamline their daily workflow and deliver improved results for both clients and the company.

Receptionist, Traffic Cross-Training:

Lupe has cross-trained and is now serving as Office Manager at WAFZ, handling most of the traffic duties, while Beatrice, the former Office Manager, has been promoted to General Manager of WAFZ.

Impact and Future Directions:

This initiative signifies our proactive stance in fostering a workplace culture that adheres to federal, state, and local laws, while also being inclusive and respectful. We are confident that this training will significantly enhance our ongoing efforts to maintain a safe, inclusive, and discrimination-free workplace for all our employees.



7C. Initiative: Outreach to Community Organizations

On-Air Announcements:

Our Employment Unit consistently airs multiple announcements each week via radio and streaming, declaring that we are an Equal Opportunity Employer. These announcements are targeted toward any organization that maintains a job bank, offers employment information, or provides job referrals. Such organizations are encouraged to contact us to be added to our mailing list, where they'll be notified about future job openings.

Internet:

On the Job Page of our Employment Unit's website, we clearly state our commitment to being an Equal Opportunity Employer. We warmly invite any organization that operates a job bank, dispenses employment information, or facilitates job referrals to reach out to us. They can then be placed on our mailing list to receive updates on future job vacancies and career opportunities.

Through these measures, we're expanding our commitment to Equal Opportunity Employment beyond our company, reaching out to community organizations with the aim of creating a more diverse and inclusive workforce.