

VERO BEACH BROADCASTERS,LLC/Vero Beach FM Radio Partnership
 WGYL-FM, WOSN-FM, WJKD-FM, WTTB-AM
 1235 16TH STREET
 VERO BEACH, FL 32960
 772-567-0937
 10/1/10 - 09/30/11

EEO PUBLIC FILE REPORT

A. Full-time Vacancies Filled During Past Year

1. Job Title	Account Executive	Date Filled:	11/24/2010
2. Job Title	Promotions Assistant	Date Filled:	12/7/2010
3. Job Title	Account Executive	Date Filled:	12/19/2010
4. Job Title	Promotions Assistant	Date Filled:	1/13/2011
5. Job Title	Account Executive	Date Filled:	1/21/2011
6. Job Title:	Morning Show Host	Date Filled:	1/24/2011
7. Job Title:	Account Executive	Date Filled:	2/21/2011
8. Job Title:	Account Executive	Date Filled:	5/12/2011
9. Job Title:	Morning Show Host	Date Filled:	5/24/2011
10. Job Title:	Account Executive	Date Filled:	6/3/2011
11. Job Title:	Promotions Director	Date Filled:	6/13/2011
12. Job Title:	Account Executive	Date Filled:	7/12/2011
13. Job Title:	Local Sales Manager	Date Filled:	8/9/2011

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Job Title:	Account Executive	Date Filled:	11/24/2010
Source		Referred Person Hired?	
Craigs List			Y
See Section D List			N
2. Job Title:	Promotions Assistant	Date Filled:	12/7/2010
Source		Referred Person Hired?	
See Section D List			N
Radio Ads			Y
3. Job Title:	Account Executive	Date Filled:	12/19/2010
Source		Referred Person Hired?	
See Section D List			N
FSU Email Blast			Y
4. Job Title:	Promotions Assistant	Date Filled:	12/6/2010
Source		Referred Person Hired?	
See Section D List			N
Radio Ads			Y
5. Job Title:	Account Executive	Date Filled:	1/21/2011
Source		Referred Person Hired?	
See Section D List			N
Radio Ads			Y
6. Job Title:	Morning Show Host	Date Filled:	1/24/2011
Source		Referred Person Hired?	
All Access.com			Y
See Section D List			N
7. Job Title:	Account Executive	Date Filled:	2/21/2011
Source		Referred Person Hired?	
CraigsList.com			Y
See Section D List			N
8. Job Title:	Account Executive	Date Filled:	5/12/2011
Source		Referred Person Hired?	
See Section D List			N
WJKD Open House			Y
9. Job Title:	Morning Show Host	Date Filled:	5/24/2011
Source		Referred Person Hired?	
All Access.com			Y
See Section D List			N
10. Job Title:	Account Executive	Date Filled:	6/3/2011
Source		Referred Person Hired?	
See Section D List			N
Referrals			Y

11. Job Title:	Promotions Director	Date Filled:	6/13/2011
Source		Referred Person Hired?	
All Access.com			Y
See Section D List			N
12. Job Title:	Account Executive	Date Filled:	7/12/2011
Source		Referred Person Hired?	
See Section D List			N
Referrals			Y
13. Job Title:	Local Sales Manager	Date Filled:	
Source		Referred Person Hired?	
See Section D List			N
Internal Application			Y
C. Total Number Of Persons Interviewed For All Full-Time Vacancies Filled During The Past Year (this will be a raw number):			192
D. Total Number of Interviewees For All Full-Time Vacancies Filled During The Past Year Per Recruitment/Referral Sources:			
Referral Source	Number of Interviewees Referred		
All Access website (www.allaccess.com)	25		
Craigslist.com	30		
Employee Referrals	38		
Facebook Posting	2		
FSU Job Link Website	2		
Indian River State College Job Website	2		
Internal Application	1		
IR Mall Job Fair 5/5/11	54		
LinkedIn Website	1		
MediaRecruiter.com	6		
Networker Event SL County 1/18/11	1		
NOVA SE University Job Board	2		
RAB.COM	5		
Radio Ads (WGYL-FM, WJKD-FM, WOSN-FM) & websites	9		
Station Open House 4/21/11	8		
Walk Ins	2		
Workforce Solutions Recruitment Program 2011	4		
E. Outreach Activities	192		
See Attached list and description of all outreach activities performed during the past year.			

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OUTREACH ACTIVITY DESCRIPTION

Initiative #1

Station Employment Unit (SEU) attended a **Job Fair** at Indian River Mall on 5/5/11. Applications were accepted. Recorded announcements were aired for 2 weeks prior to the event, 7 times daily, on each station (WGYL-FM, WTTB-AM, WOSN-FM, WJKD-FM).

Initiative #2

Stations have placed sales recruitment ads on **Facebook, LinkedIn and Craigslist.com**. These ads consisted of "postings" describing the available positions in the appropriate sections of each website.

Initiative #3

Stations posted sales, promotions and on-air positions on **RAB.com, MediaRecruiter.com, All-Access.com and Inside Radio.com**, all of which are industry websites, and all of which have free access.

Initiative #4

Stations posted additional job notices for position of account executive at **Florida State University, Nova Southeastern University, Indian River State College and Florida Atlantic University's** Treasure Coast campuses and job listing websites for each.

Initiative #5

Station WJKD-FM hosted a **Sales Open House** at south sales office location on 4/21/11. SEU also ran recruitment ads for account executive and promotions interns on WOSN-FM, WGYL-FM, WTTB-AM, and WJKD-FM from 2/16/11 to 9/30/11, and from those ads gained two new sales hires.

Initiative #6

Stations have registered available sales positions with **Workforce Solutions of the Treasure Coast** to receive qualified sales applicant referrals for 2011.

Initiative #7

Stations mailed job descriptions of all full-time available positions in programming, promotions and sales to multiple resources as listed on List "A".

Initiative #8

Stations have maintained a **training program** which allows employees to develop the necessary skills to qualify them for higher level positions. Training sessions are available for various skills in the areas of Sales, Production, Traffic, and Programming. On hire was a promotions from within the company

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ATTACHED LIST "A"

Following contacts receive notification of all job openings.

Company	Contact	Address	City	State	Zip	Phone
African-American Media Incubator	Jane Howitt	2164 Wisconsin Avenue NW	Washington	DC	20007	
American Women in Radio & Television		8405 Greensboro Drive, Suite 800	McLean	VA	22102	703-506-3290
Andrea School of Bus. Career Services (Barry University)	Betsy Sias-Richards (Career Resources)	11300 NE 2nd Ave	Miami Shores	FL	33161	305-899-3524
Art Institute of Ft. Lauderdale	Careers/Job Placement	1799 SW 17th Street	Fort Lauderdale	FL	33316	
At Your Service		2145 14th Ave # 6	Vero Beach	FL	32960	772-778-2969
Ays Training Center		2145 14th Ave	Vero Beach	FL	32960	772-778-2969
Bethune Cookman College	Cathy Washington	640 Mary McLeod Bethune Blvd	Daytona Beach	FL	32114	386-481-2540
Black Broadcasters Alliance	c/o Mr. Sherman Kizart	205 N Michigan Avenue, Suite 215	Chicago	IL	60601	412-829-9788
Brevard Community College	Bob Sullivan	250 Community College Parkway	Palm Bay	FL	32909	321-433-5248
Connecticut School of Broadcasting	Dave Duran	3450 Northlake Blvd, #110	North Palm Beach	FL	33408	561-842-2000
Emma L. Bowen Foundation for Minority Interests in Media	Sandra Rice	524 West 57th Street	New York	NY	10019	202 637 4494
Employment & Minority Services		1771 N. Street NW	Washington	DC	20036	
Florida A&M/COC Cunningham Career Center	Melery Washington	100 Student Union Plaza	Tallahassee	FL	32307	850-599-3700
Florida Association of Broadcasters		201 S. Monroe St. #201	Tallahassee	FL	32301	850-681-6444
Florida Atlantic University	T. Teresa Broun	500 NW California Blvd	Fort Saint Lucie	FL	34986	772-873-3305
Florida Institute of Technology	Career Services/Dona Gaynor	150 W University Blvd	Melbourne	FL	32935	321-674-8102
Florida Metropolitan University	Cathryn Malozzi	2401 N. Harbor City Blvd.	Melbourne	FL	32935	888-286-3000
Florida Metropolitan University	Mr. Renteria	1304 W. Beverly Blvd, #102	Montebello	CA	90640	323-726-1558
Hispanic Americans for Fairness in Media	Sharon Lowe (Job Placement)	3209 Virginia Ave	Fort Pierce	FL	34981	772-462-7468
Indian River Community College	Cecilia Elliott (Career Specialist)	3209 Virginia Ave	Fort Pierce	FL	34981	772-462-7470
Indian River Community College	Dr. David Sullivan	3209 Virginia Ave	Fort Pierce	FL	34981	772-462-7470
ITT Technical Institute		3401 South University Drive	FL Lauderdale	FL	33328	
ITT Technical Institute		1400 South International Pkwy	Lake Mary	FL	32746	407-660-2300
Keiser Career College	Shantelle Stubbs (Dir. Of Placement)	17395 NW 59th Ave	Vero Beach	FL	33015	305 820-5003
Manpower		1814 Commerce Ave	Vero Beach	FL	32960	772-562-4330
Mt. Olive Missionary Baptist Church		800 Avenue K	Fort Pierce	FL	34950	772-461-7589
NAACP - Brevard County	Career Services	P. O. Box 2031	Fort Pierce	FL	32902	321-728-7402
NAACP - Martin County	Career Services	P. O. Box 674	Melbourne	FL	32944	
NAACP - St Lucie County	Career Services	P. O. Box 3103	Stuart	FL	34948	772-595-3000
NAACP - West Palm Beach	Career Services	1700 N. Australian Avenue	Fort Pierce	FL	33407	
National Association for Broadcasters	Alex Hitz-Sanchez (Employment Clearing House)	1771 N Street, NW	West Palm Beach	FL	20036	202 429-5498
National Lesbian and Gay Journalists Association		1420 K Street, NW Suite 910	Washington	DC	20005	202 588-9888
Native American Journalist Association	AI Neuhaith Media Center	555 Dakota Street	Washington	DC	20005	605-677-5282
Personnel Plus		3725 20th St	Vermilion	SD	57069	772 564-8777
Radio Advertising Bureau	David Reader	1320 Greenway Drive, Suite 500	Vero Beach	FL	32960	903-640-5857
Rollins College	Ms. McAcclatore	203 E Lyman Ave	Irving	TX	75038	407-646-2232
School Board of St Lucie County	Career & Technical Education	4204 Okeechobee Rd	Winter Park	FL	32789	407-646-2232
Scripps Treasure Coast Newspapers	Lane Farmer	1935 SE Federal Hwy.	Fort Pierce	FL	34947	772-429-3960
Spherion Staffing		1600 Sarno Rd # 15	Stuart	FL	34994	772-221-4175
South East Staffing	JoAnn	1136 17th Place	Melbourne	FL	32935	321-255-0222
South Florida IT Staffing Inc		1520 Clearbrook Street	Melbourne	FL	32960	772-794-3041
University of Central Florida	Career Resource Center	4000 Central Florida Blvd. Bldg. 7F, Room 185	Sebastian	FL	32958	772-388-8831
University of Florida College of Journalism and Communication			Orlando	FL	32816	407-823-2361
Warner Southern College	Patricia White	PO Box 118400	Gainesville	FL	32611	352-392-0289
YMCA	Cathy Riley	13895 HWY 27	Lake Wales	FL	33859	772-466-0035
		903 S 21st St	Fort Pierce	FL	34950	772-465-0330