

**WKRO-FM, WHOG-FM, WVYB-FM, WNDB-AM
EEO PUBLIC FILE REPORT**

10/01/14 – 09/30/15

(Note: 12-month period determined by FCC license renewal filing date and not on calendar basis)

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Utilized to Fill Vacancy	RS Referring Hiree	Date Position Filled	Number of Candidates Interviewed
Engineer	8, 9, 10, 11, 13, 15	9	9/26/2014	5
PT Promo Assistant	5, 6, 12, 13, 14, 15, 16	14	10/1/2014	3
WHOG On Air Personality	8, 9, 10, 11, 13, 15, 17	17	10/28/2014	4
PT Board Operator	5, 6, 12, 13, 14, 15	15	11/20/2014	3
Business Manager	9, 10, 11, 13, 15	15	12/1/2014	2
Program Director WHOG	8, 9, 10, 11, 13, 15	15	2/2/2015	6
PT WNDB News Aggregator	5, 6, 12, 13, 14, 15	12	2/9/2015	3
Program Dir KRO & HOG	8, 9, 10, 11, 13, 15	10	3/23/2015	3
Account Exec – AM Sales	1, 8,10, 11, 12, 13, 14, 15, 16	1	3/16/2015	2
Ass't Events Director	8, 10, 11, 13, 14, 15, 16	15	4/1/2015	3
On-Site Events Mgr	8, 10, 11, 13, 14, 15, 16	14	4/6/2015	3
Account Exec – AM Sales	1, 8,10, 11, 12, 13, 14, 15, 16	15	4/20/2015	2
Events Ass't – Digital Media	8, 10, 11, 13, 14, 15, 16	10	4/30/2015	3
PT Promo Assistant	5, 6, 12, 13, 14, 15, 16	15	5/16/2015	4
Events Marketing Consultant	8, 10, 11, 13, 15, 16	16	7/22/2015	1
Director Digital Sales	8, 9, 10, 11, 12, 13, 14, 15	10	8/3/2015	5
PT Promo Assistant	5, 6, 12, 13, 14, 15, 16	15	8/6/15	2

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	The Daytona Pennysaver, Print and Online Classifieds, Kathy Swann, 454 S Yonge Street, Ormond Beach FL 32174 (386)677-4262; floridapennysavers.com	Yes	4
2	The Daytona Beach News-Journal, Employment Classifieds, 901 Sixth Street, Daytona Beach FL 32117, (386) 681-252	Yes	0
3	CareerSource Flagler Volusia (aka Employ Florida Marketplace) 329 Bill France Blvd, Daytona Beach FL 32114, (386)323-7079 careersourcefv.com	Yes	2
4	Sylvester Polk, Director of Music Technology Degree Program, Bethune Cookman University, 640 Mary McCleod Bethune Blvd., Daytona Beach FL 32114 Office (386)481-8051	Yes	0
5	Daytona State College, Jake Nicely, Instructor, Recording Engineering & Technology, 1200 W. Int'l Speedway Blvd., Daytona Beach FL 32114 (386)226-1914 (Promo Interns)	Yes	2
6	Flagler College, PO Box 1027, St. Augustine FL 32085 (904)829-6481; WFCF Flagler College Radio, Dan McCook, Station Mgr. (904) 819-6313	Yes	2
7	Connecticut School of Broadcasting, 5323 Millennia Lakes Blvd, Suite 120, Orlando FL 32839 (407)770-6777 e-mail: csborlando@gocsb.com	Yes	0
8	Florida Association of Broadcasters, 201 South Monroe Street, Suite 201, Tallahassee FL 32301, (850)681-6444, fab.org/career-opportunities	Yes	1
9	Indeed.com	Yes	13
10	Allaccess.com (trade website)	Yes	3
11	TVandRadioJobs.com (trade website)	Yes	2
12	Craig's List	No	6
13	Station Website/Facebook Page Classifieds	No	12
14	Broadcast Ads – 30 - 60 second Radio Spots on Stations	No	20
15	Referrals/Word of Mouth	No	10
16	Walk-ins/Phone Queries	No	12
17	Transfer from an Affiliate Station	Yes	1
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			90

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Daytona State College Annual Career Day	Set up table and have hiring managers available to answer questions students may have about available positions and job descriptions.
2	The Chamber of Daytona Beach & the Halifax Area, Business Development Partnerships, 126 E. Orange Avenue, Daytona Beach FL 32114 (386)255-0981	Attend quarterly business networking meetings to raise community awareness of Stations and let other businesses know of positions available in our group. Also provides opportunity to meet newcomers to the area who may benefit our organization.
3	The Daytona Beach News Journal/Monster.com Annual Job Fair	Provide exposure to Stations through newspaper display ads promoting fair and gives hiring managers an opportunity to set up a table to collect resumes and conduct interviews with potential job candidates in one location.
4	Bethune Cookman University Internships	Introduction to radio operations, targeting minority students who are currently underpopulated in the radio industry
5	Daytona State College Internships	Gives students an opportunity to participate in promotional activities at station related events.
6	Flagler College Radio Internships	Students studying broadcast can participate in radio operations and promotional activities at station related events.