

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

10/01/10 – 09/30/11

(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) Used to Fill Vacancy	RS Referring Hiree
Account Executive – AM/FM Sales	9,12,14,15,16,17	14
News Director	9,10,11	9
AM Morning Show Host	12,13,15,16	13
PT Board Op – AM #1	3,4,5,6,12	12
PT Board Op – AM #2	3,4,5,6,12	5
PT Board Op – AM #2	3,4,5,6,12	3
PT Promotions Ass't #1	4,5,6,12,17	5
PT Promotions Ass't #2	4,5,6,12,17	5
News Reporter	9,10,11	9
PT News Writer	12,15,17	15
PT Summer Events Ass't	12,15,17	15

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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	Yes	0
2	The Daytona Beach News-Journal, Employment Classifieds, 901 Sixth Street, Daytona Beach FL 32117 (386)258-5441 ext. 2525	Yes	0
3	Embry Riddle University. Student Employment Office 386-226-6320	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)481-2886 Mobile (407)760-8051	Yes	2
5	Daytona State College, Jake Nicely, Instructor, Recording Engineering & Technology, 1200 W. Int'l Speedway Blvd., Daytona Beach FL 32114 (386)226-1914 (Includes Promotions Interns)	Yes	5
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	0
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	Vision HR, 347 S. Ridgewood Avenue, Daytona Beach FL 32114 (386)255-7070	Yes	0
9	Allaccess.com (trade website)	Yes	5
10	TVandRadioJobs.com (trade website)	Yes	1
11	Journalismjobs.com (trade website)	Yes	1
12	Craig's List	Yes	3
13	Rehires	No	1
14	Broadcast Ads – 30 - 60 second Radio Spots on Stations	No	4
15	Referrals/Word of Mouth	No	2
16	Walk-ins/Phone Queries	No	3
17	Station Website Classifieds	Yes	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			29

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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 sales 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	Bethune Cookman University Internships	Introduction to radio operations, targeting minority students who are currently underpopulated in the radio industry
4	Daytona State College Internships	Gives students an opportunity to participate in promotional activities at station related events.
5	Flagler College Radio Internships	Students studying broadcast can participate in radio operations and promotional activities at station related events.