

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

10/01/18 – 09/30/19

(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
Board Op/Remote Tech (PT)	1, 4, 12, 13, 14, 15	14	10/14/2019	2
On Air Talent WHOG-FM Afternoons (FT)	12, 13, 14, 15	14	1/14/2019	1
Sales/Account Executive (FT)	1, 2, 7, 8, 12, 13, 15	12	2/15/2018	4
On Air Talent WHOG FM Mornings (FT)	8, 9, 10, 13, 15, 16, 17	17	4/1/2019	1
Sales/Account Executive (FT)	7, 8, 12, 13, 14, 15, 16	15	3/11/2019	3
Board Op/Remote Tech (PT)	2, 3, 4, 5, 8, 12, 13, 15	15	1/7/2019	5
Board Op/Remote Tech (PT)	3, 4, 5, 14, 15	5	7/27/2019	3
Board Op (PT)	4, 5, 12, 13, 14, 15, 16	14	7/13/2019	4
On Air Talent WHOG_HD2 FM (HOT) Nights/Weekends (PT)	8, 9, 10, 11, 13, 15, 17	17	12/9/2018	1
Board Op/Remote Tech (PT)	4, 12, 13, 14, 15	4	10/7/2018	2
Receptionist/Administrative Assistant (FT)	6, 8, 14, 15, 18	6	9/24/2019	10

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Corporate AP (FT)	8,14,15,16,17,18	14	9/30/2019	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 Beach News-Journal, Employment Classifieds, 901 Sixth Street, Daytona Beach FL 32117, (386) 681-252	Yes	0
2	CareerSource Flagler Volusia (aka Employ Florida Marketplace) 329 Bill France Blvd, Daytona Beach FL 32114, (386)323-7079 careersourcefv.com	Yes	0
3	Sylvester Polk, Director of Music Technology Degree Program, Bethune Cookman University, 640 Mary McLeod Bethune Blvd., Daytona Beach FL 32114 Office (386)481-8051	Yes	0
4	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
5	Embry-Riddle Aeronautical University, 600 South Clyde Morris Blvd. Daytona Beach, FL 32114 (386) 226-6045; WIKD 102.5 FM Radio, Giovanni Cavallini, Station Mgr.	Yes	3
6	The 2019 Volusia Job Fair - Hosted & Organized by Southern Stone Communications, LLC. Location - Hampton Inn, 1715 W International Speedway Blvd., Daytona Beach, FL 32114. Event Date: Tuesday September 10th - Event Time: 11am - 3pm - https://www.volusiajobfair.com/	No	10
7	Florida Association of Broadcasters, 201 South Monroe Street, Suite 201, Tallahassee FL 32301, (850)681-6444, fab.org/career-opportunities	No	0
8	Indeed.com	Yes	0
9	Allaccess.com (trade website)	Yes	0
10	TVandRadioJobs.com (trade website)	Yes	0
11	Craig's List	No	0
12	Station Website/Facebook Page Classifieds	No	4

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13	Broadcast Ads – 30 - 60 second Radio Spots on Stations	No	0
14	Referrals/Word of Mouth	No	9
15	Walk-ins/Phone Queries	No	8
16	Transfer from an Affiliate Station	No	0
17	Rehire	Yes	2
18	LinkedIn: The Recruitment Source	No	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			38

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Daytona State College Career Fair	Set up table and have hiring managers available to answer questions candidates 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 2019 Volusia Job Fair - Hosted & Organized by Southern Stone Communications, LLC.	Hosted a career day event that was also available to the general public, as well as other companies and organizations interested in participating to advertise and seek future, potential employees. The career fair provided an opportunity to meet and interview qualified broadcast industry candidates to fill valuable positions in media sales, marketing, finance, technology, on-air and others positions while also initiating an effort to increase diversity within the workforce. Pre-registered candidates were also able to set up a table and have hiring managers available to answer questions candidates may have about available positions and job descriptions.
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	National Association of Broadcasters (NAB) Show Career Fair	Attending the Career Day provided an opportunity to meet and interview qualified broadcast industry candidates to fill valuable positions in media sales, marketing, finance, technology, on-air and others positions while also initiating an effort to increase diversity within the workforce.