



**2018 EEO PUBLIC FILE REPORT**

This report covers full-time vacancy recruitment data for the period October 1<sup>st</sup>, 2017 to September 30, 2018

**1) Employment Unit Location/Name:**

Glades Media Company – West Palm Beach, FL

**2) Unit Members:**

WLLY FM 99.5

WWRF AM 1380

**3) EEO Contact Information for Unit Member:**

Name: Wayne Cunningham <a href="mailto:wayne@gladesmedia.com">wayne@gladesmedia.com</a>	Address: 2326 S. Congress Ave., Ste. 2A West Palm Beach, FL 33406	Telephone: 863-467-1570
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**4) Number of Full-time vacancies: 2**

**5) List of Full-time vacancies**

a: Traffic Manager

b: Officer Manager

**6) List of full-time vacancies:**

a: Traffic Manager position was filled by Internal promotion

b: Officer Manager position filled by Internal promotion

**7) Total number of interviewees referred by each source: 2**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	<b>Glades Media Radio Group Website</b> <a href="http://www.gladesmedia.com">www.gladesmedia.com</a>	Yes	
2	<b>Art Institute of Ft. Lauderdale – Career Serv.</b> 1799 SE 17 <sup>th</sup> Street Ft. Lauderdale, FL 33316 Contact: Jodi Berkshire Phone (954) 308-2615 jberkshire@aii.edu	Yes	
3	<b>Bethune Cookman College – Career Planning</b> 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	
4	<b>Career Source Broward</b>	No	



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	<p>Career Department          6301 NW 5<sup>th</sup> Way Suite 3000          Ft Lauderdale, FL 33311          Phone: (954) 677-5627 jobs@careersourcebroward.org</p>		
5	<p><b>Career Source-Palm Beach County</b>          3400 Belvedere Rd, West Palm Beach, FL 33406          Nancy Medina, Account Manager          Phone☎(561) 340-1060          nmedina@careersourcepbc.com</p>	No	
6	<p><b>Career Source Research Coast</b>          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</p>	No	
7	<p><b>Career Source -Heartland</b>          207 S.W. Park Street          Okeechobee, FL 34972          863-610-6000          Shannon Kuen  <a href="mailto:skuen@careersourceheartland.onmicrosoft.com">skuen@careersourceheartland.onmicrosoft.com</a></p>	Yes	
8	<p><b>Connecticut School of Broadcasting – Palm Beach Gardens Campus</b>          3450 North Lake Blvd Suite 110          Palm Beach Gardens, FL 33403          Contact: Erica Toledo email:etoledo@gocsb.com          Phone: (561) 847-4126 ext</p>	Yes	
9	<p><b>Florida A&amp;M University</b>          School of Journalism/Media          1676 S. MLK Blvd.          Tallahassee, FL 32307          Contact: Melanie Washington          Phone: (850) 222-3957          Email: <a href="mailto:careercenter@famu.edu">careercenter@famu.edu</a></p>	No	
10	<p><b>Florida Association of Broadcasters</b>          201 South Monroe St. Suite 102          Tallahassee, FL 32303          Contact: Lindsay Varn          Phone: (850) 681-6444          Fax: (850) 222-3957          Email: <a href="mailto:lvarn@fab.org">lvarn@fab.org</a></p>	No	
11	<p><b>Florida Atlantic University</b>          Career Development Center</p>	Yes	



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	777 Glades Road, SU, Rm. 220 Boca Raton, FL 33431 Contact: James Watson, Jr. Phone: (561) 297-3536/ (561)297-2740 (fax) <a href="http://www.fau.edu/cdc">www.fau.edu/cdc</a>		
12	<b>Florida State University – Career Center</b> A4100 University Center Tallahassee, FL 32306-2490 Contact: Sean Collins Phone: 850-644-6431 / 850-644-3273 Email: reception@admin.fsu.edu	No	
13	<b>Hispanic Human Resources Council</b> 1427 S. Congress Ave. Palm Beach Springs, FL 33406 Contact: Judy Pierman Phone: (561) 641-4198 jpierman@hhrcinc.org	No	
14	<b>Hispanic Human Resources Council</b> 1820 Hendry Street P.O. Box 2217 Fort Myers, FL 33901 Recruitment: (239) 321-7064	No	
15	<b>Lynn University</b> Career Development Center 3601 N. Military Trail Boca Raton, FL 33436 Log online <a href="http://lynn.edu/knightsurfer">lynn.edu/knightsurfer</a> User: Gladesmedia Contact: Christine Childers Phone: (561) 237-7287 Fax: (561) 237-7285 careers@lynn.edu	Yes	
16	<b>University of South Florida – Mass Communications</b> 4202 E. Fowler St. MP CIS-1040 Tampa, FL 33620 Phone: (813) 974-2591 Fax: (831) 974-2592 Website: <a href="http://usf.edu/career-services">usf.edu/career-services</a>	No	
17	<b>Inside Radio</b> Contact: Gene Mckay 365 Union Street Littleton, NH 03561 (800) 248-4242 ext 711	No	
18	<b>Glades Area Branch NAACP – Unit # 5686</b> 733 SW Ave E, Suite A Belle Glades, FL 33430 Contact: Linda Johnson	No	



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	Phone: (561) 985-0379 Fax: (561) 993-0483 unit5686@naacp.org		
19	<b>Keiser Career College</b> Attn: Elizabeth Houlihan 2085 Vista Parkway West Palm Beach, FL 33411 Phone: (561) 471-6000 (561)561-471-7849 (fax) Elizabthh@keiseruniversity.edu	Yes	
20	<b>National Hispanic Media Coalition</b> 55 Grand Avenue Pasadena, CA 91105 Tatiana Arizaga, Communications Coordinator Phone: (213) 746-6988	No	
21	<b>Nova Southeastern University</b> 11501 N. Military Trail Palm Beach Gardens, FL 33410-6507 James Miller 954-262-5637 - (561) 622-6472 (fax)	No	
22	<b>Miami Media School</b> 901 South Miami Ave. Suite 303 Miami, FL 33130 - Office: 305-676-6494 FAX: 305-974-1109 Jim "JB" Beauvais – Career Ser. Email: jbeauvais@beonair.com	Yes	
23	<b>Palm Beach State College-Career Center</b> 4200 Congress Ave. Lake Worth, FL 33361 <a href="https://www.myinterfase.com/palmbeachstate/employer/">https://www.myinterfase.com/palmbeachstate/employer/</a> UN: WCWOKC1570 PW: Glad123 Contact: Irene Garcia Phone: (561) 868-3066	Yes	
24	<b>St. Lucie County Branch NAACP – Unit # 5129</b> P.O. Box 3103 Ft. Pierce, FL 34948-3103 Contact: Tony Barnes email: unit5129@naacp.org	No	
25	<b>Urban League of Palm Beach</b> 1700 N. Australian Ave. West Palm Beach, FL 33407 Contact: Henry Fuse Phone: (561) 833-1461 Email: henfuse@aol.com	Yes	
26	<b>University of Florida</b> College of Journalism and Communications P.O. Box 118400 Gainesville, FL 32611 Phone: (352-392-0466 Fax: (352) 392-0466 Katrice Graham <a href="mailto:Kgraham@jou.ufl.edu">Kgraham@jou.ufl.edu</a>	No	



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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		2
34	CareerBuilder.com		
35	Radio Ink.com		
36	Amfmjobs.com		
37	Radionotas.com		
38	Monster.com		
39	Google		
40	Handshake.com user: gladesmedia U. of Miami, U. of Central FL, FSU, U of S. FL-St. Pete/Sarasota, U of Tampa		

**8) Supplemental Recruiting Measures:**

A) General Outreach Efforts

Description of Supplemental Measure:	Date:	Personnel Involved:
On-air EEO Promos	Permanent rotation	General Manager, EEO officer
How to apply for job opportunities on WLLY/WWRF	permanent rotation	General Manager/EEO officer
MRLS notice to organizations wishing to receive notice of job openings.	Permanent rotation	General Manager/EEO officer
Changing Face of the FCC's EEO Rules in 2017 by Lauren Lynch Flick, Esq., Pillsbury, Winthrop, Shaw, Pittman LLP	10/18/2017	EEO Officer
Cross-training office manager: traffic, sales.	on-going	General Manager, Operations Manager
Use current US Census Quick Fact and Data USA to analyze current market wages.	Annually	EEO Officer

B) Participation in Events

1) Choice Career Fair, Fort Lauderdale	August 14,2018	General Manager/EEO Director
2) Hispanic Chamber of Commerce	April 5, 2018	General Manager/EEO Director



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### Summary of events:

- 1) WWRF/WLLY Sponsored and participated in a job fair. The stations promoted the event on air. A total of 25 resumes were received.
- 2) The Hispanic Chamber of Commerce of Palm Beach County held a two-hour seminar highlighting the demographics of the Palm Beach County Hispanic community, targeting Hispanics in a way they will respond. We used the opportunity to meet and speak with Hispanic Community Leaders and Hispanic Chamber members, distributed material about the stations and received request from Chamber to receive job opening announcements.