

**WFTW(AM)/WKSM(FM)/WNCV(FM)/WYZB(FM)/WZNS(FM)
EEO PUBLIC FILE REPORT
October 1, 2010 – September 30, 2011**

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Sales Representative	1-23	9
Sales Representative	1-23	9
Sales Representative	1-23	2
Sales Representative	1-23	4
Sales Representative	1-23	9
Sales Representative	1-23	9
Sales Representative	1-23	9
Sales Representative	1-24	2
Sales Representative	1-24	4
Sales Representative	1-25	25
Market Manager	3, 9	9

WFTW(AM)/WKSM(FM)/WNCV(FM)/WYZB(FM)/WZNS(FM)

EEO PUBLIC FILE REPORT

October 1, 2010 – September 30, 2011

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Jobs Plus 409 Racetrack Road Ft. Walton Beach, FL 32547 www.employflorida.com	N	0
2	Emeraldcoasthelpwanted.com	N	6
3	Inside Radio Classifieds 365 Union Street Littleton, NH 03561 (800) 640-8852	N	0
4	On-Air Announcements (<i>all SEU Stations</i>)	N	11
5	American Business Women's Association Emerald Coast Chapter #1579 P.O. Box 731 Ft. Walton Beach, FL 32549 Attn: Sherry Kennedy (850) 864-7697	N	0
6	African American Heritage Society 200 East Church Street Pensacola, FL 32502 Attn: James M. James, Executive Director (850) 469-1299	N	0
7	Eglin AFB Military Spouse Advancement Initiative Family Support Center 96 MSS/DPS Suite 1 502 Van Matre Avenue Eglin AFB, FL 32542 (850) 882-3097	N	0
8	Florida Association of Broadcasters 201 South Monroe Street, Suite 201 Tallahassee, FL 32301 (850) 681-6444 www.fab.org	N	0
9	Word-of-Mouth Referral	N	15
10	Walk-In / Self-Referral	N	0
11	Hurlburt AFB Military Spouse Career Adv. Initiative Family Support Center 220 Lukasik Avenue Hurlburt AFB, 32544 (850) 884-2600	N	0
12	Florida A&M University Career Center Student Union Plaza MLK Boulevard, Suite 118 Tallahassee, FL 32307	N	0
13	Junior League of the Emerald Coast 12 SE Miracle Strip Parkway Ft. Walton Beach, FL 32548 (850) 862-2665 info@jlec.org	N	0

WFTW(AM)/WKSM(FM)/WNCV(FM)/WYZB(FM)/WZNS(FM)

EEO PUBLIC FILE REPORT

October 1, 2010 – September 30, 2011

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	NAACP/Ft. Walton Beach Chapter P.O. Box 58 Ft. Walton Beach, FL 32549 Attn: Sabu Williams	N	0
15	Northwest Florida State College Career Resource Center 100 East College Boulevard Niceville, FL 32578	N	0
16	The Society for Human Resource Management Emerald Coast Chapter #459 P.O. Box 5579 Ft. Walton Beach, FL 32549 info@shrm-emeraldcoast.org	N	0
17	Troy University Career Opportunities 81 SE Beal Parkway Ft. Walton Beach, FL 32548 www.campusrecruiter.com/troy	N	0
18	University of West Florida/Emerald Coast WE Combs Campus Ester Molder, Community Outreach Coordinator 720 Lovejoy Road, Bldg/Rm 13/1308 Ft. Walton Beach, FL 32548 emolder@uwf.edu	N	0
19	Ohio Center for Broadcasting-Columbus 5330 East Main Street, Suite 200 Columbus, OH 43213 Attn: Gary James (614) 245-0555 gary@beonair.com	Y	0
20	Allaccess.com	N	1
21	www.mediajobsandmore.com	N	0
22	IL Center for Broadcasting 455 Eisenhower Lane, Suite 200 Lombard, IL 60148 Attn: Dave Cogozzo, Director of Placement (630) 916-1700, Ext. 3114	Y	0
23	www.mediarecruiter.com	N	0
24	Panhandle Job FairFoundation panhandlejobfair@cox.net	N	0
25	Indeed.com	N	6
26	JOBAMATIC Crossroads Career Networks crosscareers.org	N	0
27	Job Fairs (see Section III)	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			39

**WFTW(AM)/WKSM(FM)/WNCV(FM)/WYZB(FM)/WZNS(FM)
EEO PUBLIC FILE REPORT
October 1, 2010 – September 30, 2011**

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program	<p>Our SEU conducts an on-going internship program aimed at individuals over the age of 18 pursuing a career in broadcasting/broadcasting technology, marketing, journalism and related fields. We recruit interns by disseminating information to area high school and college guidance counselors. Interns spend at least eight weeks at the SEU making promotional appearances, assisting with off-site promotions, performing board operation duties, assisting and receiving hands on instruction from the Chief Engineer as well as performing limited tasks related to the Business and Sales departments.</p> <p>During this reporting period, our SEU hosted four (4) interns as follows: Fall/Winter 2010, one (1) intern from Northwest Florida State Collegiate High School; Spring/Summer 2011, one (1) intern from Marymount University, Arlington VA (online studies); Summer/Fall 2011, one (1) intern from Northwest Florida State College; Fall 2010 thru Fall 2011, one (1) intern from Americans with Disabilities.</p>
2	Management-level training regarding equal employment opportunity and preventing discrimination	<p>On January 20, 2011, our Market Manager and Business Manager participated in a comprehensive telephonic training session regarding the FCC's EEO rules presented by our outside communications counsel.</p>

WFTW(AM)/WKSM(FM)/WNCV(FM)/WYZB(FM)/WZNS(FM)

EEO PUBLIC FILE REPORT

October 1, 2010 – September 30, 2011

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
3	Host Open House	On February 17, 2011, in conjunction with the Greater Fort Walton Beach Chamber of Commerce, our SEU co-sponsored and hosted an Open House for key business and community leaders at our studios. Since the Open House was advertised in the Chamber's monthly online magazine as well as over the air on all SEU stations, the attendance was, indeed, impressive. All SEU employees attended this event and distributed literature about Cumulus, conducted tours of the facilities, and talked with attendees about career opportunities in broadcasting and the role each plays in the daily operations of the stations. Interested attendees were encouraged to complete employment applications, on-site or online.
4	Participate in Job Fair	On April 12, 2011, our SEU participated in a job fair sponsored by the Panhandle Job Fair Foundation. Our Market Manager represented our SEU at this event and talked with attendees about career opportunities in radio and job openings within the SEU.
5	Host Job Fair	On April 21, 2011, our SEU hosted a job fair at our studios. Through radio advertisements on all SEU stations and a mail blitz, individuals interested in advertising sales were invited to "come as you are" to explore the employment opportunities available within our SEU. SEU participants included Market and Key Account Managers.
6	Participate in Job Fair	On August 31 2011, our SEU participated in a job fair sponsored by Northwest Florida State College-Walton County campus. Our Market Manager represented our SEU at this event and talked with attendees about career opportunities in radio and job openings within the SEU.