

**2006 EEO PUBLIC FILE REPORT**

This report covers full-time vacancy recruitment data for the period October 1<sup>st</sup>, 2005 to October 1<sup>st</sup>, 2006.

- 1) **Employment Unit Location/Name:**  
Glades Media Company / Glades Media Company LLC, Immokalee, FL
- 2) **Unit Members:**  
WAFZ 1490AM / WAFZ FM92.1
- 3) **EEO Contact Information for Unit Member:**

<b>Name:</b> Liza Flores <a href="mailto:liza@gladesmedia.com">liza@gladesmedia.com</a>	<b>Address:</b> 2326 S. Congress Ave., Ste. 2-C West Palm Beach, FL 33406	<b>Telephone:</b> 561-721-9950
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4) **List All Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

<b>Job Title:</b>	<b>Recruitment Source Referring Hire:</b>
1. Office Manager	Word of Mouth
2. Part-time DJ	Walk-in
3. Full-time DJ	On-air promo
4. Full-time DJ	Industry Referral
5. Part-time DJ	On-air promo

5) **a. Job Title: Office Manager Referral Source(s) of Hire: Word of Mouth**

(a) Name of Organization Notified of Job Vacancy:	Contact Person:	Address:	Telephone Number:	Did Recruitment Source Request Notification? Yes or No
Palm Beach Community College	Career Center Website	4200 Congress Ave. Lake Worth, FL 33346	561-868-3066	Yes
Workforce Alliance	Employee Service Unit	2051 MLK, Jr. Blvd. Riviera Beach, FL 33404-7004		Yes
Urban League of PBC	Patrick Franklin	1700 N. Australian Ave WPB, FL 33407	561-833-1461	No
Women In Communications, Inc.	Susan Hart	9715 W. Broward Blvd., Suite 261 Plantation, FL 33324	954-698-5450	No
NAACP	Will McCormick, Jr.	1409 Sistrunk Blvd. Ft. Lauderdale, FL 33111	954-764-7604	No
Hispanic Resource Council	A. Ramos	1427 S. Congress Ave., Ste. 1-C	561-641-7400	No
Florida Atlantic University	Career Center Services	777 Glades Road Boca Raton, FL 33431	561-297-3000	No
Art Institute of Florida	Luanne Sanchez	1799 SE 17 <sup>th</sup> St. Ft. Lauderdale, FL 33316	954-308-2615	No

NAACP – Lee County Branch	Career Center	P.O. Box 61604 Ft. Myers, FL 33906	239-936-2352	No
Florida Jobs	Susan Pareigis	<a href="http://www.floridajobs.org">www.floridajobs.org</a>	850-245-7105	No
Connecticut School of Broadcasting	Dave Duran	525 Northlake Blvd. NPB, FL 33408	561-842-2000	No
Glades Media Company	Brian Johnson	530 E. Alverdez Ave. Clewiston, FL 33440	863-983-6106	Yes
Florida Atlantic University	Gricelda Berrios	111 E. Las Olas Blvd. Ft. Lauderdale, FL 33301	561-297-3000	Yes
Career & Service Center of Lee County		4150 Ford St. Extension Ft. Myers, FL 33916		Yes
Connecticut School of Broadcasting1	Dave Duran	525 Northlake Boulevard NPB, FL 33408	561-842-2000	Yes
American Ass. Of University Women	Jane Terwillegar	529 Park Avenue Lake Park, FL	561-881-3330	No
Black Business Investment Corp.	John Howard	2001 Boradway, #250 Riviera Beach, FL 33404	561-845-8055	No
American Women in Radio & Television	Lynce Conlan	7201 E. Hillsborough Ave. Tampa, FL 33610	813-740-3206	No
Black Urban Professionals	Christopher Smith	790 E. Broward Blvd., #400 Ft. Lauderdale, FL 33301	954-463-0100	No
Broward Black Professional Network	Candy Sims	3075 W. Oakland Park, #105 Ft. Lauderdale, FL 33311	954-485-5745	No
Florida Association of Broadcasters	Tiffany Hall	800 N. Calhoun Street Tallahassee, FL 32303	850-681-6444	No
Minority Business Development Agency		51 SW 1 <sup>st</sup> Ave., Ste. 928 Miami, FL 33130	305-536-5054	No
Nat. Assoc. of Black Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	404-523-6136	No
National Assoc. of Broadcasters	Alex Hitz Sanchez	1771 N. St. NW Washington, DC 20036	202-429-5498	No
	<a href="http://www.radioalair.com">www.radioalair.com</a>	Job Spot		Yes
Edison Community College	Career Placement Center	P.O. Box 06210 Ft. Myers, FL 33906		No
Florida Chapter of Minority & SBA		2219 Flint Drive Ft. Myers, FL 33916		No
Hispanic Affairs Advisory Board	Dept. Of HR	P.O. Box 398 Ft. Myers, FL 33902		No
Hispanic Council		2055 Central Avenue Ft. Myers, FL 33901		No
University of SFL	Placement Office	10501 FCGU Blvd. South Ft. Myers, FL 33965		No
Immokalee Chamber of Commerce	Benny Starling	220 N. Hwy. 29 Immokalee, FL 34142	239-657-3237	Yes
Immokalee Weed & Seed	Terrie Aviles	310 Alachua St. Immokalee, FL 34142	239-657-3858	Yes
Inner Agency	Diane Christianson	614 S. 5 <sup>th</sup> St. Immokalee, FL 34142	239-867-2880	Yes
Immokalee Independent Bulletin	Brenda Elleson	P.O. Box 737 Dover, Delaware 11903	877-353-2424	Yes

Economic Development Council	Tammy Nimichek	3050 Horseshoe Dr., Ste.120 Naples, FL 34104	239-263-8989 Ext. 101	Yes
Agency for Workforce Innovation	Susan Parker	4150 Ford St. Extension Ft. Myers, FL 33916	239-287-7140 Ext. 191	No
Agency for Workforce Innovation	David Stanton	215 S. Francisco St. Clewiston, FL 33440	863-983-6148	Yes
AWI-Pt. Charlotte	Tom Halsey	19500 Toledo Blade Blvd Pt. Charlotte, FL 33948	941-255-7681 Ext. 238	No
Immokalee Career & Service Center	Joe Estrada	750 S. 5 <sup>th</sup> St. Immokalee, FL 34142	239-658-3300	No
Glades Media Company	Brian Johnson	<a href="http://www.gladesmedia.com">www.gladesmedia.com</a>	863-983-6106	Yes

**Number of Interviewees for the Position:**

**3**

**1**

**Referral Source(s) of Interview:**

**On-air promo**

**Word of mouth**

**5) b. Job Title: Part-time DJ**

**Referral Source(s) of Hire: On-air Promo**

<b>(b) Name of Organization Notified of Job Vacancy:</b>	<b>Contact Person:</b>	<b>Address:</b>	<b>Telephone Number:</b>	<b>Did Recruitment Source Request Notification? Yes or No</b>
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Hispanic Resource Council	A. Ramos	1427 S. Congress Ave., Ste. 1-C	561-641-7400	No
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Art Institute of Florida	Luanne Sanchez	1799 SE 17 <sup>th</sup> St. Ft. Lauderdale, FL 33316	954-308-2615	No
NAACP – Lee County Branch	Career Center	P.O. Box 61604 Ft. Myers, FL 33906	239-936-2352	No
Florida Jobs	Susan Pareigis	<a href="http://www.floridajobs.org">www.floridajobs.org</a>	850-245-7105	No
Connecticut School of Broadcasting	Dave Duran	525 Northlake Blvd. NPB, FL 33408	561-842-2000	No
Glades Media Company	Brian Johnson	530 E. Alverdez Ave. Clewiston, FL 33440	863-983-6106	Yes

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American Women in Radio & Television	Lynce Conlan	7201 E. Hillsborough Ave. Tampa, FL 33610	813-740-3206	No
Black Urban Professionals	Christopher Smith	790 E.Broward Blvd., #400 Ft. Lauderdale, FL 33301	954-463-0100	No
Broward Black Professional Network	Candy Sims	3075 W. Oakland Park, #105 Ft. Lauderdale, FL 33311	954-485-5745	No
Florida Association of Broadcasters	Tiffany Hall	800 N. Calhoun Street Tallahassee, FL 32303	850-681-6444	No
Minority Business Development Agency		51 SW 1 <sup>st</sup> Ave., Ste. 928 Miami, FL 33130	305-536-5054	No
Nat. Assoc. of Black Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302	404-523-6136	No
National Assoc. of Broadcasters	Alex Hitz Sanchez	1771 N. St. NW Washington, DC 20036	202-429-5498	No
<a href="http://www.radioaire.com">www.radioaire.com</a>	Job Spot			Yes
Edison Community College	Career Placement Center	P.O. Box 06210 Ft. Myers, FL 33906		No
Florida Chapter of Minority & SBA		2219 Flint Drive Ft. Myers, FL 33916		No
Hispanic Affairs Advisory Board	Dept. Of HR	P.O. Box 398 Ft. Myers, FL 33902		No
Hispanic Council		2055 Central Avenue Ft. Myers, FL 33901		No
University of SFL	Placement Office	10501 FGCU Blvd. South Ft. Myers, FL 33965		No
Immokalee Chamber of Commerce	Benny Starling	220 N. Hwy. 29 Immokalee, FL 34142	239-657-3237	Yes
Immokalee Weed & Seed	Terrie Aviles	310 Alachua St. Immokalee, FL 34142	239-657-3858	Yes
Inner Agency	Diane Christianson	614 S. 5 <sup>th</sup> St. Immokalee, FL 34142	239-867-2880	Yes
Immokalee Independent Bulletin	Brenda Elleson	P.O. Box 737 Dover, Delaware 11903	877-353-2424	Yes
Economic Development Council	Tammy Nimichek	3050 Horseshoe Dr., Ste.120 Naples, FL 34104	239-263-8989 Ext. 101	Yes
Agency for Workforce Innovation	Susan Parker	4150 Ford St. Extension Ft. Myers, FL 33916	239-287-7140 Ext. 191	No
Agency for Workforce Innovation	David Stanton	215 S. Francisco St. Clewiston, FL 33440	863-983-6148	Yes
AWI-Pt. Charlotte	Tom Halsey	19500 Toledo Blade Blvd	941-255-7681	No

		Pt. Charlotte, FL 33948	Ext. 238	
Immokalee Career & Service Center	Joe Estrada	750 S. 5 <sup>th</sup> St. Immokalee, FL 34142	239-658-3300	No
Glades Media Company	Brian Johnson	<a href="http://www.gladesmedia.com">www.gladesmedia.com</a>	863-983-6106	Yes

**Number of Interviewees for the Position:**

**1**

**Referral Source(s) of Interview:**

**On-air Promo**

**5) c. Job Title: Full-time DJ**

**Referral Source(s) of Hire: On-air Promo**

<b>(c) Name of Organization Notified of Job Vacancy:</b>	<b>Contact Person:</b>	<b>Address:</b>	<b>Telephone Number:</b>	<b>Did Recruitment Source Request Notification? Yes or No</b>
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Workforce Alliance	Employee Service Unit	2051 MLK, Jr. Blvd. Riviera Beach, FL 33404-7004		Yes
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Art Institute of Florida	Luanne Sanchez	1799 SE 17 <sup>th</sup> St. Ft. Lauderdale, FL 33316	954-308-2615	No
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Connecticut School of Broadcasting	Dave Duran	525 Northlake Blvd. NPB, FL 33408	561-842-2000	No
Glades Media Company	Brian Johnson	530 E. Alverdez Ave. Clewiston, FL 33440	863-983-6106	Yes
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American Ass. Of University Women	Jane Terwillegar	529 Park Avenue Lake Park, FL	561-881-3330	No
Black Business	John	2001 Boradway, #250	561-845-8055	No

Investment Corp.	Howard	Riviera Beach, FL 33404		
American Women in Radio & Television	Lynne Conlan	7201 E. Hillsborough Ave. Tampa, FL 33610	813-740-3206	No
Black Urban Professionals	Christopher Smith	790 E. Broward Blvd., #400 Ft. Lauderdale, FL 33301	954-463-0100	No
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<a href="http://www.radioalair.com">www.radioalair.com</a>	Job Spot			Yes
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Agency for Workforce Innovation	Susan Parker	4150 Ford St. Extension Ft. Myers, FL 33916	239-287-7140 Ext. 191	No
Agency for Workforce Innovation	David Stanton	215 S. Francisco St. Clewiston, FL 33440	863-983-6148	Yes
AWI-Pt. Charlotte	Tom Halsey	19500 Toledo Blade Blvd Pt. Charlotte, FL 33948	941-255-7681 Ext. 238	No
Immokalee Career & Service Center	Joe Estrada	750 S. 5 <sup>th</sup> St. Immokalee, FL 34142	239-658-3300	No
Glades Media Company	Brian Johnson	<a href="http://www.gladesmedia.com">www.gladesmedia.com</a>	863-983-6106	Yes

**Number of Interviewees for the Position:**

**5**

**1**

**Referral Source(s) of Interview:**

**On-air Promo**

**Walk-in**

**5) d. Job Title: Full-time DJ Referral Source(s) of Hire: On-air Promo**

<b>(d) Name of Organization Notified of Job Vacancy:</b>	<b>Contact Person:</b>	<b>Address:</b>	<b>Telephone Number:</b>	<b>Did Recruitment Source Request Notification? Yes or No</b>
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Connecticut School of Broadcasting	Dave Duran	525 Northlake Blvd. NPB, FL 33408	561-842-2000	No
Mass Media Jobs	Career Center	<a href="http://www.massmediajobs.com">www.massmediajobs.com</a>		No
Hispanic Online	Career Center	<a href="http://www.hispaniconline.com">www.hispaniconline.com</a>		No
Glades Media Company	Brian Johnson	530 E. Alverdez Ave. Clewiston, FL 33440	863-983-6106	Yes
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<a href="http://www.radioaire.com">www.radioaire.com</a>	Job Spot			Yes
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**Number of Interviewees for the Position:**

**1**

**Referral Source(s) of Interview:  
Industry Referral**

**5) e. Job Title: Part-time DJ**

**Referral Source(s) of Hire: On-air Promo**

<b>(e) Name of Organization Notified of Job Vacancy:</b>	<b>Contact Person:</b>	<b>Address:</b>	<b>Telephone Number:</b>	<b>Did Recruitment Source Request Notification? Yes or No</b>
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Immokalee Independent Bulletin	Brenda Elleson	P.O. Box 737 Dover, Delaware 11903	877-353-2424	Yes
Economic Development Council	Tammy Nimichek	3050 Horseshoe Dr., Ste. 120 Naples, FL 34104	239-263-8989 Ext. 101	Yes
Agency for Workforce Innovation	Susan Parker	4150 Ford St. Extension Ft. Myers, FL 33916	239-287-7140 Ext. 191	No
Agency for Workforce Innovation	David Stanton	215 S. Francisco St. Clewiston, FL 33440	863-983-6148	Yes
AWI-Pt. Charlotte	Tom Halsey	19500 Toledo Blade Blvd Pt. Charlotte, FL 33948	941-255-7681 Ext. 238	No
Immokalee Career & Service Center	Joe Estrada	750 S. 5 <sup>th</sup> St. Immokalee, FL 34142	239-658-3300	No
Glades Media Company	Brian Johnson	<a href="http://www.gladesmedia.com">www.gladesmedia.com</a>	863-983-6106	Yes

**Number of Interviewees for the Position:**

**3**

**Referral Source(s) of Interview:**

**On-air Promo**

- 6) **Total # of Interviewees Referred by Each Source:**  
**For the period from 10/01/05 to 10/01/06, this Employment Unit interviewed 15 Interviewees for full-time job vacancies. These interviewees were referred by the following sources:**

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
11	On-air Promo
2	Word of Mouth
1	Walk-in
1	Industry Referral

7) Supplemental Recruiting Measures.

a) **General Outreach Efforts**

<b>Description of Supplemental Measures:</b>	<b>Date:</b>	<b>Personnel Involved:</b>
Participation in Job Fair in conjunction with Immokalee Career & Service Center	4/19/05	General Manager, Program Director
On-air EEO Promos	Permanent Rotation	Program Director, EEO Director, General Manager

b) **Participation in Events**

<b>Description of Supplemental Measures:</b>	<b>Date:</b>	<b>Personnel Involved:</b>
Internship Program	9/05	GM, OM, PD