

2006 EEO PUBLIC FILE REPORT

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

1) **Employment Unit Location/Name:**
Glades Media Company – Clewiston, FL

2) **Unit Members:**
WAFC FM99.5 / 590AM

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

Name: Liza Flores liza@radiofiesta.com	Address: 2326 S. Congress Ave., Ste. 2A West Palm Beach, FL 33406	Telephone: 561-721-9950
---	--	-----------------------------------

4) **List All Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

Job Title:	Recruitment Source Referring Hire:
1. Sales Director Assistant – WAFC FM/AM	Word of mouth
2. Afternoon DJ – WAFC FM	On-air promo
3. Receptionist – WAFC FM/AM	On-air promo
4. Program Director – WAFC AM	In-house Promotion
5. Morning DJ – WAFC AM	On-air promo
6. Account Executive – WAFC FM/AM	Word of mouth

5) a. **Job Title: Sales Director Assistant 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 th St. Ft. Lauderdale, FL	954-308-2615	No

		33316		
NAACP – Lee County Branch	Career Center	P.O. Box 61604 Ft. Myers, FL 33906	239-936-2352	No
Florida Jobs	Susan Pareigis	www.floridajobs.org	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
Vickers House E&T Center	Lela Jordan	811 Palm Beach Lakes Blvd. WPB, FL 33401	561-835-7030	Yes
Palm Beach Post – La Palma Weekly	Classifieds	2751 South Dixie Highway, WPB, Fl 33405	561-820-4343	Yes
WWRF Radio Fiesta	Liza Flores	2326 South Congress Av. WPB 33406	561-721-9951	Yes
Latino Semanal	Keyla Medina	4325 Georgia Av. WPB Fl, 33405	561-835-4913	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
Broward Employment & Training	HR Dept.	3800 Inverrary Blvd., #400 Lauderhill, FL 33319	954-535-2300	No
South Tech/Job Placement Center	Alley McInnis	1300 SW 30 th Avenue Boynton Beach, FL 33426	561-364-7904	No
American Women in Radio & Television	Lynee 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 st 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
		www.radioalair.com	Job Spot	Yes
Hispanic Resource Council	Luciano Ramirez	1427 S. Congress Ave. WPB, FL 33406	561-641-7400	No
Career & Service Center of Hendry/Glades Counties	Maria Rios	215-B S. Francisco St. Clewiston, FL 33440	863-983-6138	No
TechBridge Training	Diana Very	475 E. Osceola Avenue	863-983-1300	No

		Clewiston, FL 33440		
PBCC BG Campus	Career Center	1977 College Drive Belle Glade, FL 33430		No
Clewiston Chamber of Commerce	Kathy Garrells	544 W. Sugarland Hwy. Clewiston, FL 33440	863-983-7979	No

Number of Interviewees for the Position:

1
1

Referral Source(s) of Interviewee:

On-air promo
Word of mouth

5) b. Job Title: Afternoon DJ

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

(b) 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 th 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	www.floridajobs.org	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
Vickers House E&T Center	Lela Jordan	811 Palm Beach Lakes Blvd. WPB, FL 33401	561-835-7030	Yes
Palm Beach Post – La Palma Weekly	Classifieds	2751 South Dixie Highway, WPB, Fl 33405	561-820-4343	Yes

WWRF Radio Fiesta	Liza Flores	2326 South Congress Av. WPB 33406	561-721-9951	Yes
Latino Semanal	Keyla Medina	4325 Georgia Av. WPB FL, 33405	561-835-4913	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
Broward Employment & Training	HR Dept.	3800 Inverrary Blvd., #400 Lauderhill, FL 33319	954-535-2300	No
South Tech/Job Placement Center	Alley McInnis	1300 SW 30 th Avenue Boynton Beach, FL 33426	561-364-7904	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 st 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
www.radioalair.com	Job Spot			Yes
Hispanic Resource Council	Luciano Ramirez	1427 S. Congress Ave. WPB, FL 33406	561-641-7400	No
Career & Service Center of Hendry/Glades Counties	Maria Rios	215-B S. Francisco St. Clewiston, FL 33440	863-983-6138	No
TechBridge Training	Diana Very	475 E. Osceola Avenue Clewiston, FL 33440	863-983-1300	No
PBCC BG Campus	Career Center	1977 College Drive Belle Glade, FL 33430		No
Clewiston Chamber of Commerce	Kathy Garrells	544 W. Sugarland Hwy. Clewiston, FL 33440	863-983-7979	No

Number of Interviewees for the Position:

2

Referral Source(s) of Interviewee:

On-air Promo

5) c. Job Title: Receptionist

Referral Source(s) of Hire: On-air promo

(c) 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 th 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	www.floridajobs.org	850-245-7105	No
Connecticut School of Broadcasting	Dave Duran	525 Northlake Blvd. NPB, FL 33408	561-842-2000	No
Mass Media Jobs	Career Center	www.massmediajobs.com		No
Hispanic Online	Career Center	www.hispaniconline.com		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
Vickers House E&T Center	Lela Jordan	811 Palm Beach Lakes Blvd. WPB, FL 33401	561-835-7030	Yes
Palm Beach Post – La Palma Weekly	Classifieds	2751 South Dixie Highway, WPB, FL 33405	561-820-4343	Yes
WWRF Radio Fiesta	Liza Flores	2326 South Congress Av. WPB 33406	561-721-9951	Yes
Latino Semanal	Keyla Medina	4325 Georgia Av. WPB FL, 33405	561-835-4913	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
Broward Employment & Training	HR Dept.	3800 Inverrary Blvd., #400 Lauderhill, FL 33319	954-535-2300	No
South Tech/Job	Alley	1300 SW 30 th Avenue	561-364-7904	No

Placement Center	McInnis	Boynton Beach, FL 33426		
American Women in Radio & Television	Lynee 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 st 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
www.radioaire.com	Job Spot			Yes
Hispanic Resource Council	Luciano Ramirez	1427 S. Congress Ave. WPB, FL 33406	561-641-7400	No
Career & Service Center of Hendry/Glades Counties	Maria Rios	215-B S. Francisco St. Clewiston, FL 33440	863-983-6138	No
TechBridge Training	Diana Very	475 E. Osceola Avenue Clewiston, FL 33440	863-983-1300	No
PBCC BG Campus	Career Center	1977 College Drive Belle Glade, FL 33430		No
Clewiston Chamber of Commerce	Kathy Garrells	544 W. Sugarland Hwy. Clewiston, FL 33440	863-983-7979	No

Number of Interviewees for the Position:

4
2

Referral Source(s) of Interviewee:

On-air promo
Word of mouth

5) d. Job Title: Program Director*

Referral Source(s) of Hire: In-house Promotion

*****In-house promotion due to untimely retirement of Program Director.**

5) e. Job Title: Morning DJ*

Referral Source(s) of Hire: On-air promo

*****There has been an ongoing outreach to fill this position since 2004. On-air promos, industry advertisements and company website.**

5) f. Job Title: Account Executive*

Referral Source(s) of Hire: Word of mouth

*****Contacts on Distribution List are aware that the position of Account Executive is always open to referrals. Outreach is permanent through on-air promos and on company website.**

6) Total # of Interviewees Referred by Each Source:

For the period from 10/1/05 to 10/1/06, this Employment Unit interviewed 10 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>
On-air promo	7
Word of Mouth	3

7) Supplemental Recruiting Measures.

a) General Outreach Efforts

Description of Supplemental Measure:	Date:	Personnel Involved:
On-air EEO promo	TFN	PD, EEO Director, Operations Manager
Job Fair	4/29/06	OM, PD

b) Participation in Events

Description of Supplemental Measures:	Date:	Personnel Involved: