

EEO PUBLIC FILE REPORT
WLYF(FM), WMXJ(FM), WAXY(AM)
10/01/08 – 9/30/09¹

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
National Sales Manager	1-28, 30, 31	31
WAXY Local Sales Manager	1-28, 30-32	30
WMXJ Program Director	1-28, 30-31	30
WAXY Morning Show Co-Host	1-30	29
Account Executive	1-31	31
WMXJ Production Director	1-28, 30-32	31
Director of New Business Development	1-28, 30-32	31
WLYF Part-time Announcer	1-28, 30-32	31

*Effective 1/1/09, certain WAXY staff employee through an LMA contract with Primetime Media became Lincoln Financial Media employees as a result of the dissolution of the LMA. These individuals are not included in this Vacancy List.

¹ This report provides data collected from September 25, 2008 through September 21, 2009.

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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 Reporting Period
1	American Inter-Continental University Jay Seiderman 2250 N. Commerce Parkway Weston, FL 33326 954 835-0939	Yes	0
2	Art Institute of Ft. Lauderdale Luwin Sanchez Graduate Career Advisor 1799 SE 17 th Street Ft. Lauderdale, FL 33316 954 308-2615	Yes	0
3	Barry University Paula Borkowski Career Counselor 11300 NE 2nd Avenue Miami, FL 33161 305 899-4009	Yes	0
4	Broward Community College Olivia Sarson Administrative Specialist 3501 SW Davie Blvd. Davie, FL 33314 954 201-6612	Yes	0
5	Broward Community College Leslie White Job Placement & Development 7200 Hollywood Blvd. Pembroke Pines, FL 33024 954 201-8866	Yes	0
6	City College Claire L. Persichilli Director-Career Assistance/Development 1401 W. Cypress Creek Rd. Fort Lauderdale, FL 33309 954 492-5353	Yes	0
7	Connecticut School of Broadcasting Christopher Hudspeth, Director 3450 Northlake Blvd. Ste 110 Palm Beach Gardens, FL 33403 561 842-2000	Yes	0
8	Connecticut School of Broadcasting Marc Eisenberg, Dir. Student Relations 3538 So. University Drive Davie, FL 33328 954 474-3700	Yes	0
9	Dade County Public Schools Administration Building Mariaelena Vidal 1450 NE 2nd Avenue, Room 834 Miami, FL 33132 305 995-1829	Yes	0

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10	Epilepsy Foundation of South Florida Judy Clauser 7300 SW 88 th Street, Ste. 700 Miami, FL 33156 305 670-4479	Yes	0
11	Florida Int'l University Olga Magnusen 11200 SW 8 th Street –GC230 Miami, FL 33199 305 348-2000	Yes	0
12	Florida Int'l University Craig Cunningham 3000 NE 151 WUC 255 North Miami, FL 33181 305 919-5770	Yes	0
13	Florida Dept. of Labor/Employment Dept. Job Order Unit 2660 West Oakland Blvd. Fort Lauderdale, FL 33311 954 677-5627	Yes	0
14	Florida Memorial College Athena Jackson 15800 NE 42 Street Opa-Locka, FL 33054 305 626-3782	Yes	0
15	Greater Miami Chamber of Commerce William O. Cullom PIC/WDC 1601 Biscayne Blvd. Miami, FL 33132-1260 305 350-7700	Yes	0
16	Jewish Vocational Service Jeff Johnson Job Link Coordinator 715 NE 125th Street N. Miami, FL 33161 305 899-1587 ext. 105	Yes	0
17	MDCC - North Campus Sonya Johnson-Bain Student Job Placement 11380 NW 27 Avenue Miami, FL 33167 305 237-1044	Yes	0
18	NAB Career Center 1771 N Street, NW Washington, DC 20036 202-429-5498 khunter@nab.org	No	0
19	NAACP Ethel Duncan P.O. Box 315 Opa-Locka, FL 33054 305 685-8694	Yes	0

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20	New Directions Miguel Mantilla 5555 Biscayne Blvd. Miami, FL 33137 305 573-0333 ext. 130	Yes	0
21	Northside One Stop Career Center Nydia Montano 7900 NW 27 th Ave. #11-1 Miami, FL 33147 305 694-5473	Yes	0
22	South Dade Adult Center Steve Schwartz Career Specialist 109 NE 8 th Street, Ste. 480 Miami, FL 33143 305 247-2369	Yes	0
23	South Florida Work Force Regina Fulton Job Bank Coordinator 7300 Corporate Ctr. Drive Suite 500 Miami, FL 33126 305 470-5627	Yes	0
24	University of Florida Patricia Dunn-White College Journalism/Communications 1070 Wellmer Hall Gainesville, FL 32611 352 392-5968	Yes	0
25	University of Miami Luis Herrera Director of Student Services P.O. Box 248127 Miami, FL 33124 305 284-1870	Yes	0
26	Urban League of Broward County Marie Coe 11 NW 36 Avenue Ft. Lauderdale, FL 33311 954 584-0771	Yes	0
27	Carol City One-Stop Career Attn: Nikia Shepherd 4690 NW 183 rd Street Miami, FL 33055 305 620-8012 Ext. 248	Yes	0
28	American Inter-Continental University Student Employment Coordinator LaTasha Tonkins 3300 Peachtree Road NE Atlanta, GA 30326 404 965-5865	Yes	0
29	All Access Music Group 28955 Pacific Highway, Suite 210-5 Malibu, CA 90268 www.allaccess.com	No	13

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30	Lincoln Financial Media Website www.lincolnfinancialmedia.com	No	5
31	Word of Mouth Referrals/Walk-Ins	No	9
32	Inside Radio Gene McKay P.O. Box 442 Littleton, NH 03561 800-640-8852 ads@insideradio.com	No	9
Total Number of Interviewees Over Reporting Period:			36

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III. RECRUITMENT INITIATIVES

No. of Initiative	Type of Recruitment Initiative (menu Selection)	Brief Description of Activity
1	Participate In Job Fair	8/22/09 Stations participated in the 4 th Annual SSE Job Fair at the Bank Atlantic Center in Sunrise, Fl. Interviewed applicants and accepted resumes. The Promotions Director from each station participated.
2	Job Seminar	6/18/09-6/19/09 Leonel Fernandez (Promotions Assistant) WMXJ attended a management training course. National Seminar Group conducted the training at the Courtyard by Marriot in Fort Lauderdale. Leonel was trained to be organized and how to manage others in his team.
3	KAPOW (Kids and the Power of the Work Place)	10/08-5/09 Dave Corey Production Director WLYF goes to Norland Elementary School to prepare the kids for the work place and how to be a team. Dave conducts several training activities by having the kids interact in game that will help them in the future work place. Also a tour of the Station is included in the program.
4	Internship	01/09-04/09 Daniel Steele interned with WLYF Programming to complete the require hours he needed to complete his studies at The Art Institute in Fort Lauderdale. 5/09-8/09 Andrew Carlson intern with WLYF Programming and also need to intern s to complete his studies at Syracuse University. While both were interning at WLYF their duties included dubbing songs, preparation of contest materials, web contest and many more. They were both under the supervision of Rob Sidney Programming and Operations Director.
5	Unlawful Harassment and Awareness Management Program	8/10/09 - 9/9/09 All managers participated in a Discrimination and Harassment Awareness program to enhance their managerial knowledge in preventing discrimination.