

## **Annual EEO Public File**

**WTMG, WHHZ, WPLL, WDVH-AM, WRZN, WTMN, WXJZ**

**October 1, 2021-September 30, 2022**

Stations WTMG, WHHZ, WPLL, WDVH-AM, WRZN, WTMN and WXJZ licensee is MARC Radio Gainesville, LLC. We are an equal opportunity employer.

We have a four-part plan in an attempt to reach all segments of the population to fill full-time positions.

1. Weekly announcements on all MARC Radio stations encouraging organizations who wish to be notified of job openings to contact us so we may add them to our recruitment outreach list.
2. The wide dissemination of full-time openings via our radio properties, online classified advertising, trade periodicals/websites, a database connecting us to numerous colleges & universities, and the use of appropriate job sources.
3. The sending of notices to community groups via letters or e-mail that requests such notification. We grow this list through on-air notices soliciting for organization who wish to be contacted regarding employment opportunities and the development of relationships with applicable organizations.
4. Through a variety of outreach initiatives.

## **SECTION I**

### **Vacancy List**

The following chart shows employment positions filled during the reporting period. Please see section II for the full Master Recruitment Source List (“MRSL”) for recruitment source data.

**No full-time positions were filled during the reporting period of October 1, 2021 through September 30, 2022**

## **SECTION II**

### **Master Recruitment Source List**

The following chart displays our source list organization and contact name.

<b>#</b>	<b><u>POSTING SITE</u></b>	<b><u>CONTACT</u></b>
1	Florida Association of Broadcasters	Pat Roberts
2	Orlando Jobs	Erin Tuttle
3	Alachua County NAACP	Lynne Shade
4	University of Florida College of Journalism & Communication	Princess Wilkerson
5	All Access	
6	Radio-online.com	
7	MARC Radio	Jerry Butler
8	Employ Florida	Joe Johnson, Gainesville Chamber
9	US Jobs	Joe Johnson, Gainesville Chamber
10	America's Job Exchange	Joe Johnson, Gainesville Chamber
11	Santa Fe College	<b>James Schindler</b>
12	Gainesville Black Professionals	Virginia Grant
13	Alabama A&M	
14	Alcorn State	Joey Mitchell
15	Auburn University	Jay Skipworth
16	Augusta University	Jessica Carroll
17	Ave Marie University	Maeve Alflen
18	Barry University	Louis Soto
19	Belmont University	Rachel Walden
20	Covenant College	Xavier Rollman
21	Emory University	Ticia Herold
22	Flagler College	Cassie Everly
23	Florida A&M	Christopher Anderson
24	Florida Institute of Technology	Stephanie Lynch
25	Florida International University	Carmen Rosado
26	Florida Southern University	Garrett Secor

27	Florida State University	Debbie Crowder
28	Georgia State University	Belinda Lindsey
29	Jacksonville University	Shanda Lamb
30	Kennsaw State University	Ryan Whitfield
31	Mercer University	Hugh Hunter
32	Morehouse College	Bridget Baggett
33	Nova Southeastern University	Veronica Noel
34	Rollins College	Anne Meehan
35	Seminole State College of Florida	Samuel Liberatore
36	Southern University and A&M College	Kathy Hayes
37	St. Thomas	Cristina Lopez
38	Tennessee State University	Jamal Coleman
39	Troy University	Lauren Cole
40	Tulane University	Sara Kent
41	University of Alabama	Jared Taylor-White
42	University of Central Florida	Autumn Riesz
43	University of Georgia	Debi Grayson
44	University of Miami	Sharon Moy
45	University of Mississippi	Christy Wright
46	University of North Georgia	Diane Farrell
47	University of South Alabama	Rory Beaco
48	University of South Florida	Pranam Parsanlal
49	University of South Florida Sarasota-Manatee	Sacheath Son
50	University of South Florida St. Petersburg	<u>Marisela Juarez</u>
52	University of Southern Mississippi	Cindy Walker
53	University of Tampa	Sheila Hood

54	University of Tennessee at Martin	Renard Miles
55	AMFM Jobs	Mark Holloway
56	Alachua County Library Literacy Program	Jeremy Merritt
57	UF Athletic Association	Allison Forrest
58	Indeed	
59	Glassdoor	
60	Apple One	Peggy Umbarger

## SECTION III

### **Outreach Initiatives**

The following chart describes the Community Outreach initiatives undertaken by the above stations during the period covered in this report.

1. **University of Florida “College of Journalism” Immersion Event March 15<sup>th</sup>, 2022**  
MARC Radio Gainesville Market Manager Jerry Butler represented our stations at the CJC Employee Immersion event 3/15/2022 at the College of Journalism and Communications at UF. Approximately 30 students were involved and two resumes were collected.
2. **University of Florida “College of Journalism” Career Fair March 16<sup>th</sup>, 2022**  
MARC Radio Gainesville Market Manager Jerry Butler represented our stations at the CJC Employee Career Fair event 3/16/2022 at the College of Journalism and Communications at UF. Approximately 150 students attended and 15 resumes were collected.
3. **Central Florida Employment Council (CFEC) Job Fair March 23<sup>rd</sup>, 2022**  
This job fair was held at the Central Florida Fairgrounds Expo Hall. MARC Radio was represented by Dawn Sibly and promoted current openings in radio station sales, digital sales, digital sales management and on-air positions. This job fair featured nearly 100 employers from companies around central and north central Florida. A total of 49 resumes were collected.
4. **“Hire Day Orlando” Presented by Orlandojobs.com April 1<sup>st</sup>, 2022**  
Hire Day Orlando is the largest job fair that connects job seekers with Central Florida employers. Anyone looking for a new job can meet over 130 employers in one day. Held at Orlando’s Amway Center, MARC Radio was represented by Dawn Sibly and promoted current openings in radio station sales, digital sales, digital sales management and on-air positions.
5. **MARC Radio Employee Referral Program April 2022**  
Starting in April, MARC Radio implemented an employee referral program. This program is designed to encourage employees by providing a \$500 bonus to the team member for each candidate they referred for a current open position if that candidate was hired.

6. **MARC Radio Blood Drive June 11<sup>th</sup>, 2022**

MARC Radio's annual "DJs Unite for Life" blood drive was held at all three LifeSouth Blood Center Gainesville locations. MARC Radio was represented by numerous staff members and promoted current openings in radio station sales, digital sales, digital sales management and on-air positions.

7. **Florida Association of Broadcasters Annual Conference "Diversity Panel" June 21<sup>st</sup>, 2022**

MARC Radio Gainesville, LLC EVP Dave Cobb attended this diversity panel session. Moderator was Michell Duke who is the Chief Diversity Officer, National Association of Broadcasters. The two panelists were Dr. Larry Robinson, President of Florida A&M University, and Claudia Puig, President and General Manager of Univision Communications and former Chair of Florida International University. Topics discussed were as follows:

- \*Internships
- \*Recruitment Fairs
- \*Media Sales Internships
- \*Internal Diversity Education