



2018 EEO Public Report

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	Glades Media Radio Group Website www.gladesmedia.com	Yes	0
2	Art Institute of Ft. Lauderdale – Career Serv. 1799 SE 17 th Street Ft. Lauderdale, FL 33316 Contact: Jodi Berkshire Phone (954) 308-2615 jberkshire@aii.edu	No	
3	Bethune Cookman College – Career Planning 640 Dr. Mary McLeod Bethune Blvd. Daytona Beach, FL 32115 Contact: Davita Bonner Phone: (904) 255-1401 Fax: (904) 258-8278 Email: bonnerd@cookman.edu	No	
4	Career Source Broward Career Department 6301 NW 5 th Way Suite 3000 Ft Lauderdale, FL 33311 Phone: (954) 677-5627 jobs@careersourcebroward.org	No	
5	Career Source-Palm Beach County 3400 Belvedere Rd, West Palm Beach, FL 33406 Nancy Medina, Account Manager Phone☎(561) 340-1060 nmedina@careersourcepbc.com	No	
6	Career Source Research Coast Okeechobee, Martin, St Lucie, Indian River Counties Contact: Brian Dulemba 584 NW University Blvd Suite 200 Port St. Lucie, FL 34986 (866) 482-4473 ext 605 bdulemba@careersourcecc.com	No	
7	Career Source -Heartland 207 S.W. Park Street Okeechobee, FL 34972 863-610-6000 Shannon Kuen skuen@careersourceheartland.onmicrosoft.com	Yes	2
8	Connecticut School of Broadcasting – Palm Beach Gardens Campus 3450 North Lake Blvd Suite 110 Palm Beach Gardens, FL 33403 Contact: Erica Toledo email: etoledo@gocsb.com Phone: (561) 847-4126 ext	Yes	1
9	Florida A&M University School of Journalism/Media	No	0



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	1676 S. MLK Blvd. Tallahassee, FL 32307 Contact: Melanie Washington Phone: (850) 222-3957 Email: careercenter@famu.edu		
10	Florida Association of Broadcasters 201 South Monroe St. Suite 102 Tallahassee, FL 32303 Contact: Lindsay Varn Phone: (850) 681-6444 Fax: (850) 222-3957 Email: lvarn@fab.org	No	0
11	Florida Atlantic University Career Development Center 777 Glades Road, SU, Rm. 220 Boca Raton, FL 33431 Contact: James Watson, Jr. Phone: (561) 297-3536/ (561)297-2740 (fax) www.fau.edu/cdc	Yes	0
12	Florida State University – Career Center A4100 University Center Tallahassee, FL 32306-2490 Contact: Sean Collins Phone: 850-644-6431 / 850-644-3273 Email: reception@admin.fsu.edu	Yes	0
13	Hispanic Human Resources Council 1427 S. Congress Ave. Palm Beach Springs, FL 33406 Contact: Judy Pierman Phone: (561) 641-4198 jpierman@hhrcinc.org	No	
14	Hispanic Human Resources Council 1820 Hendry Street P.O. Box 2217 Fort Myers, FL 33901 Recruitment: (239) 321-7064	No	
15	Indian River State College – Okeechobee 2229 NW 9 th Avenue Okeechobee, FL 34972 863-824-6000 Russ Brown/Provost rbrown@irsc.edu	Yes	0
16	Lynn University Career Development Center 3601 N. Military Trail Boca Raton, FL 33436 Log online lynn.edu/knightsurfer User: Gladesmedia Contact: Christine Childers careers@lynn.edu Phone: (561) 237-7287 Fax: (561) 237-7285	Yes	0
17	University of South Florida – Mass Communications	No	



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	4202 E. Fowler St. MP CIS-1040 Tampa, FL 33620 Phone: (813) 974-2591 Fax: (831) 974-2592 Website: usf.edu/career-services		
18	Inside Radio Contact: Gene Mckay 365 Union Street Littleton, NH 03561 (800) 248-4242 ext 711	No	
19	Glades Area Branch NAACP – Unit # 5686 733 SW Ave E, Suite A Belle Glades, FL 33430 Contact: Linda Johnson Phone: (561) 985-0379 Fax: (561) 993-0483 unit5686@naacp.org	No	
20	Keiser Career College Attn: Elizabeth Houlihan 2085 Vista Parkway West Palm Beach, FL 33411 Phone: (561) 471-6000 (561)561-471-7849 (fax) Elizabthh@keiseruniversity.edu	No	
21	National Hispanic Media Coalition 55 Grand Avenue Pasadena, CA 91105 Tatiana Arizaga, Communications Coordinator Phone: (213) 746-6988	No	
22	Nova Southeastern University 11501 N. Military Trail Palm Beach Gardens, FL 33410-6507 James Miller 954-262-5637 - (561) 622-6472 (fax)	No	
23	Miami Media School 901 South Miami Ave. Suite 303 Miami, FL 33130 - Office: 305-676-6494 FAX: 305-974-1109 Jim "JB" Beauvais – Career Ser. Email: jbeauvais@beonair.com	Yes	0
24	Palm Beach State College-Career Center 4200 Congress Ave. Lake Worth, FL 33361 https://www.myinterfase.com/palmbeachstate/employer/ UN: WCWOKC1570 PW: Glad123 Contact: Irene Garcia Phone: (561) 868-3066	Yes	0
25	St. Lucie County Branch NAACP – Unit # 5129 P.O. Box 3103 Ft. Pierce, FL 34948-3103 Contact: Tony Barnes email: unit5129@naacp.org	No	
26	Urban League of Palm Beach 1700 N. Australian Ave.	No	0



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	West Palm Beach, FL 33407 Contact: Henry Fuse Phone: (561) 833-1461 Email: henfuse@aol.com		
27	University of Florida College of Journalism and Communications P.O. Box 118400 Gainesville, FL 32611 Phone: (352-392-0466 Fax: (352) 392-0466 Katrice Graham Kgraham@jou.ufl.edu	No	0
28	Indeed.com		2
29	Employee Referral		
30	Non-Employee Referral		
31	Walk-In/Self-Referral		1
32	On-Air Announcement		
33	Internal Posting		
34	Internal Transfer/Promotion		
35	CareerBuilder.com		
36	Radio Ink.com		
37	Amfmjobs.com		
38	Radionotas.com		
39	Monster.com		
40	Google		

- A) General Outreach Efforts/Training
- B) Participation in Events

Description of Supplemental Measure:	Date:	Personnel Involved:
On-air EEO Announcements	Permanent Rotation	Wayne Cunningham, General Manager
Web site placement of EEO statement and how to apply for job at WOKC.	Permanent Rotation	Wayne Cunningham, General Manager
Cross-training of Office Manager especially in the area of FCC rules and regulations. Conducted periodic HR updates.	On-going	Wayne Cunningham, General Manager
Use current US census Quick Facts, Employment Security and local Career Source to analyze current market wages.	On-going	Wayne Cunningham, General Manager
FCC EEO Webinar "The Face of the FCC's EEO Rule Changes" by Lauren Lynch Flick, Esq. Pillsbury Winthrop Show Pittman. (certificate receive)	10/18/17	Wayne Cunningham, General Manager



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B) Participation in Events

1) Indian River State College Career Fair	11/3/17		General Manager/Office Manager
2) North Elementary School Career Day	1/19/18		Office Manager/On-Air personality
3) Presentation to the Okeechobee Chamber Leadership Class	3/16/18		General Manager
4) Career Day for High School Seniors at Okeechobee High School	5/21/18		Office Manager/On-Air personality

Summary of events:

- 1) On November 3rd, 2017 between 8:30am-12:00pm, WOKC and other businesses attended the Career Fair for 8th & 9th graders at Indian River State College. This event showcased other businesses and gave students information about how to apply for these jobs as well as requirements. The event was very helpful in gathering information about students who may be interested in a career in radio broadcasting. Attendance was approximately 60 students.
- 2) On Friday January 19th, between 8:00 and 10:30am, WOKC and other various businesses attended North Elementary's Annual Career Fair for 4th and 5th graders and this year Gifted 2nd and 3rd graders. This is an annual event where they invite an array of businesses in the community and surrounding areas to teach their students about their jobs, how to get their jobs and whatever other questions may be asked. Students are broken into groups depending on grade and teacher and allowed to walk around the various jobs to inquire about them. Approximately 200 students attended.
- 3) On March 16, 2018 the General Manager addressed a group of the ten 10 students as part of the Okeechobee Leadership Class of 2018 on the topic of careers in broadcasting as well as the role local radio plays in serving the community. The class members are selected to participate by their employer giving them an opportunity to see how all aspects of a community at the Government, business, non-profit and educational system level work together and allow them to develop a project the betterment of the community.
- 4) On May 21, 2018 Office Manager/On-air personality Taylor English addressed over 200 4th and 5th graders on education needed for a career in broadcasting.