

2. Recruitment Initiatives Implemented From March 10, 2003 to October 1, 2003

**** Revised to Include Attendance by Mega at June 2003 Job Fair ****

**** Placed in Stations' Public Inspection Files on November 1, 2004 ****

Type of Initiative	Date Implemented	Description
Job Fair Hosting	2/4/03	Mega hosted a job fair at the University of Tampa in collaboration with the Tampa Broadcasters Alliance. Mega's National Sales Manager, Tex Meyer, was a key speaker and workshop leader addressing a broad range of topics related to careers in broadcasting. The job fair was promoted on WLCC and WMGG for two weeks prior to the event. Resumes were collected from those interested in radio.
Diversity Training Seminar	2/7/03	Seminar was hosted by Mr. Stephen Hoel of Diversity Leadership Consultants and was designed to assist the management team in how to hire diverse candidates and to create an inclusive environment where all employees are respected and appreciated. The focus was to understand how stereotypes, biases and prejudices can lead to preconceived notions about people and hinder the ability to judge individuals based upon behaviors and performance. There was concentration on opening lines of communication through understanding of personality type as a dimension of diversity. To accomplish this, each attending staff member took the Meyers Briggs Type Indicator Personality test, the results of which were discussed and applied in realistic role play situations.
Job Fair	3/17/03	Mega managers attended a Hispanic job fair hosted by the Florida Agency for Workforce Innovation. The job fair was promoted on WLCC and WMGG for two weeks prior to the event. Resumes were collected for all potential future openings.

Job Fair	6/6/03 & 6/7/03	On June 6 & 7, 2003, Ricardo Villalona, General Manager, and Mariangie Navarro, Promotions Director, attended the Tampa Bay Hispanic Chamber of Commerce Third Annual Business Expo & Job Fair, held at the Tampa Convention Center in downtown Tampa. Events included a ribbon cutting ceremony with Mayor Iorio and County Commissioner, Pat Frank; seminars held by the Hispanic Business Initiative Fund and The Entrepreneur Source; and various Latin artists and DJs such as Gaby Gabriel, Grupo Folkorico Mexicano, and Daniel Rene.
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