

Flagler Broadcasting LLC

EEO Report & Initiatives

Reporting Period Sept. 30th 2014 – Oct. 1st 2015

The purpose of this EEO Public File Report is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO rule which requires that this report contain the following information:

1. A list of all full-time vacancies filled by the Stations during the applicable period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy.
3. The recruitment source that referred the hiree for each full-time vacancies during the applicable period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
4. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(s) of the FCC rules. It is the policy of Flagler County Broadcasting, LLC d/b/a WNZF, Beach 92.7 & WAKX 98.7 FM, to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, sex, age, disability, sexual orientation or any other characteristic protected by law, in all personnel actions. As required by Section 73.2080 of the Commission's Rules, the stations have participated in several different recruitment activities to ensure broad outreach. A list and brief description of the initiatives undertaken is described in Section 3.

Position	Hire Date	Sources	Hire Source
A. On Air Announcer	11/1/14	9-10-12	12
B. Sales Rep	11/1/14	1-3-9-10-12	1 & 12
C. News Reporter	5/1/15	2-3-4-6-7-8	7
D. On Air Announcer	7/1/15	2-3-4-5-7-8-9-	12
E. Sales Rep	7/16/15	1-2-3-4-5-6-8-9-	4
f. Sales Manager	9/1/15	3-4-5-10-11	11

		Interviews					
Recruiting Sources		A	B	C	D	E	F
	Recruiting Sources						
1	Broadcast Radio Ads		2			2	
2	Flagler Tech School			-	-	-	
3.	Radio Station Website		-	-	-	-	
4.	Career Source One Flagler			-	-	1	1
5.	NE Fla Community Action Agency			1	-	-	
6.	Flagler NAACP Job Board			-	-	-	
7.	Connecticut School Of Broadcasting			3	2	-	
8.	Daytona State College			-	1	-	
9.	Flagler College St. Augustine	2	2	1	1	-	
10	St. Augustine Record Newspaper	-	1				
11	Inside Radio National Newsletter						22
12	Industry referred	1	1		2		7

Oct. 1st 2014 – Sept. 30th 2015

Community Outreach Initiatives

Date	Event	About	
10/3/14	VMA Job Showcase/Sponsor	One day biz showcase and job fair at Embry Riddle Aero College Daytona	
10/14/14	Mega Job Fair Daytona	News Journal Center Daytona. Flagler Broadcasting on site with applications.	
10/30/14	Back To Biz Expo	Palm Coast Chamber & Biz Assistance Center seminars and biz booths.	
6/25/15	Chamber Airport Biz Expo	Live broadcast from Daytona Airport. Interviewed other business with career opportunities	
9/15/15	News Journal Job Fair/Sponsor	Flagler Broadcasting sponsored and on site with applications.	