

# Flagler Broadcasting LLC

## EEO Report & Initiatives

Reporting Period: October 1<sup>st</sup> 2015 – September30<sup>th</sup> 2016

The purpose of this EEO Public File 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 vacancy 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)(6) of the FCC rules. It is the policy of Flagler County Broadcasting, LLC d/b/a WNZF, Beach 92.7, WAKX 98.7, Easy 100.9 & Beach 105.5 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(c)(6) 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. Sales Rep/Assistant	9/6/16	1-2-4-7-8-12-13-14-15	14						
B. Sales Rep/Assistant	8/8/16	1-2-4-7-8-12-13-14-15	1						
C. Sales Rep/Assistant	8/1/16	1-2-4-7-8-12-13-14-15	15						
D. Sales Manager	4/1/16	1-3-4-7-11-15	15						
E. Executive Director/Programming	11/16/15	3-5-15	3						
F. Sales Rep	10/27/15	1-2-5-7-8-9-12-13-14-15	9						
G. Sales Rep	10/19/15	1-2-5-7-8-9-12-13-14-15	1						
H. Sales Rep	10/5/15	1-2-5-7-8-9-12-13-14-15	8						
#	Recruiting Sources	Interviews							
	Recruiting Sources	A	B	C	D	E	F	G	H
1	Broadcast Radio Ads	1	1	1	1			2	1
2	St. Johns NAACP								
3	Radio Station Websites					1			
4	Career Source One Flagler Volusia								
5	Flagler NAACP Job Board								
6	Connecticut School of Broadcasting								
7	Daytona State College – PC campus		1						
8	Flagler College St. Augustine			1			1		1
9	St. Augustine Record Newspaper						1		1
10	Inside Radio National Newsletter								
11	Industry referred			1	1				1
12	Daytona State College – Daytona campus							1	
13	Flagler Tech Institute								
14	Career Source FL – Palm Coast	1			1			1	
15	Media Recruiter		1	1	2				

## October 1<sup>st</sup> 2015 – September 30<sup>th</sup> 2016

### Community Outreach Initiatives

Date	Event	About
10/7/15	Flagler College Fall Job Fair	In Flagler College Student Center. Flagler Broadcasting (Beach 105.5) on site with applications.
3/11/16	Flagler County Job Fair 2016	At Daytona State College. Flagler Broadcasting on site with job applications.
4/7/16	FPCHS Career Fair	At Flagler Palm Coast High School. Flagler broadcasting on site with applications
9/15/16	Score Biz fest Daytona/Sponsor	Live broadcast from Daytona. Flagler Broadcasting interviewed other businesses with career opportunities.
9/30/16	VMA Job Showcase/Sponsor	Live broadcast from the Ocean Center in Daytona. Interviewed other businesses with career opportunities, spoke with visitors about career opportunities with Flagler Broadcasting.