

**Flagler Broadcasting LLC**  
**EEO Report & Initiatives**  
**Reporting Period: October 1<sup>st</sup> 2016- September 30<sup>th</sup> 2017**

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 hire 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, KOOL 100.9 & WBHU 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
<b>A. Sales Rep</b>	11/1/16	1-3-4-6-7-8-10-12	1
<b>B. Sales Rep</b>	4/1/17	1-3-4-6-7-8-10-12	11
<b>C. Executive Director</b>	6/12/17	1-3-4-7	11
<b>D. Sales Rep</b>	8/1/17	1-3-4-6-7-8-10-12	4

#	Recruiting Resources	Interviews			
		A	B	C	D
1	Broadcasting Radio Ads	1			1
2	VMA Job Showcase				
3	Radio Stations Websites			2	
4	Career Source One Flagler Volusia		1		
5	Connecticut School of Broadcasting				
6	Daytona State College – Daytona Campus				
7	Daytona State College – Palm Coast Campus		1		
8	Career Source FL – Palm Coast				
9	Flagler Tech Institute				
10	Media Recruiter			1	2
11	Industry Referred	1	1		
12	St. Augustine Record Newspaper	1			

**Community Outreach Initiatives: October 1<sup>st</sup> 2016- September 30<sup>th</sup> 2017**

Date	Event	About
3/3/2017	Flagler County Job Fair 2017	At Daytona State College Flagler Broadcasting on site with job applications
4/6/2017	FPCHS Job Fair	At Flagler Palm Coast High School Flagler broadcasting on site with applications
9/29/2017	VMA Job Showcase	Live Broadcast from Daytona. Flagler Broadcasting interviewed other businesses with career opportunities.