

Flagler Broadcasting LLC

EEO Report & Initiatives

Reporting Period Sept. 30th 2013 – Oct. 1st 2014

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	11/1/13	1-2-3-4-5-6-7-8	2
B. Sales Manager	2/10/14	3-4-5-8-	3 & 4

#	Recruiting Sources	Interviews	
1	Broadcast Radio Ads	A. 3	B. -
2	Flagler Tech School	A. 2	B. 1
3	Radio Station Websites	A. -	B. 1
4	Career Source One Flagler Volusia	A. 2	B. 2
5	NE Fla Community Action Agency	A. -	B. -
6	Flagler NAACP Job Board	A. 1	B. -
7	Connecticut School Of Broadcasting	A. 3	B. -
8.	Daytona State College	A. 1	B. 1

Community Outreach Initiatives 2013- 2014

- Sponsored Flagler Chamber Biz Expo Oct, 2013
- Internship Connecticut School Broadcasting 1/15/2014
- Advantage Sales Training Systems 2/1/2014
- Sponsored News Journal Mega Job Fair 9/14/2014