

Flagler Broadcasting LLC
EEO Report & Initiatives
Reporting Period: October 1st 2022- September 30th 2023

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 & St. Augustine Country 106.3 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 Manager St. Aug	12/05/2022	1-3-4-10-11	1 and 10
B News Reporter	8/16/22	1-3-9	3 & 1
C Sales Assistant	6/20/2022	1-3 – 7 -8	3 and 1

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

Community Outreach Initiatives: October 1st 2022- September 30th 2023

Date	Event	About
5/10/2022	Flagler Radio Job Fair/Hilton Palm Coast	Flagler Radio produced /marketed invited other local biz to have booth and hire
5/11/2023	2 nd Annual Flagler Radio Job Fair at Hilton Palm Coast	Flagler Radio produced /marketed invited other local biz to have booth and hire
7/18/23	Flagler Radio/St Aug Tech College Hiring Fair	Flagler Radio produced /marketed invited other local biz to have booth and hire