

WXCV/WXOF/WXCZ/WXZC EEO PUBLIC FILE REPORT – October 1, 2021 - September 30, 2022

This report covers full-time vacancy recruitment data for the period October 1, 2021 through September 30, 2022.

- 1) Employment Unit Location/Name: Citrus County Stations
- 2) Unit Members: WXCV FM & WXOF FM & WXCZ FM & WXZC FM

EEO Contact information for employment unit:

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A. Full-Time Vacancies Filled During Past Year: 10/1/2021 – 9/30/2022

Job Title	Date Filled	Hire	Recruitment Source of All Sources For This Position	Total Number of Interviewees from All Sources For This Position
No recruitment efforts	N/A	N/A		N/A

Total Number of People Interviewed for All Positions

-0-

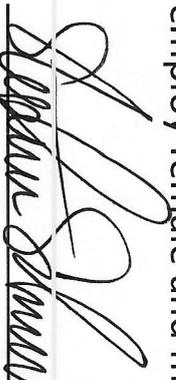
RECRUITMENT SOURCES 10/01/2021 – 9/30/2022

<u>Recruitment Source</u>	Number of Interviewees Provided During This Period	Positions This Source Was Utilized For
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No employment recruitment efforts were made during this period

SUMMARY OF STATION RECRUITMENT EFFORTS:

As a small independent broadcaster, these four stations (three formats) have a shared employment pool, operating in an area referred to as the "Naturecoast" with 95% of all revenues come from Citrus County alone. Our offices are located in Homosassa FL with a negligible minority population. Broad employment efforts have not been effective since they tend to reach outside the market we serve. Our entry level salaries are significantly lower than industry averages, and the ramp up time is 3-6 months for the average sales candidate, with an 80% failure rate, and on-air hires must be willing to live in the area, or commute from outside the area. Due to severe RIF in our industry during the COVID years, there is an extremely limited supply of qualified on-air and sales candidates. During this employment period we did not hire any new full-time employees. Our company is an equal opportunity employer, does not discriminate and makes every effort to employ female and minority candidates.



Stephen Schurdell / Managing Partner

9/30/2022
Date