

EEO Public File Report

This EEO Public File Report is filed in Station **WXCW-TV, WARO-FM, WFSX-FM, WFSX-AM, WUVF-LD, WZLE-LE, WANA-LD, WHEL-FM and WFFY-FM's** public inspection file pursuant to Section 73.2080c(6) of the Federal Communications Commission's ("FCC") rules.0c(6) of the Federal Communications Commission's ("FCC") rules.

During the period beginning on October 1, 2020 and ending on September 30, 2021 the stations filled one (1) full-time vacancy.

1. Asst. Program Director/On-Air Talent

WFFY-FM

The stations interviewed a total of two (2) applicants for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviews referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
1. AllAccess	2
2. Berkowitz Consulting	0
3. DK Media Solutions	0
4. Employee Referral	0
5. FMBC Job Posting	0
6. Indeed.com	0
7. LinkedIn	0
8. Robert Half/Office Team	0
9. Smith-Geiger	0
10. Talent Dynamics	0
11. TVJobs.com	0
12. University of Florida Career Day	0
13. Unsolicited	0
14. Winknews.com	0
15. Bethune Cookman College	0
16. FGCU Job Fair	0
17. Florida A & M	0
18. Florida International University	0
19. Full Sail University	0
20. Hispanic Chamber of Commerce	0
21. LinkedIn	0
22. Marist College	0
23. NABJ	0
24. Return to Work Inc.	0
25. Sunday Morning News	0
26. SW Florida Help Wanted.com	0
27. TV News Check	0
28. University of Miami Career Day	0
29. University of South Florida	0
30. WAXA-AM 97.3	0
31. WINK-FM 96.9	0
32. WTLQ-FM 97.7	0
33. Zip Recruiters	0

Attachment A contains specific information for each full-time vacancy.

FULL-TIME VACANCY EEO INFORMATION

OCTOBER 1, 2020 through SEPTEMBER 30, 2021

<u>JOB TITLE</u>	<u>RECRUITMENT SOURCE</u>	<u># of PERSONS INTERVIEWED</u>
APD / ON-AIR TALENT	ALL ACCESS	2

<u>Recruitment Sources Utilized*</u>	<u>Total number of interviewees referred</u>
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* (please refer to the attached recruitment source list for complete address)

All Access Music Group	yes	2
Bethune-Cookman College	yes	
DeMers Programming Consulting	no	
Employee Referral	yes	
Florida A & M University	yes	
FGCU Job Fair	yes	
Florida International University	yes	
Hispanic Chamber of Commerce	yes	
Hispanic Institute/Hodges Univ.	yes	
Indeed.Com	no	
Marist College	yes	
Natl Assoc of Hispanic Journalists	yes	
Office Team	no	
Return to Work Inc.	yes	
Southern Technical Institute	yes	
SUN Broadcasting Job Posting	yes	
SUN Broadcasting Website	yes	
Sunday Morning News	yes	
University of Florida	yes	
University of South Florida	yes	
Unsolicited	yes	
WARO-FM Website	no	
WFFY-FM Website	no	
WFSX-FM Website	no	
WFWN-FM Website	no	
WNOG-FM Website	no	
WXNX-FM Website	no	
WXCW-TV Website	no	
Zip Recruiter	no	

SUN BROADCASTING/JOB POSTING MAILING LIST

ALL ACCESS MUSIC GROUP

28955 Pacific Coast Highway, Suite 210-5
Malibu, CA 90265

Telephone: 310/457-6616
Fax: 310/457-8058
Contact: Joel Denver
E-mail: allaccess.com

BETHUNE-COOKMAN COLLEGE

Director Student Services
640 Mary McLeod
Daytona Beach, FL 32114

Telephone: 386/255-1401
Fax: 386/481-2139
Contact: M. Horne
E-mail: hornem@cookman.edu

DeMERS PROGRAMMING CONSULTING

204 Exton Commons
Exton, PA 19341

Telephone: 610/363-2636
Fax: 610/363-2198
Contact: Alex DeMers
E-mail: alex@demersprogramming.com

FLORIDA A & M UNIVERSITY

Dept of Journalism / Communications
Post Office Box 14
Tallahassee, FL 32073

Telephone: 850/599-3700
Fax: 850/599-3086
Contact: Brandi Milton
E-mail: brandi.milton@famuedu

FLORIDA INTERNATIONAL UNIVERSITY

Career Services
University Park Campus, GC 230
North Miami, FL 33181

Telephone: 305/348-2423
Fax: 305/348-3829
Contact: Lesley Deehl
E-mail: spencek@fiu.edu

HISPANIC CHAMBER OF COMMERCE

10051 McGregor Blvd.
Ft. Myers, FL 33901

Telephone: 239/418-1441
Fax: 239/418-1475
Contact: Leonardo Garcia
E-mail: hispanicchamber.lg@earthlink.net

INDEED, INC.

7501 N. Capital of Texas Highway, Bldg. B
Austin, TX 78731

Contact: www.indeed.com

MARIST COLLEGE

3399 North Road
Poughkeepsie, NY 12601

Telephone: 888/877-7900
Contact: Laura Zurowski
E-mail: laura.zurowski@marist.edu

NAHJ

National Association of Hispanic Journalists

Telephone: 888/281-9066
Website: www.nahj.org

RETURN TO WORK INC.

900 W. Marion Avenue
Punta Gorda, FL 33950

Contact: Carol Sarganis
E-mail: carol.sarganis@return2work.org

SUN BROADCASTING/JOB POSTING MAILING LIST

SOUTHERN TECHNICAL INSTITUTE

1685 Medical Lane
Fort Myers, FL 33907

Telephone: 239/939-4766
Fax: 239/396-4040
Contact: Rolnecia Albert
E-mail: ralbert@swfc.edu

SUN BROADCASTING JOB POSTINGS

2824 Palm Beach Blvd.
Ft. Myers, FL 33916

Telephone: 239/338-4375
Fax: 239/479-5535
Contact: Karen Seiferth
E-mail: karen.seiferth@winktv.com

SUNDAY MORNING NEWS

LaBelle, FL

E-mail: kq4ym@ix.netcom.com

UNIVERSITY OF FLORIDA

Department of Broadcasting
J. Wayne Reitz Union
PO Box 118507
Gainesville, FL 32611

Telephone: 352/392-1601
Fax: 352/392-3810
Contact: Charles Harris
E-mail: charris@jou.ufl.edu

UNIVERSITY OF SOUTH FLORIDA

MASS COMMUNICATIONS
4202 East Fowler St., MP CIS-1040
Tampa, FL 33620

Telephone: 813/974-2591
Fax: 813/974-2592
Contact: Marsha Stein
E-mail: adefonzo@cas.usf.edu

WARO-FM

2824 Palm Beach Blvd.
Ft. Myers, FL 33916

Telephone: 239/337-2346
Contact: Joe Corbett
E-mail: joe.corbett@sbroadcast.com
Contact: 945.thearrow.com

WFFY-FM

2824 Palm Beach Blvd.
Ft. Myers, FL 33916

Telephone: 239/337-2346
Contact: Joe Corbett
E-mail: joe.corbett@sbroadcast.com

WFSX-FM

2824 Palm Beach Blvd.
Ft. Myers, FL 33916

Telephone: 239/337-2346
Contact: Mike Moody
E-mail: mike.moody@sbroadcast.com

WXCW-TV

2824 Palm Beach Blvd.
Ft. Myers, FL 33916

Telephone: 239/479-5548
Contact: Jamie Ricks
E-mail: jamie.ricks@sbroadcast.com

WXNX-FM

2824 Palm Beach Blvd.
Ft. Myers, FL 33916

Telephone: 239/337-2346
Contact: Joe Corbett
E-mail: joe.corbett@sbroadcast.com

SUN BROADCASTING/JOB POSTING MAILING LIST

ZIP RECRUITER INC.

1453 3rd Street Promenade #335
Santa Monica, CA 90401

Contact: www.ziprecruiter.com

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

Sun Broadcasting Inc. engaged in the following Outreach Efforts during the period covered in the report:

Activity Classification	Type of Activity	Brief Description
10	Lee/Collier Virtual Heart Walk 12/12/20	WUVF, EXCW helped promote the virtual walk with PSAs and social media.
10	SW Florida Virtual Reading Festival 3/1/21-3/13/21	Sun Broadcasting co-sponsored Estrella TV in the Southwest Florida Reading Festival with the Lee County Library System. Airing PSAs to promote the event and Lois Thome emceed the event virtually.
10	WINK Feeds Families March to a Million Meals 3/1-3/21/21	During the month of March Noticias WINK, WUVF, WANA and EXCW teamed up to help raise money to feed a million people in SWFL. Ran PSAs and helped collect food at the Harry Chapin Food Bank.
10	Virtual Career Fair 6/10/21	Sun Broadcasting attended the Virtual Career Fair and spoke with several potential candidates.
10	Big Backpack Festival 7/25/21	WFFY, WUVF and EXCW helped promote the event and pass out school supplies. The drive-through event gives away over 2,000 backpacks and supplies.
10	Manager Training 6/3/21 and 6/16/21	Company hosted a mandatory seminar for Managers and Supervisors presented by Employment Attorney, Suzanne Boy. Training covered important topics such as harassment, including sexual harassment, discrimination and retaliation. Medical/disability issues and the need for FMLA and ADA were discussed. Social Media topics were discussed and how to handle inappropriate comments, and what constitutes protected activity. etc. Wage/hour topics such as timekeeping, off-the-clock work and exempt vs non-exempt employees were explained. Other matters such as hiring, evaluations, discipline, terminations and proper documentation were covered. 43 Managers and Supervisors attended the seminar(s).