

WJQB EEO PUBLIC FILE REPORT – 2013

September 30, 2013

This report covers full-time vacancy recruitment data for the period October 1, 2012 through September 30, 2013.

- 1) Employment Unit Location/Name: Hudson, FL/WJQB FM

- 2) Unit Members: WJQB FM 106.3

EEO Contact information for employment unit:

Contact person: Stephen Schurdell/Managing Partner WJQB FM
Telephone number: 727-697-1063
Email address: steve@trueoldies1063.com
Mailing Address: 13825 US Highway 19
Suite #400
Hudson, FL 34667

A. Full-Time Vacancies Filled During Past Year: 10/1/2012 – 9/30/2013

Job Title	Date Filled	Recruitment Source of Hire	Total Number of Interviewees from All Sources For This Position
Sales Account Executive	4/15/2013	Job Fair	3
Sales Account Executive	4/15/2013	On Air	2
Total Number of People Interviewed for All Positions			5

RECRUITMENT SOURCES 10/01/2012 – 9/30/2013

<u>Recruitment Source</u>	Number of Interviewees Provided During This Period	Positions This Source Was Utilized For
On Air Announcements	2	Sales Account Executive
All Access (Online)	0	Sales Account Executive
Media Recruiter (On line)	0	Sales Account Executive
Career Central Job Fair	3	Sales Account Executive

SUPPLEMENTAL (Non-Vacancy Specific) Recruitment Activities taken

1. Career Central Job Fair WJQB manager staffed booth at local job fair held in Hernando County Florida. Descriptions of the variety of Positions were made available and attendees were encouraged to forward resumes and letters of interest to the stations mailing address. This job fair featured an actual open position of "Account Executive"

SUMMARY OF STATION RECRUITMENT EFFORTS:

As a small independent broadcaster, WJQB FM covers an area referred to as the "Naturecoast". This area is comprised mainly of Citrus, Hernando and Pasco counties. Our offices are located in Hudson, FL, almost one hour north of the more populated cities of Clearwater, St. Petersburg and Tampa. Our sales target area is in the counties we cover, and it is important to have sales representatives that live and recreate in the counties we serve. 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 those offered in Pinellas and Hillsborough counties, and the ramp up time is 3-6 months for the average sales candidate. WJQB does not discriminate and makes every effort to employ female and minority candidates.



Stephen Schurdell / Managing Partner

Date 9/30/2013