

2022 Annual EEO Public File Report

JVC Media of FL LLC

Stations included: WECQ Destin, FL; WHWY Holt, FL; WWAV Santa Rosa Beach, FL; WZLB Valparaiso, FL

Reporting period: January 25, 2022 through January 24, 2023

Number of Full-time employees: 12

During this time period we hired zero full time employees. There were zero applicants interviewed. **During this time period we had no full-time openings.**

Recruitment/Referral Sources

- All Access.com
- FWB Chamber of Commerce
- Indeed
- LinkedIn
- Job Fair of FT Walton Beach
- Inside Radio
- Internal referrals
- On air announcements

1. Each station in this unit maintains a web site and the most recent EEO report is posted on the station's web site
 2. There were no job openings during this reporting period
 3. There are no complaints involving this unit filed during the license term
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Internship Program with Five Towns College

We work with the Five Towns College internship department to offer students an in-depth look into the world of entertainment and technology, where they will have the opportunity to make valuable contributions to our company, experience hands-on opportunities and gain valuable skills to leverage their future career.

JVC offers opportunities in a ton of areas which means students can find themselves doing anything from running the board in a broadcasting booth or being a voice behind the mic. Many students of our internship program have moved onto entry level positions within JVC Media.

Establishment of an internship program is designed to assist members of the community to acquire skills needed for broadcast employment.

Every employee is required to sign an employee acknowledgement form. They acknowledge receipt of the JVC Media Employee Handbook and acknowledge that they carefully read and understand the employee handbook.

Every employee is required to sign an acknowledgement of receipt of the Anti-Harassment/Non-discrimination policy of JVC Media LLC.

Every employee is required to take a one-hour class on harassment in the work place. The class is a video presentation administered by the Director of Human Recourses Janet LePorin.

The class covers:

- examples of prohibited conduct that would constitute unlawful sexual harassment
- includes information concerning the federal and state statutory provisions concerning sexual

During this time period the stations also participated in the annual Multi Chamber of Commerce Job Fair at St. Mary's Church March of 2022; General Manager and Promotions Director were present.

Job Fairs in March and September at the University of West Florida. Radio station department heads were present and spoke with candidates. Okaloosa County Job Fair, February 2022 at Emerald Coast Convention Center.

City of Fort Walton Beach Career Fair 2022 Saturday, June 25, 2022 - 10:00am to 2:00pm. Station Operation Manager attended. Promotion team attended.

JVC Media participated in the job fairs as a community outreach but did not have any positions open at the time.