

WZLB, WWAV, WHWY, WECQ
EEO PUBLIC FILE REPORT
October 1, 2022-September 30, 2023

I. VACANCY LIST

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hire |
|-------------------|--|------------------------------|
| No Open positions | | |
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II. MASTER RECRUITMENT SOURCE LIST

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|----------------------|---|--|---|
| 1 | Internal Posting and emails used to notify current employees and to have current employees use their network of associates to inform them of open positions | | |
| 2 | All Access Joel Denver JDenver@allaccess.com 28955 Pacific Coast Highway Suite 210 Malibu, CA 90265 | | |
| 3 | On Air Advertising on JVC stations Broo | | |
| 4 | JVC Websites | | |
| 5 | JVC social media, Facebook sites and Instagram posts on all stations | | |
| 6 | JVC outdoor advertising on digital network | | |
| 7 | Radio-Info.com info@radioinfo.com 785 Williams Street #429 Longmeadow, MA 01106 | | |
| 8 | Ramp Newsletter 661-294-9408 cartermedia@gmail.com | | |
| 9 | | | |
| 10 | NWF Daily News 2 Eglin Parkway NE, Fort Walton Beach, FL 32548 | | |
| 11 | Linkedin.com 1-650-687-3555 | | |
| 12 | Indeed.com 1-800-475-4361 | | |
| 13 | Airman and Family readiness center 220 Lukasik Ave Hurburt Field | | |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|--|--|---|
| 14 | Military Support Okaloosa EDC FT Walton Beach, FL 32547 | | |
| 15 | FT Walton Beach Chamber of Commerce 34 Miracle Strip Pkwy FT Walton Beach, FL 32548 | | |
| 16 | Everglades University | | |
| 17 | Okaloosa Technical College 1976 Lewis Turner Blvd FT Walton Beach, FL 32547 | | |
| 18 | Inside Radio Gene McKay 800-248-4242 x700 365 Union Street Littleton NH 03561 | | |
| 19 | Radio Advertising Bureau (RAB) Sheena Calton (212) 681-7200 1320 Greenway Drive, Suite 500 Irving, Texas 75038 | | |
| 20 | National Urban League Yolanda Richardson 212-558-5300 120 Wall Street New York, NY 10005 | | |
| 21 | Troy University 423 Forest Drive FT Walton Beach FL 32547 | | |
| 22 | Progressive Academy of Technology 300 South Ave FT Walton Beach, FL 32547 850 226 3770 | | |
| 23 | Florida Association of Broadcasters 201 S Monrow ST Suite 201 Tallahassee, FL 32301 | | |
| 24 | Society of Broadcast Engineers Web site and social media | | |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 0 |

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III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative (Menu Selection) | Brief Description of Activity |
|----------|---|---|
| 1 | Training program to enable station personnel to acquire skills that could qualify them for higher positions. Produced by Jeff Goldberg sales trainer. | P1 Sellers Training is an ongoing initiative to train and coach internal sales team to grow within their broadcast career. Entire sales team and sales management takes part. Jeff Goldberg Jeff Goldberg & Associates jgsalespro.com 76 Troy Ave, Long Beach, NY 11561 (516) 608-4136 |
| 2 | Training program to enable station personnel to acquire skills that could qualify them for higher positions | Given in house by production and program directors |
| 3 | Station staff speak at local schools once per quarter to students interested in broadcasting | Sachem High School, Hofstra University and 5 Towns College participate in this program |
| 4 | Attend and speak at local Chambers about the broadcasting business | FT Walton Beach Chamber of Commerce is a participant of this https://www.fwbchamber.org/list/member/jvc-broadcasting-874 |
| 5 | Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination | Training held in April of 2022 https://jgsalespro.com/sales-manager-training/ |
| 6 | Participation in career day City of FT Walton Beach Job Fair | Yearly event held in June https://www.va.gov/outreach-and-events/events/52443/ |
| 7 | Participation in Panhandle job fair | Held every March |
| 8 | JVC Internship program | Operates every year |

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