

FLORIDA KEYS MEDIA, LLC
EEO PUBLIC FILE REPORT

(WCNK-FM, WWUS-FM, WFKZ-FM, WAIL-FM, WCTH-FM, WEOW –FM, WAVK-FM,
and LMA'D WKWF-AM)

Period: This report covers the period from October 1, 2018 to September 30, 2019.

Per the requirements of the Federal Communications Commission (FCC), this and the following pages comprise the Public File Report for Florida Keys Media, LLC. in the employment locations of 93351 Overseas Highway, Tavernier, FL 33070 and 830 Crane Blvd , Sugarloaf Key, FL 33042

Florida Keys Media is the Licensee of WCNK – FM, Key West, FL (Facility ID#34363), WWUS – FM, Big Pine Key, FL (Facility ID#14346), WFKZ-FM, Plantation Key, FL (Facility ID#34356), WAIL – FM, Key West, FL (Facility ID#31637), WCTH-FM, Plantation Key, FL (Facility ID#60910), WEOW – FM, Key West, FL (Facility ID#11194), and WAVK-FM, Marathon, FL (Facility ID#23294). Florida Keys Media also operates station WKWF – AM, Key West, FL (Facility ID#31636) under a Local Management Agreement.

This report is comprised of Schedules A, B, C and D each of which relates to certain aspects of the Station's EEO efforts.

SCHEDULE A: A listing of positions filled from October 1, 2018 through September 30, 2019 and the recruitment sources utilized for each position, the number of candidates interviewed by recruitment source for each position and the recruitment source for the person hired.

SCHEDULE B: A summary of the recruitment sources of those people interviewed in the reporting period and the number of people interviewed by recruitment source.

SCHEDULE C: A list of recruitment sources.

SCHEDULE D: A description of the outreach efforts during the reporting period.

Florida Keys Media, LLC is an equal opportunity employer.

Florida Keys Media, LLC.
EEO Public File Report-SCHEDULE B

For the Following Stations: (WCNK-FM, WWUS-FM, WFKZ-FM, WAIL-FM, WCTH-FM, WEOW-FM, WAVK-FM
and LMA'D WKWF-AM)

Period: This report covers the period from October 1, 2018 through September 30, 2019.

The following table summarizes the total number of job interviews during the reporting period and the referral sources for those interviewees:

Interview source	Number of interviewees referred
8	4
9	1
Society of Broadcast Eng. Journal	2
Total job interviews	7

EEO PUBLIC FILE REPORT – SCHEDULE C

For the following stations:

(WAIL-FM, WAVK-FM, WCNK-FM, WCTH-FM, WEOW-FM, WFKZ-FM, WWUS-FM, WKWF-AM)

List of Recruitment Sources

For period ending September 30, 2019

1. College of the Florida Keys
5901 College Road
Key West, FL 33040
Att: Amber Ernst-Leonard
2. Key West Citizen
3420 Northside Drive
Key West, FL 33040
Att: Joey Cooke
3. Keys Weekly Newspaper
5450 MacDonald Ave, Suite # 5
Key West, FL 33040
Att: Britt Myers
4. The Marathon Weekly Newspaper
11400 Overseas Highway, Suite 201
Marathon, FL 33050
Att: Jason Koler
5. South Florida Workforce
1111 12th Street
Key West, FL 33040
6. Paradise Staffing Solutions
600 Whitehead Street, Suite 201
Key West, FL 33040
7. NAACP
410 County Road
Key West, FL 33040
8. Radio Announcements
WAIL-FM, WCTH-FM, WCNK-FM
WEOW-FM, WAVK-FM, WFKZ-FM
WWUS-FM, WKWF-AM
9. Referrals (Word of Mouth)
10. Walk-In Applications
11. Internal Promotions
12. We've Got the Keys
922 Caroline Street
Key West, FL 33040
Att: Nadene Grossman

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For the following Stations: WAIL-FM, WAVK-FM, WCTH-FM, WCNK-FM, WEOW-FM, WFKZ-FM, WWUS-FM, WKWF-AM

Schedule D

Florida Keys Media, LLC / Intern Program

Florida Keys Media, LLC established an Internship Program at the company's inception on March 1st 2014. We had one intern during this reporting period ending September 30, 2019.

Sherica Augst, was the Florida Keys Media, LLC intern during this reporting period. Her internship started on August 8, 2019 and will continue until November 2, 2019. She was a recent graduate from Key West High School and was chosen because she showed a sincere interest in pursuing a career in radio. While she worked mostly at the Sugarloaf Key office she was introduced to all aspects of the radio business. Her main focus was on air as she assisted our staff with daily preparation, board operation and setting up remotes. The business manager spent time with her and trained her in billing procedures. Sherica was also provided the opportunity to write, edit and produce commercials. Her enthusiasm toward learning new things is most noteworthy and she has been an asset to our team.