

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, 2016 to September 30, 2017.

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, 2016 through September 30, 2017 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 A

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

September 30, 2017

**Period:** This report covers the period from October 1, 2016 through September 30, 2017.

**Vacancy-Specific Recruitment Information:**

During the period covered by this report, the above listed stations **(WCNK-FM, WWUS-FM, WFKZ-FM, WAIL-FM, WCTH-FM, WEOW-FM, WAVK-FM AND LMA'D WKWF-AM)**, filled one position for full-time employment. The following table presents information on those vacancies and the recruitment sources used to fill those vacancies. As of this date, no organizations have requested that Stations provide them notification of job vacancies. Schedule C provides a list of recruitment sources.

Job Title	Recruitment Sources Utilized	Recruitment Sources of Interviewees (Number of Interviewees)	Recruitment Source of Hiree
Vice President of Sales	Exigent Circumstances		

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, 2016 through September 30, 2017.

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
Exigent Circumstances	1
Total job interviews	1

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, 2017

1. Florida Keys Community College  
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 12<sup>th</sup> 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 1<sup>st</sup> 2014. In 2017 we had one intern.

Katlin Rahming, a graduate from Florida Keys Community College (FKCC), was chosen as Florida Keys Media, LLC's 2017 intern. She spent numerous hours with our Sugarloaf Key office from June 5, 2017 through August 11, 2017. Katlin experienced all aspects of the radio business. She worked with the General Manager, Sales Manager and on air staff, and the Program Director and Production Manager. Katlin was most interested in the operations of the news department. She will continue her studies at the University of South Florida pursuing a degree in journalism.

Florida Keys Media, LLC coordinated with Florida Keys Community College to make on-hands training available to students interested in broadcasting careers. Two students were chosen and given the opportunity to assist with the production and broadcasting of local high school football games.

Joy Jacob, a freshman, was chosen to produce and run the Marathon High School games on WAVK-FM. Her job responsibilities included; working with the broadcast team, ensuring reliable broadcast feed, loading and playing all commercials and producing the half-time show.

Patrick Holt, a sophomore at the FKCC Tavernier Campus was chosen to produce all Coral Shores High School games on WFKZ. His job responsibilities included; working with the broadcast team, ensuring reliable broadcast feed, loading and playing all commercials and producing the half-time show.