

## 2021 Annual EEO Public File Report

JVC Media of FL LLC

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

Reporting period: October 1, 2021 through September 30, 2021<sup>1</sup>

Number of Full-time employees: 12

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

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### 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 stations 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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<sup>1</sup> On February 1, 2021, JVC Media of Florida, LLC, acquired Stations WZLB(FM), WWAV(FM), WHWY(FM), and WECQ(FM). Please see File Numbers 0000134857 through 0000134860.

## **Internship Program with Five Towns College and Suffolk County Community College**

We work with the Five Towns College and Suffolk County Community College internship departments 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.

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## **Training Regarding Methods of Ensuring Equal Employment Opportunity and Prevention of Discrimination and Harassment**

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 workplace. The class is a video presentation administered by the Director of Human Resources 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

### **Station participation in job fairs and hiring events**

▪Hiring Event, American Legion Post 75 898 E James Lee Blvd Crestview, FL  
April 21, 2021

▪Panhandle Job Fair  
February 26, 2021  
First Baptist Church  
Christian Life Center  
21 First St. SE  
Fort Walton Beach, FL 32548

Doors Open 9:30 – 10:00 Exclusively for Military, Military Families, and Veterans and are open to Universal job seekers from 10:00 a.m. to 2:00 p.m. (CST). The station operation manager and promotion team attended this event.

### **Training Program**

Training given in-house by our production and program directors to enable station personnel to acquire skills that may qualify them for higher-level positions.