

November 10, 2023

Ms. Elizabeth E. Goldin
Assistant Chief, Investigations & Hearings Division
Enforcement Bureau
Federal Communications Commission
45 L Street, NE
Washington, DC 20554

**Re: AMENDED Equal Employment Opportunity (EEO) Audit Response
WZLB FM Valparaiso, FL Facility ID 60811**

Dear Ms. Goldin:

JVC Media of Florida, LLC (“JVC Florida”), licensee of WZLB(FM), Valparaiso, Florida (Facility ID No. 60811) (“WZLB”) hereby amends its response to the FCC’s April 24, 2023 EEO Audit Letter (“Audit Letter”).¹ WZLB is part of a single employment unit which includes the broadcast stations identified below, which is licensed to JVC Media of Florida, LLC:

WHWY Holt, FL 56374 ; WECQ Destin, FL 19475 ; WWAV Santa Rosa Beach, FL 19473

This employment unit currently consists of 12 full-time employees. Accordingly, JVC Florida hereby responds to each of the lettered paragraphs of the Audit Letter:

(a) Copies of the employment unit’s two most recent EEO Public File Reports, covering the period beginning February 1, 2021, (this is the day JVC consummated the purchase of the unit and began operating the stations) and ending September 30, 2022, are attached hereto in **Attachment A**. Copies of the employment unit’s two most recent EEO Public File Reports are available on the station website at the address below. Each station’s website contains a direct link to the employment unit’s two most recent EEO Public File Reports.

<u>Call Sign</u>	<u>Primary Website</u>
WZLB	https://floridamanradio.com/fort-walton/

¹ This amendment is responsive to email requests received from Ms. Kimberly Ziser, EEO Specialist in the Investigations and Hearings Division of the Enforcement Bureau of the FCC.

Between February 1, 2021 and September 30, 2022, the employment unit hired 0 full-time employees. Between February 1, 2021 and September 30, 2022, the unit had no open positions to fill.

(b) Copies of all communications announcing the job openings would be listed in the EEO reports. Since the unit had zero openings, no accountments are listed

(c) The requested information is included in the EEO Public File Reports attached hereto in **Attachment A**.

(d) Listings demonstrating the employment unit's participating in recruitment initiatives during the period covered by the two most recent EEO reports. The unit participated in local Chamber job fairs but no positions were offered.

(e) JVC Florida are not aware of any pending or resolved discrimination complaints filed against the employment unit during the period of time covered by this response.

(f) When a station or the employment unit as a whole identify a job need, an initial job description and job advertisement are prepared by the employment unit's Director of Human Resources based on consultation with the manager requesting the hire. After completion of the initial job description, the description is sent to the Department Head of the department requesting the hire for review and to determine whether there are any suggested recruitment sources that should be used in addition to JVC Florida's standard sources. Once the Department Head and Director of Human Resources have approved the job description, the employment unit's Office manager forwards the job description to the recruitment sources identified for the job opening, including the all-staff email for existing employees. As described in the attached EEO Public File Reports, JVC Florida typically uses its stations' websites, local newspapers, and national and industry related job posting websites. It is JVC Florida's policy and the Human Resource Directors responsibility to ensure vacancy announcements inform applicants that the station is an E-Verify and Equal Opportunity Employer. In addition, employees have access to an electronic handbook that discusses JVC Florida's EEO policies, including the employment unit's EEO, anti-discrimination, and reasonable actuation policies. Employees also receive a hard copy of the company handbook as part of the stations onboarding and initial training process.

(g) JVC Florida routinely conducts a review of its recruiting sources to ensure its vacancy announcements reach a wide audience. As part of that process, JVC Florida regularly searches for the broadest and most effective avenues to inform potential candidates of job openings. JVC Florida also engages with its employees to seek feedback on the effectiveness of its recruitment efforts and to seek input with respect to its EEO policies and to identify additional resources to be used in connection with recruitment.

(h) During the time period covered by this response, JVC Florida has implemented a number of policies to analyze the employment unit's pay, benefits, seniority practices, promotions and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect. JVC Florida's employee manual details the company's non-discriminatory measures for pay, benefits, seniority and promotions. Special written evaluations may be conducted as necessary to advise employees of any performance or disciplinary problems. JVC Florida will continue to evaluate and revise these processes as necessary to ensure equal opportunity is provided to all employees and applicants. JVC Media is not party to any union agreements at the employment unit.

(i) JVC Florida is not a religious broadcaster.

Sincerely,

A handwritten signature in black ink, appearing to read 'JCaracciolo', with a stylized flourish at the end.

John Caracciolo
CEO and Member
JVC Media of Florida, LLC

Enclosures

Attachment A

Revised EEO Public File Reports

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, 2021¹

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.**

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
-

¹ 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.

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.

2022 Annual EEO Public File Report

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Participate in Job Fairs

- The Stations 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 the candidates.
- Okaloosa County Job Fair, February 2022 at Emerald Coast Convention Center. Radio station department heads were present and spoke with the candidates.

- City of Fort Walton Beach Career Fair 2022, Saturday, June 25, 2022 - 10:00am to 2:00pm. Our Station Operations Manager and our Promotions team attended.

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

Participate in programs sponsored by or on behalf of educational institutions related to careers in broadcasting

- On February 14, 2022, our Owner/CEO was invited to speak with Hofstra University's Communications 2 class about all aspects of radio broadcasting with an emphasis on sales and addressed all their questions.

Recruitment Initiative Documentation



Long Island's Creative College

ACADEMICS ADMISSIONS FINANCIAL AID STUDENT LIFE ABOUT US REQUEST INFO APPLY Q

JVC BROADCASTING RECRUITS AT FTC

< Previous Next >

THE RECORD *online*

FIVE TOWNS COLLEGE  MASS COMMUNICATION

THE LATEST | CAMPUS EVENTS | NEWS | COMMENTARY | BEST OF WFTU



By Christen Pastrana

With the summer season approaching, many Five Towns College students are on the hunt to find jobs or internships. On Friday, April 9th, Mass Communication students attended a career services virtual "Meet and Mingle" event with Five Towns alumna Amanda Carey from JVC Broadcasting. The company "visited" FTC to hold virtual job interviews for promotions and concert positions.

The Zoom event started with Director of Career Services, Krysti O'Rourke discussing information about JVC Broadcasting. O'Rourke then introduced Amanda Carey as part of the hiring team for JVC. Carey spoke about the positions being offered for the summer, in addition to the benefits of working for the company. "Working at JVC helps people create connections. Additionally, JVC gives people the opportunity to learn and grow," Carey said.

Students were eager to interview for summer positions in promotions and concerts. O'Rourke offered advice on the interview process, "FTC students should prepare by researching the company so that they can ask informed questions. They should have their resume prepared. They should get on the Zoom link three minutes before the event starts and should be dressed professionally. Grooming should be neat, and the background should look clean and professional. Smile and look at the camera when talking. Have your video on!"



Sean Lanigan attended the event and shared his thoughts, "I gained a lot of confidence from this event because the jobs that JVC Broadcasting is looking for involve being outgoing. I have always been extremely comfortable in any environment being outgoing."

Overall, the JVC Broadcasting event was a fun and exciting event for college students to gain connections, learn how to apply for jobs, and get tips for success.

For more information about positions at JVC, go to jvcbroadcasting.com.

Stay tuned for information on FTC Career Service's upcoming events:

April 23rd at 3pm: Katie Carr- Associate Project Manager with DISNEY, Creative Studios in Ad Sales

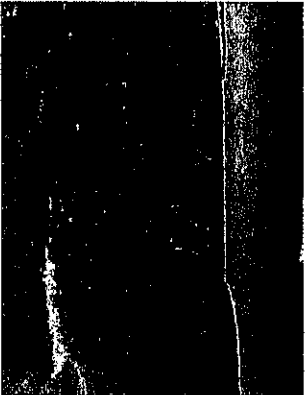
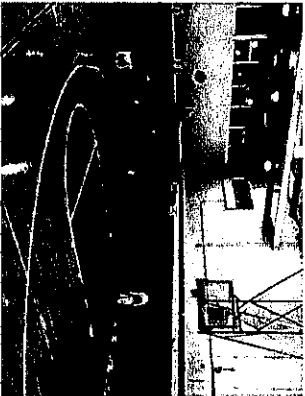
April 29th at 11am: Ashley Christopher- Executive Production Manager, KINGS Theatre

April 14, 2021 | Campus Events, FTC Record | Comments Off

Share This Story, Choose Your Platform!

f w e in D A t p K R

Related Posts



Suffolk Community Interns

Name	Dept	Date	Supervisor Title	Market
Randy	Promo	21-Jan	Dir of Promotions	NY
Carly	Promo	21-Jan	Dir of Promotions	FL
Justin	Sales	21-Jan	Sales Manager	NY
Leanna	Promo	21-Jan	Dir of Promotions	NY
Tasha	Sales	21-Jan	Traffic Director	FL
Stanly	Promo	21-Jan	Promotions Dir	FL

In April of 2021 JVC HR conducted a companywide training on anti-harassment and anti-discrimination. All employees reviewed the video, link below and all employees had to review the company handbook and sign an acknowledgement receipt of the policies, sample attached with employee info redacted.

Let me know what else I can put together to help the cause.

<https://www.youtube.com/watch?v=sL7LwBsV9bM>



John Caracciolo

President/CEO | JVC Broadcasting

p: 631 648 2525

e: johnc@jvcbroadcasting.com

3075 Veterans Memorial Hwy
Ronkonkoma, NY 11779

www.jvcbroadcasting.com



Feedback Survey for Sexual Harassment Prevention Training

Instructions: Please circle the number that best describes your evaluation of the training session.

	Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree
This training program concentrates on the importance of keeping the work environment free from sexual harassment.	5	4	3	2	1
This training program helped me identify all forms of sexual harassment.	5	4	3	2	1
As a result of this program, I am more confident in my ability to understand my organization's policy on sexual harassment.	5	4	3	2	1
The objectives of the program were clearly presented.	5	4	3	2	1
The session was well organized.	5	4	3	2	1

The best part of this program was:

This program could be improved by:

ITB Perfect

Additional comments/questions:

Name:

Date:

4/12/21

PANHANDLE JOB FAIR

Connecting Job Seekers and Employers Along The Florida Panhandle Since 1993

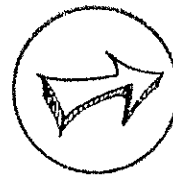
The Panhandle Job Fair began in the spring of 1993 to primarily assist military service members seeking employment opportunities after completing their military careers. It was later expanded to include military spouses and the general public.

The Panhandle Job Fair attracts companies nationwide who are seeking well-qualified, educated, and experienced individuals for employment opportunities worldwide.

The continued success and growth of the Panhandle Job Fair is based on finding high-quality companies and well qualified job seekers, while keeping costs at a minimum. It attracts over 70 companies and averages 280-400 jobseekers at each fair.

It boasts to be the best job fair in the Panhandle area!

[LEARN MORE ABOUT US](#)



2021 PANHANDLE JOB FAIR

February 26

The Panhandle Job Fair will be held on Friday February 26, 2021. Doors are open to the public from 10:00 a.m. to 2:00 p.m. (CST). The check-in and registration for employer set-up is from 8 a.m. to 9:45 a.m.

Because space is limited, we encourage you to take the time now to fill out the online Registration Form. The cutoff date to register for the Panhandle Job Fair is one week prior to the event.

Things to know that are not in this guide:

How to Board Op the airport (Suggested: shadow Bryan. Take notes!)

Tips for monitoring the station:

This station is very detailed! One wrong key-stroke can create a disaster. Therefore, it is important to double check work and monitor the station as much as possible.

The news plays every top-of-hour (TOH) :00 and bottom-of-hour (BOH) :30. When you hear the news hit, glance at the "Control Room" Nexgen screen and be sure the clock is at exactly :00 or :30. If it is not hitting at the exact time then there is a problem waiting to happen! Look ahead and find it (the problem is most likely going to occur at the next macro).

NexGen Support: 1 (877) 774-1040 (Option 3, then 2)

Use tech support for EVERYTHING when you are first getting started....Do not be afraid to ask questions. Every time you make a change to the log/template you should ask them to simply look it over just to have another set of eyes on it – they may catch something that you did not see.

Things to do every day:

- **9:30AM:** Tune in to hear news at 9:30AM. If the news plays, satellite is operating properly and there's nothing to worry about! If it does not, the satellite is not giving us local cues and we are not playing any local audio. This will become a problem at the TOH because satellite does not cover the TOH local avail.
- Review evening log from yesterday and overnight log from today in case there are errors that need to be fixed for the next day.
- Make a note of which "safety net" shows were ejected from yesterday's evening log.
 - Ejected = they went live. Do nothing!
 - Not ejected (audio aired) = you have to change the "safety net" audio that's in that cart.
- Confirm Board Op for upcoming evening shows.
- **Around 2:30PM:** Check Hannity macro to be sure it will hit correctly.
- Load in (or confirm Producers have loaded in) shows for the evening. Refer to excel doc "AFTERNOON – SCHEDULE WITH CART NUMBERS – LI NEWS RADIO"
- **Around 4:30:** (Once Traffic Dept. has loaded in spots) you must simulate* and time out the log up to the first satellite. Radio is all about timing! Be sure that the Overfilled/Under filled box (top right of log) is as close to zero as possible. Then add/subtract every hours Over/Under leading up to the first satellite (Bohannon) it's important that once we get to the satellite show, the clock is extremely close to being on time otherwise it will sound like shit or create dead air. (Refer to the shows "Program Clock" to be sure timing is correct).
 - o Review the overnight log to be sure all spot blocks are loaded correctly (refer to shows Program Clock)

*To **simulate**, click "simulate" on the top of the log (next to the picture of the floppy disk "save") check the box for "simulate each hour separately" then click OK.

Things to do on Fridays:

- In preparation for the weekend, you must collect all the new shows/reruns that need to be loaded in. Use the weekend schedule as a checklist so you do not forget anything.
 - Time-out the entire weekend... Don't forget Monday morning.
 - Review the "Macro Checklist"
-

Things to prep for station holidays:

- Review the Friday checklist (above) and time out logs up to [and including] the day you will return. Treat it like a long weekend!
 - Review satellite spot blocks (be sure they're filled)
 - Remove Local News throughout the day (and then add 2 minutes!) for the daytime and overnight because local news will not be updated.
 - REMOVE LIVE ASSIST MACROS! There is one at 5:59:59AM before the morning show.
-

SoundCloud



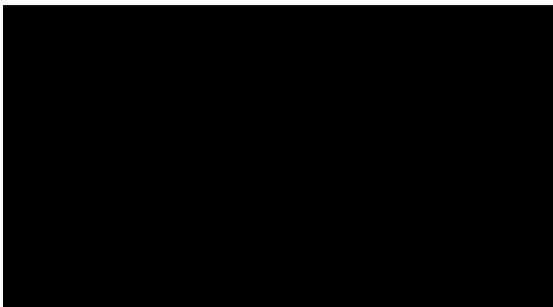
Every once in a while, go into SoundCloud and delete old audio to make room for new ones. Account execs and producers upload audio into here. This audio is also mapped to the LI News website.

Log Me In:

Log Me In allows you to access computers remotely.

All staff has their own log in credentials for LogMeIn. To receive your logmein credentials, you need to contact Phil and he will email them to you. (be sure to check your spam!)

To access some computers, you need additional log in info:



FR

Satellites

Board op and new engineer training

XDS Tech Support: (818) 461-5176

Receivers for the satellites is in Tech Ops on the bottom of the second tower.

RESETING THE SATELLITE:

Having satellite/macro problems? Wait for a 6 min (or longer) break and then reset the satellite.

- 1) Pot down the satellite on board.
- 2) In tech ops room, locate the receiver (second tower away from door) for the respective satellite.
*****BE SURE YOU HAVE THE CORRECT RECEIVER!*****
- 3) Press SET to illuminate the screen > Press SET again.
- 4) Press the right arrow until you see SETUP > press SET.
- 5) Press the right arrow until you see REBOOT > press SET.
- 6) Return to the WRCN studio and wait to pot up the satellite.

Programming satellites in the log:

Definitions: **Macros** are a chain of commands.
 Events are a single command.
 Program Clock (show format) is a 1-hour long diagram illustrating the shows structure.

In order to air the satellite, you need to tell Nexgen to do so. To automate this, we use macros to mute one channel on the board and unmute another channel. This is why we can leave the pots on and up. Be sure that you enter and exit the correct macros otherwise you will have problems. *Refer to the satellites "Program Clock" for the shows format.*

"Entering" macros:

Kilmeade uses "Hannity – Fox & Friends" macro
Hannity uses "Hannity – Fox & Friends" macro
Bohannon and Best of Bohannon uses "BOHANNON" macro
Red Eye uses "RED EYE RADIO" macro.

All "Exiting" macros use "SATELLITE TO LOCAL NO AUTOFILL" macro

NOTE: "END OF SHOW ronkonkoma" and "SATELLITE TO LOCAL NO AUTOFILL" are the same macros except one has autofill and one does not.

When pulling **recorded audio** from the receiver, you must enter into your internet browser:

WESTWOOD RECEIVER:

<http://10.3.0.126/xds.cgi?fcn=index>
Click PROGRAMMING > Recordings
Username: [REDACTED]
[REDACTED]

PREMIER RECEIVER:

<http://75.99.59.117/xds.cgi?fcn=index>
Click PROGRAMMING > Recordings
Userna [REDACTED]
[REDACTED]

Programming the XDS Receiver (satellite receiver)

Board op and new engineer training

To modify programming on any XDS Receiver you must use the correct MyXDSReceiver websites:

Westwood Receiver: (Jim Bohannon, Red Eye Radio, Armed American Radio, Bill O'Reilly)

WEBSITE: <http://myxdsreceiver.westwoodone.com>

U
P

Premiere Receiver: (Fox – Kilmeade, Hannity, Dana Perino)

WEBSITE

9

For each new satellite, you need to program the relays / optos in myxdsreceiver website

Relay 1 = local commercial start

Relay 2 = program rejoin

National News:

ABC Flex News: (National News) This is pulled from an FTP every hour.

<ftp://abc.skyviewnetworks.com/>

Username

Call Scott, the engineer at Skyview. (877) 503-8910

Program Directors (PD) Computer failure protocol:

1. Check all morning cuts for updates: Take notes of which have not been updating.

- JVC Weather
- JVC Traffic
- RCN Traffic
- WRCN Weather Cuts
- WPTY News 1,2,3
- Oldies Hourly News

PROBLEMS?:

1. Call Phil, if he is unavailable – proceed to 2.
2. Restart PD Computer (Password - JVCBROADCASTING): Keyboard and mouse will be there by 10/12 There should be **NO REASON TO RESTART THIS** unless there is a **MAJOR** problem. **Make sure ALL PROGRAMS ARE UP AND RUNNING before restarting this computer.** Make sure AFC Launcher and Converter are running and up, as well as Time Scheduler (Little clock, arrow, and red circle in bottom right of PD computer)
3. If all else fails, email people for audio:

Weather Email: Richard Hoffman <RDHOFFMAN@news12.com>

Traffic Email: DuHaime, Debbie (DebbieDuHaime@TTWnetwork.com) Total Traffic

News Email: Marks, Christin (ChristinMarks@247newssource.com) Local News

FOX Affil

Board op and new engineer training

Pulling Audio from the Archiver

Use the Logger PC on LogMeIn. Go to My Computer > Logger PC - HD > WRCN > Find the date

Contact Phil for your own logmein credentials.

How to Scan a Doc

Before you can scan, Phil has to set you up with a link.

On the printer, touch "Template" then click your name. Then scan! The doc will show up in the folder Phil put on your desktop.

New Board Op training:

When there's a new Board Operator at the airport, have them train with a current board op. Be sure they are sufficient in the following areas:

- Operating phones
 - Talking to callers from guest mics.
 - Transferring lines to host mic.
 - Operating Nexgen.
 - Operating the board, and operating guest mics.
 - The need:
 - Key to airport studio.
 - Airport Parking pass.
-

Amber Alert Procedure:

As the news station, it falls under our responsibility to make sure Amber Alerts are aired quickly on all stations. Any jock can record this message and the same audio can be aired on all stations (besides Fiesta which should be in Spanish)

- 1) Record the amber alert message into Nexgen.
 - 2) Insert the OPENER and CLOSER into the log, with the amber alert message between them:
(Located in the NEWS category)
OPENER: # 12098
CLOSER: # 12092
 - 3) Schedule approximately every 30 MIN for two hours, and monitor for updates. Complete this procedure for all stations.
-

Airport TV Screens

We have TV screens throughout MacArthur airport for advertising purposes. The receptionist at JVC manages what goes up on the screens. Ads must be **16 inches width X 9 inches height**.

Internet Stream Player:

Secure Net handles the stream player on the website, and the mobile app.

[https://s\[REDACTED\].net/myaccount/](https://s[REDACTED].net/myaccount/)
Username [\[REDACTED\]sting.com](#)
Password [\[REDACTED\]](#)

Definitions:

Clocks and Logs – The “Clocks” tab (next to “Logs”) is basically a *template* (“Clock” = “Template”) for the logs. Anything saved in Clocks will be in the Log every time that Log is generated. Currently, everything is templated in the Clock. You should not have to change anything in the Clock unless you need to make a change to the broadcast schedule. When you Load In a show, it will automatically log itself as long as that show is in the Clock.

NOTE: Logs and Clocks will save once you exit/refresh them.

Spot blocks – Think of a spot block as 1 element. Everything in the spot block will play as if it is in auto mode. Do not put macros inside spot blocks (the source changes will screw things up). “Events” are okay in spot blocks.

Event – an event is an individual command (auto mode, autofill, etc.)

Daylight Savings Times – Do not use any hard times or satellites during this 2-hour window. Use prerecorded shows!

*Look ahead to last hour of Red Eye – Nexgen might think we have one more hour but we actually do not (if you make no change, we will go into Red Eye at 6:06 AM and Westwood will have nothing playing)

Loading in shows – To prep each show, amp up between -3 and -6 (This is the best volume for radio) > Save the show as an MP3 > place in “Magic folder” (it will end up in Outbox folder) > Load in show.

Shows – Hour long shows are either two 21-minute segments, or four 11-minute segments.
Half-Hour shows are either two 11-minute segments, or one 21-minute segment.

BOH – Bottom of hour. The :30 (half way) mark of the hour.

TOH – Top of hour. The :00 (start) mark of the hour.

John Caracciolo

Subject: FW: WFTU

From: Cohen, David <david.cohen@ftc.edu>
Sent: Tuesday, November 16, 2021 10:46 AM
To: John Caracciolo <johnc@jvcbroadcasting.com>
Cc: Bud Williamson <bud@DRE.cc>
Subject: WFTU

John,

It was great speaking with you.

I am happy that the intern program is working well for you and that the students are enjoying their time with JVC. I think Josh would be the perfect choice for FT Walton 's afternoon show, he really excelled here and is extremely responsible.

Let's chat more when you have a moment.

Best,

David

David M. Cohen, J.D.
President
FIVE TOWNS COLLEGE
305 North Service Road
Dix Hills, NY 11746
david.cohen@ftc.edu
www.ftc.edu

5 Towns College Interns

Name	Dept	Date	Supervisor Title	Market
John	Promo	21-Nov	News Director	NY
Amber	Promo	22-Jan	News Director	FL
Kylee	Sales	22-Jan	News Director	NY

John Caracciolo

Subject: FW: SCCC | JVC Broadcasting Corp. (32-CC-512) - Student Internship Agreement (RTV)
Attachments: JVC Broadcasting Corp. (32-CC-512) - Student Internship Agreement (updated).pdf

From: Bruce Shepard <bruce@jvcbroadcasting.com>
Sent: Monday, October 17, 2022 4:01 PM
To: John Caracciolo <johnc@jvcbroadcasting.com>
Subject: FW: SCCC | JVC Broadcasting Corp. (32-CC-512) - Student Internship Agreement (RTV)

Thanks

From: Kathryn Mattia <mattiak@sunysuffolk.edu>
Sent: Tuesday, May 10, 2022 1:41 PM
To: Celina Bonilla <CBonilla@jvcbroadcasting.com>; Bruce Shepard <bruce@jvcbroadcasting.com>
Cc: Gayle Sheridan <sheridg@sunysuffolk.edu>
Subject: SCCC | JVC Broadcasting Corp. (32-CC-512) - Student Internship Agreement (RTV)

Good afternoon Ms. Bonilla,

Attached please find the Student Internship Agreement between SCCC and JVC Broadcasting for students in our Radio and Television Production internship program. On behalf of our students, if you would kindly sign and return to my attention by email as soon as possible it would be appreciated. Once the Agreement is fully executed, I will forward a copy to you. If you have any question regarding coordination of the students, you may contact the College Program Coordinator listed in Section C. If you have any question regarding any other aspect of the Agreement, you may contact me. Thank you. We appreciate your participation.

Kathryn S. Mattia

Senior Legal Secretary

Suffolk County Community College

Office of Legal Affairs, NFL-230

533 College Road

Selden, NY 11784-2899

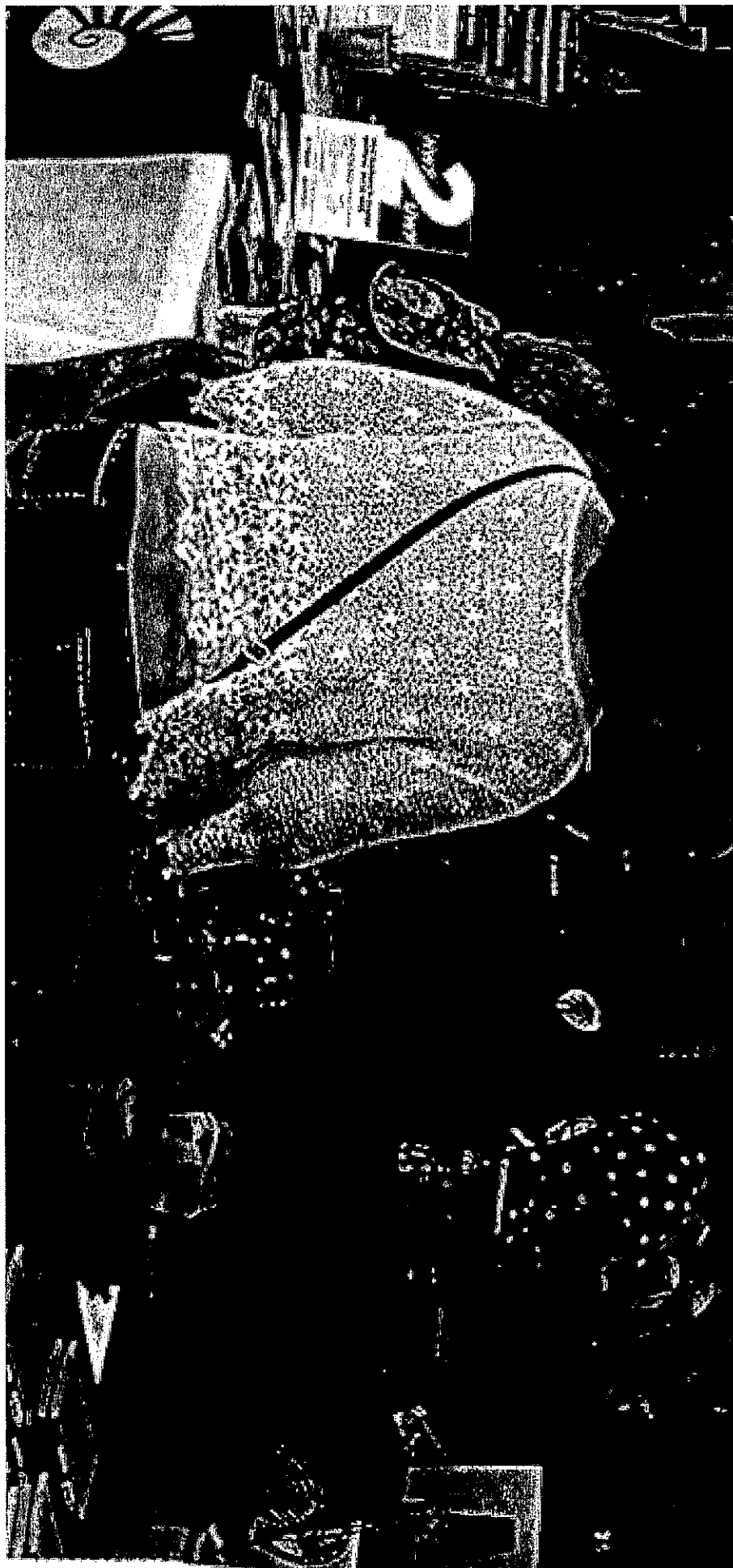
Tel.: (631) 451-4250

Fax.: (631) 451-4974

Organizations gather for 2nd Annual Okaloosa County College & Career Fair

by Kai Davis

Sat, February 26th 2022, 1:01 PM EST



Courtesy Fort Walton Beach Police Department

OKALOOSA COUNTY, Fla. -- Organizations were gathered Saturday for the 2nd Annual College & Career Fair in Okaloosa County.

The Fort Walton Beach Police Department, Okaloosa County Beach Safety Lifeguards, and many others took time out of their day to provide the future generation information about careers that can have a positive impact.

nwfdailynews

EMPLOYMENT

City of Fort Walton Beach hosting its first-ever career fair. Here are the details

Special to the Northwest Florida Daily News/USA TODAY NETWORK

Published 7:01 a.m. ET June 24, 2022

FORT WALTON BEACH — The city will host its inaugural Career Fair on Saturday.

The event will have representatives from multiple Fort Walton Beach departments, including police, fire, Financial Services, Growth Management, Recreation & Cultural Services, and Public Works and Utility Services.

City of Destin struggling for employees: 42 employees short: Destin needs workers but many can't afford to live there

More in FWB: Fort Walton Beach veteran found purpose in motorcycles. Now he's helping wounded vets ride

There will be opportunities for on-the-spot interviews with signing bonuses for those who are hired that day.

The event is from 10 a.m. to 2 p.m. at the City's Field Office Complex, 7 Hollywood Blvd. N.W.

Those who attend are encouraged to dress professionally, bring a résumé and wear a smile. There will be raffles for gas gift cards, as well as a Chick-fil-A lunch for the attendees.

John Caracciolo

From: Andrew J. Gladding <And[REDACTED]fstra.edu>
Sent: Friday, February 11, 2022 7:24 AM
To: John Caracciolo <johnc@jvcbroadcasting.com>
Cc: Michael Casali [REDACTED]
Subject: 730AM hit

Hey gents -

Im calling you on the hotline 63[REDACTED]ot getting an answer.

Let me know if there is a different number to call or give us a ring [REDACTED]. John, you ae set to speak to the comm 2 class on Monday at 11A. I will have the audio taped and we will use it for our training session as well.

AG

Declarations of John Caracciolo and Janet LePorin
submitted with JVC Media of Florida, LLC's original EEO audit response

Declaration of John Caracciolo

I, John Caracciolo, declare under penalty of perjury that the following information is true and correct.

I am the CEO and a Member of JVC Media of Florida, LLC ("JVC Florida"), the licensee of WZLB(FM), Valparaiso, Florida (Facility ID No. 60811) ("WZLB"). This Statement is submitted in response to the April 23, 2022 letter of Elizabeth E. Goldin, Assistant Chief, Investigations & Hearings Division, Enforcement Bureau, Federal Communications Commission, concerning a random audit of Stations' EEO compliance (the "EEO Audit Letter").

I have review the forgoing response to the EEO Audit Letter, and the information contained therein is correct to the best of my knowledge and belief.

In response to Question 2(b)(vi) of the EEO Audit Letter, the licensee affirms that it is not aware of any discrimination complaints filed against it during the current license term of WZLB or any station in the unit.

I am primarily responsible for overseeing compliance with JVC Florida's outreach initiatives, and I can attest to the fact that JVC Florida works with Five Towns College to offer students an in-depth look into the broadcast and entertainment industries by running an internship program. Students are given opportunities to develop on-air portfolios, build skills in broadcast production, and explore other critical aspects of WZLB's operations. JVC Florida's internship program has helped students find jobs in the industry, including in entry level positions within JVC Florida.

In addition, I have personal knowledge regarding the preparation of WZLB's EEO Public File Reports covering the period from January 25, 2021, the day JVC began operation of the stations, through January 24, 2023 were timely prepared and kept with the station's other hard copy files. The station two most recent EEO Public File Reports were not timely uploaded to the station's online public inspection file due to an issue with the FCC server and the inability to upload to our Ft. Walton unit.



John Caracciolo
CEO and Member
JVC Media of Florida, LLC

Executed on this 5 day of June, 2023


Declaration of Janet LePorin

I, Janet LePorin, declare under penalty of perjury that the following information is true and correct.

I am the Director of Human Resources for JVC Media of Florida, LLC ("JVC Florida"), the licensee of WZLBFM, Valparaiso, Florida (Facility ID No. 60811) ("WZLB"). This Statement is submitted in response to the April 24, 2023 letter of Elizabeth E. Goldin, Assistant Chief, Investigations & Hearings Division, Enforcement Bureau, Federal Communications Commission, concerning a random audit of Stations' EEO compliance (the "EEO Audit Letter").

I have reviewed the foregoing response to the EEO Audit Letter, and the information contained therein is correct to the best of my knowledge and belief.

I am primarily responsible for conducting and overseeing compliance with JVC Florida's anti-harassment training as reported on WZLB's EEO Public File Report, and I can attest to the fact that JVC Florida conducted its annual anti-harassment training as reporting on WZLB's EEO Public File Report. In addition, I oversee JVC Florida's recruitment efforts for any job opening listed for WZLB. During the time period of January 25, 2021 to January 24, 2023 WZLB and the unit had no job openings. The unit has 12 full time employees.


Janet LePorin
Director of Human Resources
JVC Media of Florida, LLC

Executed on this 25 day of April, 2023