

2022 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, 2022

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 station's 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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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 understood the employee handbook.

Every employee is required to sign an acknowledgement of receipt of the Anti-Harassment/Non-discrimination policy of JVC Media LLC.

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.

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.