

EEO PUBLIC FILE REPORT

FOR

**STATION WQLC 102.1
WATERTOWN, FLORIDA**

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WQLC's public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on September 30, 2011, the station filled the following full-time vacancies:

- Office Manager
- Program Director
- 2 Outside Sales Positions

The station interviewed a total of 3 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
WQLC 102.1	3

Attachment A contains the following information for each full-time vacancy:

- < The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- < The recruitment source that referred the hiree for each full time vacancy;
- < The total number of persons interviewed for each full-time vacancy; and
- < The total number of interviewees referred by each recruitment source used in Connection with each vacancy.

Job Title of Vacancy: Account Representative/Outside Sales

Recruitment Source That Referred the Hire: WGLC

Date Vacancy Opened: No Vacancies "open"

Total Number of Persons Interviewed for the Vacancy: 2

Date Vacancy Filled: 03-23-11

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WGLC	9706 W. US Hwy 90, Lake City FL 32055	Ron Pearce	386-755-4102	2	No
We do not have "vacancies" for this position but we are always accepting applications and occasionally add to the outside Sales team. Craig Cheuning Sr. was a former Account Rep that contacted the Station asking to come back to work. He was let go in June 2011 due to lack of Sales.					

MENU OPTION ACTIVITIES

Station WQLC(FM) has engaged in the following outreach activities during the year covered by this report 9/30/2011:

Activity Classification	Type of Activity	Brief Description
5	Internship Program	Internship Program offered to students wishing to experience and further educate themselves in the daily operations necessary for a broadcast career. Station hosted an intern student from one of the area colleges.
11	Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting.	Live announcements are made during the 6:00am to 10:00am morning show.

* For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;

11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting.
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

EXHIBIT 3

Narrative Statement

The Employment Unit is dedicated to providing equal employment opportunities and preventing discrimination. The Employment Unit has achieved broad and inclusive outreach in the following ways:

- The Employment Unit offers year-round internship programs for local area college students designed to assist students with acquiring the skills necessary for broadcast employment.
- The Employment Unit periodically participates in local job fairs and career days at educational institutions.
- The Employment Unit periodically advertises vacancies in the area newspaper.
- The Employment Unit regularly broadcasts live announcements during its morning programming regarding employment opportunities.

Additional information concerning the Employment Unit's outreach activities is contained in the Employment Unit's EEO Public File Reports and in the audit response provided to the Commission in April 2011, which resulted in a finding, dated May 5, 2011, that no further action was necessary (see attached correspondence dated May 5, 2011).