

FLORIDA KEYS MEDIA, LLC
EEO PUBLIC FILE REPORT

(WCNK-FM, WWUS-FM, WFKZ-FM, WAIL-FM, WCTH-FM, WEOW –FM, WAVK-FM)

Period: This report covers the period from October 1, 2021 to September 30, 2022.

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).

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, 2021 through September 30, 2022 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)**

September 30, 2022

Period: This report covers the period from October 1, 2021 through September 30, 2022.

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)**, filled one position for full-time employment.

The following table presents information on that vacancy and the recruitment sources used to fill that vacancy. 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
SALES ASSOCIATE	See attached list of recruitment	8(1)	8
	sources (Schedule C)		

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)

Period: This report covers the period from October 1, 2021 through September 30, 2022.

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
8	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,)

List of Recruitment Sources

For period ending September 30, 2022

1. College of the Florida Keys
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 12th 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
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

Florida Keys Media, LLC
EEO Public File Report

For the following Stations: WAIL-FM, WAVK-FM, WCTH-FM, WCNK-FM, WEOW-FM, WFKZ-FM, WWUS-FM

Schedule D

Florida Keys Media, LLC / Intern Program

Florida Keys Media, LLC established an Internship Program at the company's inception on March 1, 2014. We had one intern during this reporting period ending September 30, 2022.

Stephanie Scruggs was the Florida Keys Media, LLC intern during this reporting period. Our search for an intern from the College of the Florida Keys and Key West High School resulted in no applications. Stephanie Scruggs approached the station with a request to pursue a career in broadcasting. We offered her the internship and she accepted. She started her internship on August 1, 2022 and will continue thru October 31, 2022. Her training has included sales, billing and traffic departments, as well as training as an on-air personality. She has been a great asset when it comes to live remotes as the board operator while covering Coral Shores High School football games on SUN 103.1FM. Stephanie has proven herself an eager learner and a great addition to our team.