

# WILN-FM / WYYX-FM / WWLY-FM / WYOO-FM / WVFT-FM

## EEO PUBLIC FILE REPORT

Reporting Year October 1, 2018 – September 30, 2019\*

(Note: Time determined on FCC license renewal filing date and not on a calendar basis)

### I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hires</b>
Account Executive	7	7
Account Executive	9	9
Account Executive	9	9
Account Executive	10	10
Account Executive	6,11	11
Account Executive	6,11	6
Account Executive	6,11	11
Account Executive	6,11	11
Sales Manager	9,10	10
Receptionist	9	9
Administrative Assistant	9	9
Programming Board Operator	9	9
On Air Personality/ Talent	9	9
On Air Personality/ Talent	9	9
On Air Personality/ Talent	9	9
On Air Personality/ Talent	9	9
On Air Personality/ Talent	9	9
On Air Personality/ Talent	9	9
On Air Personality/ Talent	9	9
On Air Personality/ Talent	9	9
On Air Personality/ Talent	9	9

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### MASTER RECRUITMENT SOURCE LIST (MRSLS)

RS NUMBER	RS INFORMATION	Source Entitled To Vacancy Notification? (YES / NO)	Number of Interviews Referred by RS Over 12 Month Period
1	<b>Haney Technical Center</b> , Kimberly Drayton, 3016 HWY 77, Panama City, FL 32405, (850) 767-5500, <a href="mailto:draytk@bay.k12.fl.us">draytk@bay.k12.fl.us</a>	N	0
2	<b>Gulf Coast Community Workforce Center</b> Jennifer Gray, 625 HWY 231, Panama City, FL, 32401 (850) 872-4340 X 177 <a href="mailto:grayj@workforcecenter.org">grayj@workforcecenter.org</a>	N	0
3	<b>PANAMACITYHELPWANTED.COM</b>	N	0
4	<b>Florida State University</b> , Student Affairs, Lisa Jemison, <a href="mailto:ljemison@pc.fsu.edu">ljemison@pc.fsu.edu</a> 4750 Collegiate Drive, Panama City, FL 32405 (850) 770-2178	N	0
5	<b>The News Herald</b> , Trisha Golden 501 W 11 <sup>TH</sup> Street, Panama City, FL 32401 (850) 747-5044, <a href="mailto:tgolden@pcnh.com">tgolden@pcnh.com</a>	N	0
6	<b>INDEED.COM</b> , 6433 Champion Grandview Way, Bldg. 1, Austin, TX 78750	N	5
7	<b>LinkedIn.com</b> , Sunnyvale, California	N	1
8	<b>All Access Music Group</b> (allaccess.com) Joel Denver, 28955 Pacific Coast, SUITE 210-5, Malibu, CA, 90265, (310) 457-6616	N	0
9	<b>Word-of-Mouth Referral</b>	N	15
10	<b>Walk-In/Self-Referral</b>	N	2
11	<b>FaceBook posting</b>	N	10
12	<b>On-Air Announcements</b> WILN, WYYX, WYOO, WWLY, WVFT	N	0
13	<b>Station Website Postings:</b> WILN, WYYX, WYOO, WWLY, WVFT	N	0
14	<b>Addeco</b> , 625 N HWY 231 #A, Panama City, FL 32405, (850) 747-1211, Nancy Luther	N	0
15	<b>Panama City Beach Chamber</b> , KristopherMcLane, (850)235-2301, <a href="mailto:kristopher@pcbeach.org">kristopher@pcbeach.org</a>	N	0
16	<b>Florida Association of Broadcasters</b> , 201 S. Monroe St. Suite #201, Tallahassee, FL 32301 Lindsay Varn, Directors (850) 681-6444, <a href="mailto:Lvarn@fab.org">Lvarn@fab.org</a>	N	0
17	<b>Tallahassee American Classifieds</b> 2441 Monticello Dr. Tallahassee, FL 32303 (850) 385-0505 Larrie Jemison, <a href="mailto:larrie@thriftnickelads.com">larrie@thriftnickelads.com</a>	N	0
18	<b>Florida State University Career Center</b> 100 S. Woodward Ave, Tallahassee, FL 32306 Tracey Dowling, <a href="mailto:tdowling@fsu.edu">tdowling@fsu.edu</a> (850) 644-9774	N	0
19	<b>Tallahassee Community College Career Center</b> 444 Appleyard Dr, Tallahassee, FL 32304 Tanya Hargrove, <a href="mailto:hargrovet@tcc.fl.edu">hargrovet@tcc.fl.edu</a> (850) 201-9970	N	0
20	<b>ZipRecruiter.com</b> 1453 Third Street Promenade Suite 335 Santa Monica, CA 90401	N	0
21	<b>ramp247.com</b> Steve Resnik 818-951-6700 <a href="mailto:the45king@aol.com">the45king@aol.com</a>	N	0

**Total Interviewees over Reporting Period 33**

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Magic Broadcasting, LLC  
WYOO, WYYX, WVFT, WWLY, WILN  
Outreach Initiatives  
October 2018 - September 2019

FCC Menu Categories

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.

<b>Menu Category</b> (Select # from Above)	<b>Brief Description of Activity, Including Date(s)</b>
5.	Magic Broadcasting LLC has an established intern program. Interns apply via Handshake and through local schools. Stations post their need for an intern and the student then applies. The interns are trained in the inner workings of Broadcasting and are offered valuable hands-on experience. This a continuous year round fulfillment.
8.	Magic Broadcasting LLC offers its employees training in multiple fields across all of their stations (WYOO, WYYX, WVFT, WWLY, & WILN) ranging from NexGen IT support, programming, production, ratings and advertisement sales. In doing so it enables the employees, who choose to participate, to acquire valuable skills that are sought after within the Broadcasting Employment Field and would qualify them for higher level positions. This is done on an informal, unscheduled time table.
9.	The stations have offered a mentoring program for employees willing to participate to further their skill sets. This is done on an informal, unscheduled time table.
12.	Magic Broadcasting LLC, has posted job openings within media trade websites, such as All Access. July 2019
14.	All personnel for Magic Broadcasting LLC, were required to fulfill a training exercise on Equal Opportunities within the workplace as well as an anti-discrimination training regarding sex and race. This took place January 2019. As well as all EEO policies being outlined within the employment handbook, which each employee is given upon being hired.