

Model EEO Program Report

Central Florida Educational Foundation, Inc. (“CFEF”) is the proposed assignee of the following broadcast stations:

<u>Call Sign</u>	<u>Service</u>	<u>Community of License</u>	<u>State</u>	<u>Facility ID No.</u>
WGMA	FM	Silver Springs Shore	FL	191546
WGMW	FM	La Crosse	FL	76433

WMYN and WLOE shall be part of a station employment unit comprised of the following stations currently licensed to CFEF (collectively, the “Stations”):

<u>Call Sign</u>	<u>Service</u>	<u>Community of License</u>	<u>State</u>	<u>Facility ID No.</u>
WDOZ	FM	Pierson	FL	176311
WHYZ	FM	Palm Coast	FL	92508
WMYZ	FM	The Villages	FL	27291
WPOZ	FM	Orlando	FL	9876

The station employment unit will employ 5 or more full-time employees.

I. General Policy

It will be CFEF’s policy to provide equal employment opportunity to all qualified individuals without regard to race, color, religion, national origin, or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training, and termination.

II. Responsibility

James S. Hoge, CFEF’s President, will be responsible for the administration and implementation of CFEF’s EEO Program. It will also be the responsibility of all persons making employment decisions with respect to the recruitment, evaluation, selection, promotion, compensation, training, and termination of employees to ensure that our policy and program is adhered to and that no person is discriminated against in employment because of race, color, religion, national origin, or sex.

III. Policy Dissemination

The Stations’ employment application forms will contain a notice informing prospective employees that discrimination because of race, color, religion, national origin, or sex is prohibited and that they may notify the appropriate local, State, or Federal agency if they believe they have been the victims of discrimination.

Appropriate notices will be posted informing applicants and employees that the station is an Equal Opportunity Employer and of their right to notify an appropriate local, State, or Federal agency if they believe they have been the victims of discrimination.

IV. Recruitment

To ensure that information concerning each full-time vacancy is widely disseminated, we propose to use the following list of recruitment sources consistent with the requirements of 47 C.F.R. § 73.2080:

Allaccess.com
Bethune Cookman College
Careerbuilder.com
CFEF's station websites
City College Gainesville
College of Central Florida – Ocala
Eckerd College
Florida A&M University
Florida Broadcasters Association
Florida Southern University
Florida State University
Ihirebroadcasting.com
Indeed.com
Lake-Sumter State College
LinkedIn
Local Churches
Local High Schools
Marion Technical College
On-Air Announcements
Referrals
Rollins College
Santa Fe Community College
Simplyhired.com
Snagajob.com
Taylor College
The Society of Broadcast Engineers
University of Central Florida
University of South Florida
Ziprecruiter.com

CFEF believes that its usage of these recruitment sources will ensure broad dissemination of job openings at the Stations following the closing of the transaction proposed in the instant assignment application.