

Annual EEO Public File Report

WBIY

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s):

WBIY-FM, Labelle, FL

and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning September 27, 2007 to and including September 30, 2008 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person and/or over the telephone.

Appendix 1

Annual EEO Public File Report

Covering the Period from: September 27, 2007 through September 30, 2008

Stations Comprising Station Employment Unit: WBIY-FM

Section 1: Vacancy Information

	Full Time Positions Filled by Job Title	Recruitment Source of Hiree
1	General Manager	Internal Referral *

Total number of persons interviewed during applicable period: 1

***Internal Referral:** This refers to an employee seeing the posting, and urging someone outside the company to respond to it.

Appendix 2

Annual EEO Public File Report

Covering the Period from: September 27, 2007 through September 30, 2008

Stations Comprising Station Employment Unit: WBIY-FM

Section 2: Recruitment Source Information

Recruitment Source	Total Number of Interviewees This Source Has Provided	Full Time Positions for Which this Source was Utilized
Internal Referral	1	0

- WBIY was Considering a General Manager position in it long term planning, but was not actability seeing to fill the position.

Appendix 3

Annual EEO Public File Report Form

Covering the Period from: September 27, 2007 through September 30, 2008

Station Comprising Station Employment Unit: WBIY-FM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by Oscar Aguero
Ministry: (WBIY-FM)

1. Participated in job fair event sponsored by Christian Chamber of Commerce June, 2008. Attended by Byron Lopez Promotion Director WBIY-FM.
2. Daily airing of 60 second announcement on WBIY soliciting local organization who desire to be notified regarding job opening.
3. WBIY General Manager set up a mentoring program for management with area non-profit leaders.
4. April, 2008 – one staff member (Station Chief Operator) attended the National Association of Broadcasters in Las Vegas, Nevada and attended 5 days of workshops and training sessions.