

# Annual EEO Public File Report

## WBIY

September 28, 2008 through September 30, 2009

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 28, 2008 to and including September 30, 2009 (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 28, 2008 through September 30, 2009

Stations Comprising Station Employment Unit: WBIY-FM

#### Section 1: Vacancy Information

	Full Time Positions Filled by Job Title	Recruitment Source of Hiree
	None	

Total number of persons interviewed during applicable period: None

## Appendix 2

### Annual EEO Public File Report

Covering the Period from: September 28, 2008 through September 30, 2009

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
None		

## Appendix 3

### Annual EEO Public File Report Form

Covering the Period from: September 28, 2008 through September 30, 2009

Station Comprising Station Employment Unit: WBIY-FM

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

1. Airing a 30 second announcement twice a month on WBIY soliciting local organization who desire to be notified regarding job opening.
2. June 18-19, 2009 – two staff members (Station Chief Operator) & (Production Supervisor) attended the Info Comm. 09 in the Orange County Convention Center: Orlando, FL, USA and attended 2 days of workshops and training sessions.
3. Participated in job fair event sponsored by Christian Chamber of Commerce July, 2009. Attended by Byron Lopez Promotion & Sales Director, WBIY-FM.
4. EEO Training to upper level management. During the summer of 2009, WBIY provided training to the station's upper level management, regarding interviewing techniques to ensure equal opportunity in the hiring process. Roger Martinez conducted training sessions, which were conducted in the offices of WBIY.
5. WBIY Promotion Director, Byron Lopez, attended a job fair at Hodges University, located in Fort Myers, FL, on 9/25/09. In addition, WBIY On Air talent, conducted a 5 minute interview with Veronica Castellon, from the Hispanic Chamber of Commerce, which sponsored the job fair, in order to inform the community of the event.