

**WXEL-TV/FM License Renewal Application
EEO Report
For the Period March 10, 2003 to September 21, 2003**

1. Full Time Vacancies

Account Executive (2)
Graphic Artist
Major Gifts Officer

2. Recruitment Sources Used

Local newspapers, trade magazines and papers, WXEL Magazine, and see attached mailing and Internet listings.

3. Recruitment Sources That Referred the People Hired for Full-Time Vacancies (of those people that returned the survey)

Palm Beach Post

4. Number of Persons Interviewed for Full-Time Vacancies during Period

23

Number of Interviewees by Recruitment Source (of those people that returned the survey)

Palm Beach Post	2
Employee	1
Friend	1
Newspaper/internet	1
Palm Beach Society Magazine	1
Print ad	1

5. Longer Term Recruitment Initiative Implemented during Period

Establishment of an internship program.

Establishment of training program to enable station personnel to acquire skills that could qualify them for higher level positions.

Listing of upper-level category openings in a job bank or media trade newsletter of media trade groups whose membership includes substantial participation of women and minorities.

Participation by station executive in Senior Job Fair committee.