

**WXEL-TV/FM
EEO Report
For the Period October 1, 2005 to September 30, 2006**

1. Full Time Vacancies

Account Executive
Member Relations Assistant
Radio Pledge Producer

2. Recruitment Sources Used

Local newspapers (Palm Beach Post, Sun-Sentinel), trade magazines and papers (Current), WXEL Entertainment Guide, which has an average distribution of approximately 15,500 per month, the WXEL Website, mailing and Internet listings (see attached listings), and local colleges and universities. Also, many of the agencies we forward job listings to further post the position on their Internet Websites.

3. Recruitment Sources That Referred the People Hired for Full-Time Vacancies

Internet website (not specified)
WXEL Website
Applicant called WXEL

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

13

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

Newspaper (not specified)	1
Sun-Sentinel	1
Internet website (not specified)	1
Careerbuilder.com	2
WXEL Website	1
Applicant called WXEL	1

5. Longer Term Recruitment Initiative Implemented during Period

Establishment of an internship program for college students receiving credit for internship.

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.

Narrative Statement

WXEL-TV 42 and WXEL-FM 90.7 achieves broad and inclusive outreach in its search for qualified job applicants by widely disseminating job vacancies throughout the community via various methods. These methods include:

- Ads in local newspapers within our broadcasting areas;
- Ads in trade magazines and papers;
- Notice in WXEL Entertainment Guide seeking individuals to join our team (see attached - distributed to approximately 15,000 members per month);
- Ads on the WXEL Website;
- Job openings distributed via mail (see attached listing) including local and non-local colleges and universities;
- Job openings distributed via Internet (see attached listing) including local and non-local colleges and universities;
- Job openings are posted in-house and are available at the reception desk for viewing;
- Job openings are further disseminated by agencies receiving such notices by the posting of these notices on the agencies' websites.

Longer-term recruitment initiatives undertaken by WXEL-TV/FM include:

- Establishment of an internship program for college students receiving credit for the internship (see attached internship notice provided on the WXEL Website);
- Establishment of a 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;

No problems have been encountered in these outreach efforts, but a potential problem may arise in that more and more job listing agencies are requesting job openings to be submitted on-line utilizing the agencies' on-line form rather than by mail or email. There is no standard format for these on-line submissions, making it impossible to broadcast-email the job opening to all agencies requesting this type of notification. This then requires the submission of job listings to each individual agency making it very time-consuming.