

2011 ANNUAL EEO PUBLIC FILE REPORT

JCE Licenses, L.L.C. and James Crystal Licenses, L.L.C.

Station(s): WFTL, West Palm Beach, FL
WFLI, Ft. Lauderdale, FL
WMEN, Royal Palm Beach, FL
WLVJ, Boynton Beach, FL

Community(ies) of License: West Palm Beach, FL
Ft. Lauderdale, FL
Royal Palm Beach, FL
Boynton Beach, FL

Reporting Period October 1, 2010 to September 30, 2011

No. of Full-Time Employees: More than 10

Small Market Exemption: None

During the Reporting Period, a total of 13 full time positions were filled. The information required by FCC Rule 73.2080©(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080©(2):

<i>Participate in job fairs by station personnel who have substantial responsibility in making hiring decisions.</i>	Management personnel participate annually at the South Florida Fair to promote station activities and awareness in the local community. In January, 2011, Steve Lapa (Station Manager) participated in the fair on behalf of the Stations.
<i>Establish training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.</i>	James Crystal conducts extensive training to Account Executives to help them increase their sales and qualify for future sales management positions.

<i>Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment</i>	James Crystal regularly hosts interns from local colleges and businesses. The internship program offers meaningful educational and work related experience designed to meet the academic and career goals of the intern.
<i>Participation in events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities;</i>	James Crystal participates annually in the Hispanic Women of Distinction Charity of South Florida recognizing Latinas who have excelled in their field.

LIST OF POSITIONS FILLED

JOB TITLE	RECRUITMENT SOURCES (RS) USED TO FILL VACANCY	RS REFERRING HIREE
Program Director	1-7	RS-9
Host	1-8	RS-9
News Anchor	1-7	RS-13
News Anchor	1-7	RS-10
Account Executive	1-7	RS-10
Account Executive	1-7	RS-9
Technician	1-7	RS-13
News Anchor	1-7	RS-12
Host	1-8	RS-9
Technician	1-7	RS-2
Account Executive	1-7	RS-13
Technician	1-8	RS-10
Sales Assistant	1-8	RS-8

MASTER RECRUITMENT SOURCE LIST

RS NUMBER	RS INFORMATION	NO. OF INTERVIEWEES REFERRED BY RS OVER 12 MONTH PERIOD
1	Connecticut School of Broadcasting 3450 Northlake Blvd. North Palm Beach, FL 33403 Contact: Harley Rhodes Phone (561) 847-4126	0
2	Connecticut School of Broadcasting 8600 NW 36 th Street #100 Doral, FL 33166-6643 Phone (305) 592-7133	6
3	Florida Atlantic University Career Development 777 Glades Road Boca Raton, FL 33431 Phone: (561) 297-3536	0
4	Palm Beach State College Career Center 4200 Congress Avenue Lake Worth FL 33461 Phone: (561) 868-3350	0
5	Broward College Employer Services Coconut Creek, FL Phone: (954) 201-2240 employerservices@broward.edu	0
6	Miami Dade College Student Employment Phone: (305) 237-3052 Studentemployment@mdc.edu	0
7	All Access Music Group Job Openings allaccess.com	3
8	NOVA Southeastern University 3301 College Avenue Davie, FL 33314 Phone: (800) 541-6682	1
9	Employee Referral	4
10	Non-Employee Referral	2
11	Walk-In	4
12	Internal Transfer (Promotion)	1
13	Rehire (former Employee)	3
14	Unsolicited	2