

# 2007 ANNUAL EEO PUBLIC FILE REPORT

## JCE Licenses, LLC

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 – Boca Raton – Boynton Beach, FL MSA
Reporting Period:	October 1, 2007 to September 30, 2007
No. of Full-time Employees:	More than 10
Small Market Exemption:	None

During the Reporting Period, a total of 14 full time positions were filled. The information required by FCC Rule 73.2080(c)(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(c)(2):

*Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.*

The Licensee has an established program with the Connecticut School of Broadcasting, a trade school located in West Palm Beach, to host students as interns at its stations for school credit.

*Participated in job fairs by station personnel who have substantial responsibility in making hiring decisions.*

Management personnel participate annually at the South Florida fair to promote station activities and awareness in the local community. January 15-18, 2007. Steve Lapa (Station Manager) and Tim Reeve (Sales Manager) participated in the fair on behalf of JCE Licenses.

*Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.*

James Crystal conducted extensive training in March and April to the Account Executives to help them increase their sales and qualify for future sales management positions.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
10/02/2006	Account Executive	Former Employee Referral
10/05/2006	Sales Assistant	Employee Referral
11/06/2006	Account Executive	Unsolicited
03/12/2007	Account Executive	Monster.com
03/12/2007	Account Executive	Monster.com
03/12/2007	Account Executive	Monster.com
03/12/2007	Account Executive	Monster.com
03/12/2007	Account Executive	Monster.com
04/09/2007	Sales Assistant	Employee Referral
05/16/2007	On-Air Announcer	Rehire former employee
06/11/2007	Sales Assistant	Monster.com
06/16/2007	Account Executive	Rehire former employee
06/16/2007	News Reporter	Internal Industry Referral
07/16/2007	Account Executive	Monster.com

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 19

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Careerbuilder.com	2
Monster.com	17

RECRUITING SOURCES USED

Job Title of Position: Account Executive

Date of Hire: 10/02/2006

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Former Employee Referral	N			

\* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Sales Assistant

Date of Hire: 10/05/2006

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Employee Referral				

- Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Account Executive

Date of Hire: 11/06/2006

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Unsolicited				

- Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Account Executive

Date of Hire: 03/12/2007

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Monster.com	N	Monster.com		

- Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Account Executive

Date of Hire: 03/12/2007

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Monster.com	N	Monster.com	No Contact Person	

- Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Account Executive

Date of Hire: 03/12/2007

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Monster.com	N	Monster.com	No Contact Person	

- Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Account Executive

Date of Hire: 03/12/2007

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Monster.com	N	Monster.com	No Contact Person	

- Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Account Executive

Date of Hire: 03/12/2007

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Monster.com	N	Monster.com	No Contact Person	

- Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Sales Assistant

Date of Hire: 04/09/2007

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Employee Referral				

- Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: On-Air Announcer

Date of Hire: 05/16/2007

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Rehire - Former Employee				

- Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Sales Assistant

Date of Hire: 06/11/2007

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Monster.com	N	Monster.com	No Contact Person	

- Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Account Executive

Date of Hire: 06/16/2007

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Rehire – Former Employee	N			

- Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: News Reporter

Date of Hire: 06/16/2007

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Internal Industry Referral				

- Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Account Executive

Date of Hire: 07/16/2007

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Monster.com	N	Monster.com	No Contact Person	

- Indicate “Y” (yes) or “N” (no) if the organization requested that the station provide it with notice of all job vacancies.