

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period **July 1st, 2020**, through **July 31st, 2021**. This EEO Public File Report is filed in the Public Files of WNNR (AM), WJXR (FM), WEWC (AM), WVOJ (AM), W225BI (FM), W222CL (FM), W248CT (FM) & WYKB (FM) and is simultaneously placed on the stations internet web pages (www.norsanmedia.com , <https://jacksonville.latinatumusica.com>, <https://larazalaraza.com/jacksonville/>), and <https://flow1053.com/> pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's (FCC) rules.

Norsan Consulting and Management, LLC., Norsan WJXR, LLC. and Norsan Media, LLC are an Equal Opportunity Employer and have an "open application" policy. We welcome anyone at anytime during our normal business hours to fill out an application for employment. Applications are available during regular business hours 9:00 am to 6:00 pm, Monday through Friday (except Holidays). We have offices at 4417 Beach Blvd. #205, Jacksonville FL 32207; applications can also be accessed online at www.norsanmedia.com

1. WNNR-AM, WVOJ-AM & W225BI-FM are simulcasting 100%
2. WEWC-AM & WJXR-FM are simulcasting 100%
3. WYKB-FM

- 1) **Licensees:** Norsan Consulting and Management, LLC
Norsan WJXR, LLC
Norsan Media, LLC

(Employment Unit)
- 2) **Stations in Market Area:** WNNR (AM), WJXR (FM), WEWC (AM), WVOJ (AM), W225BI (FM), W222CL (FM) & W248CT (FM) WYKB (FM)
(Unit Members)
- 3) **EEO Contact Information for Licensee:**

Mailing Address: Norsan Consulting and Management, LLC 4417 Beach Blvd. #205, Jacksonville FL 32207	Telephone Number: 704-405-3170	Contact Person: Maria Bueno	E-mail Address: mbueno@norsanmedia.com
Mailing Address: Norsan WJXR, LLC 4417 Beach Blvd. #205, Jacksonville FL 32207	Telephone Number: 704-405-3170	Contact Person: Maria Bueno	E-mail Address: mbueno@norsanmedia.com

Stations WNNR (AM), WJXR (FM), WEWC (AM), WVOJ (AM), W225BI (FM), W222CL (FM), W248CT (FM) & WYKB (FM) are Equal Opportunity Employers.

Mailing Address: Norsan Media, LLC 4801 E. Independence Blvd Suite 800 Charlotte, NC 28212	Telephone Number: 704-405-3170	Contact Person: Maria Bueno	E-mail Address: mbueno@norsanmedia.com
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4) List all Full-time Job Vacancies Filled by Each Station in the Market Area:

<u>Job Title</u>	<u>Recruitment Source Referring Hired</u>
1. Three Local Sales Reps	(1) Rehire (2) Website application

5) Total # of Interviewees Referred by Each Source: For the period from **July 1st, 2020**, through **July 31st, 2021**, the Licensees interviewed 4 Interviewees for full time job vacancies. These Interviewees were referred by the following sources:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
(1) On Air Radio Advertisements	0
(2) Internal Bulletin Board Posting	0
(3) Internal Promotion/Internal Referral	0
(4) Newspaper Advertising (Hola News; www.holanoticias.com)	0
(5) Stations Website (www.norsanmedia.com , https://jacksonville.latinatumusica.com https://larazalaraza.com/jacksonville/ , and https://flow1053.com/)	0
(6) NC Association of Broadcasters	0
(7) SC Association of Broadcasters	0
(8) NC Employment Commission	0
(9) SC Employment Commission	0
(10) Referral	0
(11) Colleges or Universities	0

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|------|---|----|
| (12) | Minority Organizations (Latin American Chamber of Commerce,
Latin American Coalition, Latin Americans Working for Achievement) | 0 |
| (13) | Website Application | 14 |
| (14) | Rehire | 1 |

9) Supplemental Recruitment Measures.

(a) Job Fairs.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)

(b) General Outreach Efforts.

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)

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