EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: September 22, 2010 – September 21, 2011.

1) Employment Unit: Lincoln Financial – Miami, Florida

2) Unit Members (Stations and Communities of License):

WAXY(AM), South Miami, FL
WLYF(FM), Miami, FL
WMXJ(FM), Pompano Beach, FL

3) EEO Contact Information for Employment Unit:

Mailing Address: Lincoln Financial Media 20450 NW 2nd Avenue Miami, Fl. 33169	Telephone Number: 305-521-5100
	Contact Person/Title: Mini James/Director of Human Resources
	E-mail Address: mini.james@lincolnfinancialmedia.com

4) Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

	Job Title	Recruitment Source Referring Hiree
1.	WLYF Account Executive	Referral (RS No. 31)
2.	WAXY Account Executive	Referral (RS No. 31)
3.	Accounting Assistant	Referral (RS No. 31)
4.	WAXY Local Sales Manager	Referral (RS No. 31)

Stations WAXY(AM), WLYF(FM), and WMXJ(FM) are Equal Opportunity Employers.

EEO PUBLIC FILE REPORT
WLYF(FM), WMXJ(FM), WAXY(AM)
9/22/10-9/21/11

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
WLYF Account Executive	1-27, 30-32	31
WAXY Account Executive	1-27, 30-32	31
Accounting Assistant	1-27, 30-31, 33	31
WAXY Local Sales Manager	1-27, 30-32	31

EEO PUBLIC FILE REPORT
WLYF(FM), WMXJ(FM), WAXY(AM)
9/22/10-9/21/11

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	American Inter-Continental University Jay Seiderman 2250 N. Commerce Parkway Weston, FL 33326 954 835-0939	Yes	0
2	Art Institute of Ft. Lauderdale Luwin Sanchez Graduate Career Advisor 1799 SE 17th Street Ft. Lauderdale, FL 33316 954 308-2615	Yes	0
3	Barry University Paula Borkowski Career Counselor 11300 NE 2nd Avenue Miami, FL 33161 305 899-4009	Yes	0
4	Broward Community College Olivia Sarson Administrative Specialist 3501 SW Davie Blvd. Davie, FL 33314 954 201-6612	Yes	0
5	Broward Community College Leslie White Job Placement & Development 7200 Hollywood Blvd. Pembroke Pines, FL 33024 954 201-8866	Yes	0
6	Dade County Public Schools Administration Building Mariaelena Vidal 1450 NE 2nd Avenue, Room 834 Miami, FL 33132 305 995-1829	Yes	0
7	Epilepsy Foundation of South Florida Judy Clauser 7300 SW 88th Street, Ste. 700 Miami, FL 33156 305 670-4479	Yes	0
8	Florida Int'l University Craig Cunningham 3000 NE 151 WUC 255 North Miami, FL 33181 305 919-5770	Yes	0
9	Florida Int'l University Carmen Rosado 11200 SW 8th Street –GC230 Miami, FL 33199 305 348-7285	Yes	0

EEO PUBLIC FILE REPORT
WLYF(FM), WMXJ(FM), WAXY(AM)
9/22/10-9/21/11

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Florida Dept. of Labor/Employment Dept. Job Order Unit 6301 NW 5th Way, Suite 3000 Fort Lauderdale, FL 33309 954 677-5627	Yes	0
11	Florida Memorial College Athena Jackson 15800 NE 42 Street Miami Gardens, FL 33054 305 626-3782	Yes	0
12	Greater Miami Chamber of Commerce Barry Johnson PIC/WDC 1601 Biscayne Blvd. Miami, FL 33132-1260 305 350-7700	Yes	0
13	Jewish Vocational Service Jeff Johnson Job Link Coordinator 715 NE 125th Street N. Miami, FL 33161 305 899-1587 ext. 105	Yes	0
14	MDC - North Campus Sonya Johnson-Bain Student Job Placement 11380 NW 27 Avenue Miami, FL 33167 305 237-1044	Yes	0
15	NAB Career Center 1771 N Street, NW Washington, DC 20036 202-429-5498 khunter@nab.org	Yes	0
16	NAACP Ethel Duncan P.O. Box 540315 Opa-Locka, FL 33054 305 685-8694	Yes	0
17	New Directions Miguel Mantilla 5555 Biscayne Blvd. Miami, FL 33137 305 573-0333 ext. 130	Yes	0
18	Northside One Stop Career Center Nydia Montano 7900 NW 27th Ave. #11-1 Miami, FL 33147 305 694-5473	No	0
19	South Florida Work Force Carmen Coto Job Bank Coordinator 7300 Corporate Ctr. Drive Suite 500 Miami, FL 33126 305 470-5627	Yes	0

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EEO PUBLIC FILE REPORT
WLYF(FM), WMXJ(FM), WAXY(AM)
9/22/10-9/21/11

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	University of Florida Patricia Dunn-White College Journalism/Communications 1070 Wellmer Hall Gainesville, FL 32611 352 392-5968	Yes	0
21	University of Miami Carolyn Castro P.O. Box 248127 Miami, FL 33124 305 284-1870	Yes	0
22	Urban League of Broward County Marie Coe 11 NW 36 Avenue Ft. Lauderdale, FL 33311 954 584-0771	Yes	0
23	Carol City One-Stop Career Attn: Nikia Shepherd 4690 NW 183rd Street Miami, FL 33055 305 620-8012 Ext. 248	Yes	0
24	American Inter-Continental University Student Employment Coordinator LaTasha Tonkins 3300 Peachtree Road NE Atlanta, GA 30326 404 965-5865	Yes	0
25	Miami Job Corps Center Anthony Taylor Placement Department 3050 N.W. 183rd Street Miami Fl. 33056	Yes	0
26	South Florida Work Force North Miami Beach Career Center Milla Bucchino Employment Security Rep. II 633 N.E. 167th Street 2nd Floor North Miami Beach, Fl. 33162	Yes	0
27	Brown Mackie College Jabar Williams One Herald Plaza 6th Floor Miami, Fl. 33132	Yes	0
28	Society of Broadcast Engineers, INC. 9102 North Meridian Street Suite 150 Indianapolis, IN 46260 317-846-9000 www.sbe.org/career_jobonline	Yes	0

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WLYF(FM), WMXJ(FM), WAXY(AM)
9/22/10-9/21/11

RS Number	RS Information	Source Entitled To Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	All Access Music Group 28955 Pacific Highway, Suite 210-5 Malibu, CA 90268 www.allaccess.com	No	0
30	Lincoln Financial Media Website www.lincolnfinancialmedia.com	No	6
31	Word of Mouth Referrals/Walk-Ins	No	21
32	Inside Radio Gene McKay P.O. Box 442 Littleton, NH 03561 800-640-8852 ads@insideradio.com	No	1
33	Monster Worldwide Inc, 622 Third Avenue, 39th Floor New York , New York 10017 212-351-7000 www.monster.com	No	7
		Total Number of Interviewees Over Reporting Period:	**35**

EEO PUBLIC FILE REPORT
WLYF(FM), WMXJ(FM), WAXY(AM)
9/22/10-9/21/11

III. RECRUITMENT INITIATIVES

No. of Initiative	Type of Recruitment Initiative (menu Selection)	Brief Description of Activity
1	Participate in Job Fair	January 26, 2011: Fort Lauderdale Career Fair at the Hilton Fort Lauderdale Airport. The Station Employment Unit was on site with laptops to present a virtual tour of all three stations. Two Promotions Assistants from the Station Employment Unit attended the fair to answer questions regarding employment opportunities and the various occupations within the radio broadcast industry. Resumes were collected and given to department heads for employment consideration.
2	Establish Training Programs Designed to Enable Station Personnel to Acquire Skills that Could Qualify Them for Higher Level Positions.	June 2011: WMXJ Morning Show Host and Board Operator attended a Morning Show Training. In the training they learned techniques related to interviewing guests and creating compelling show content.
3	List of Each Upper-Level Category in a Job Bank or Newsletter of Media Trade Group Whose Membership Includes Substantial Participation of Women and Minorities	Ongoing participation with Urban League of Broward County job bank, where full-time employment postings, including upper-level positions are distributed to over 200 job seekers via local minority and women's organizations throughout Broward County.
4	Internship Program	The Station Employment Unit has an ongoing internship program at Station WAXY that is designed to assist members of the community acquire skills needed for broadcast employment. Throughout the reporting period, WAXY has had 12 interns. The interns were trained in sports broadcasting and radio, including show preparation, production and research. The interns also assisted with live show duties such as call screening, contests and time coding. Interns also worked on the station's website. All interns were trained and supervised by the Morning Show Executive Producer, a full time employee at WAXY.
5	Establish Training Programs Designed to Enable Station Personnel to Acquire Skills that Could Qualify Them for Higher Level Positions.	March 22, 2011: Two Account Executives attended training in Atlanta, GA where they learned how to use the Creative Resources selling techniques. The course is designed to train radio industry sales staff in targeting new accounts, marketing objectives, and sales proposals.
6	Establish Training Programs Designed to Enable Station Personnel to Acquire Skills that Could Qualify Them for Higher Level Positions.	September 12-16, 2011: A Broadcast Engineer from the Station Employment Unit attended RF101 training at the Harris Corporation in Quincy, IL. He was trained intensively on how to maintain, properly tune, and repair radio transmitters. The training included information on amplification, vacuum tubes, smith charts, calculations to determine efficiency, power dissipation, and other measurements.