

FIORINI KEYS MEDIA, LLC / DBA FLORIDA KEYS MEDIA

EEO PUBLIC FILE REPORT

(WAIL-FM, WAVK-FM, WCNK-FM, WCTH-FM, WEOW-FM, WFKZ-FM, WWUS-FM)

Period: This report covers the period from October 1, 2024 to September 30, 2025.

Per the requirements of the Federal Communications Commission (FCC), this and the following pages comprise the Public File Report for Fiorini Keys Media, LLC DBA Florida Keys Media, in the employment locations of 102940 Overseas Hwy Unit # 4, Key Largo, FL 33037 and 830 Crane Blvd, Sugarloaf Key, FL 33042.

Fiorini Keys Media DBA Florida Keys Media is the Licensee of WCNK-FM, Key West, FL (Facility ID#34363), WWUS-FM, Big Pine Key, FL (Facility ID#14346), WFKZ-FM, Plantation Key, FL (Facility ID#34356), WAIL-FM, Key West, FL (Facility ID # 31637), WCTH-FM, Plantation Key, FL (Facility ID#60910), WEOW-FM, Key West, FL (Facility ID#11194) and WAVK-FM, Key West, FL (Facility ID#23294).

This report is comprised of Schedules A, B, C, and D each of which relates to certain aspects of the Station's EEO efforts.

Schedule A: A listing of positions filled from October 1, 2024 through September 30, 2025 and the recruitment sources utilized for each position, the number of candidates interviewed by recruitment sources for each posit and the recruitment source for the person hired.

Schedule B: A summary of the recruitment sources of those people interviewed by recruitment source.

Schedule C: A list of recruitment sources.

Schedule D: A description of the outreach efforts during the reporting period.

Fiorini Keys Media, LLC / Florida Keys Media is an equal opportunity employer.

Fiorini Keys Media LLC / DBA Florida Keys Media

EEO Public File Report-SCHEDULE B

For the following Stations (WCNK-FM, WWUS-FM, WFKZ-FM, WAIL-FM, WCTH-FM, WEOW-FM, WAVK-FM)

Period: This report covers the period from October 1, 2024 through September 30 2025

The following table summarizes the total number of job interviews during the reporting period and the referral sources for those interviewees.

Interview source	Number of interviewees referred
no new hires	
Total job interviews	

EEO PUBLIC FILE REPORT – SCHEDULE C

For the following stations:

(WAIL-FM, WAVK-FM, WCNK-FM, WCTH-FM, WEOW-FM, WFKZ-FM, WWUS-FM)

List of Recruitment Sources

For period ending September 30, 2025

1. College of the Florida Keys
5901 College Road
Key West, FL 33040
Att: Amber Ernst-Leonard
2. Key West Citizen
3420 Northside Drive
Key West, FL 33040
Att: Joey Cooke
3. Keys Weekly Newspaper
5450 MacDonald Ave, Suite # 5
Key West, FL 33040
Att: Britt Myers
4. The Marathon Weekly Newspaper
11400 Overseas Highway, Suite 201
Marathon, FL 33050
Att: Jason Koler
5. South Florida Workforce
1111 12th Street
Key West, FL 33040
6. Paradise Staffing Solutions
600 Whitehead Street, Suite 201
Key West, FL 33040
7. NAACP
410 County Road
Key West, FL 33040
8. Radio Announcements
WAIL-FM, WCTH-FM, WCNK-FM
WEOW-FM, WAVK-FM, WFKZ-FM
WWUS-FM
9. Referrals (Word of Mouth)
10. Walk-In Applications
11. Internal Promotions
12. We've Got the Keys
922 Caroline Street
Key West, FL 33040
Att: Nadene Grossman

Fiorini Keys Media LLC / DBA Florida Keys Media

EEO Public File Report

For the following Stations: WAIL-FM, WAVK-FM, WCTH-FM, WCNK-FM, WEOW-FM, WFKZ-FM, WWUS-FM

Schedule D

Fiorini Keys Media / Florida Keys Media – Intern Program

Fiorini Keys Media LLC / DBA Florida Keys Media established an Internship Program at the company's inception on March 1, 2014. We had one intern during this reporting period ending September 30, 2025.

Mike Schuler a retired business man who showed great enthusiasm and a real passion for the radio business was awarded our intern position.

Mike's internship was spent as a producer of the Bill Hoebee Show on WAIL 99.5. Learning how to work the board, scheduling the guest on the show, editing news stories and the shows runner. He also learned how to board-op live remotes and did all board-op duties and produced Coral Shoers High School football games on WFKZ 103.1 FM.

Mike also trained in our sales and business office to see how the business side of the radio industry works.

Mike was a terrific asset of us in his internship time with us, proving to be extremely reliable. It was a pleasure to have Mike with our team as our intern.