

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period October 1, 2006 through September 30, 2007. This EEO Public File Report is filed in the Public Files of WVOJ, WNNR, WSOS, WEWC* and is simultaneously placed on the stations internet web pages (latremendaradio.com), pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's (FCC) rules.

Norsan Consulting and Management, Inc. is an Equal Opportunity Employer and has 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 10 AM to 5 PM, Monday through Friday, except Holidays. Our office is at 8384 Baymeadows Rd, Suite 1, Jacksonville, Florida.

*Station WEWC (AM) is owned by Circle Broadcasting of America, Inc. and is operated under a Local Marketing Agreement.

- 1) **Licensees:** Norsan Consulting and Management, Inc.
(Employment Unit)

- 2) **Stations in Market Area:** WVOJ (AM), Fernandina Beach, FL
(Unit Members) WNNR (AM), Jacksonville, FL
WSOS (AM), St. Augustine Beach, FL
WEWC (AM), Callahan, FL

- 3) **EEO Contact Information for Licensee:**

Mailing Address: Norsan Consulting and Management, Inc. P.O. Box 2148 Tucker GA 30085	Telephone Number: 904-549-2218	Contact Person: Jorge Lopez	E-mail Address: jlopez@norsanradio.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 Hiree</u>
1. DJ	Referral
2. Sales Representative	Job Fair

Stations WVOJ, WNNR, WSOS, WEWC are Equal Opportunity Employers.

5) Job Title: DJ

Referral Source(s) of Hiree: Hola News Newspaper

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number: *contact preference	Did Recruitment Source Request Notification? (Yes or No)
Hola News Newspaper				No
On Air Radio Advertisements	Jorge Lopez	8384 Baymeadows Rd, Suite 1, Jacksonville, Florida 32256	904-549-2218	No
norsangroup.com	Jorge Lopez	8384 Baymeadows Rd, Suite 1, Jacksonville, Florida 32256	904-549-2218 web posting	No
craigslist.com		craigslist.com		No

6) Job Title: Sales Representative

Referral Source(s) of Hiree: Job Fair

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number: *contact preference	Did Recruitment Source Request Notification? (Yes or No)
Job Fair				No
On Air Radio Advertisements	Jorge Lopez	8384 Baymeadows Rd, Suite 1, Jacksonville, Florida 32256	904-549-2218	No
norsangroup.com	Jorge Lopez	8384 Baymeadows Rd, Suite 1, Jacksonville, Florida 32256	904-549-2218 web posting	No
craigslist.com		craigslist.com		No

7) **Total # of Interviewees Referred by Each Source:** For the period from October 1, 2006 through September 30, 2007, the Licensees interviewed 0 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) Station Website	0
(3) Hola News Newspaper	0
(4) Craigslist.com	0

8) **Supplemental Recruitment Measures.**

(a) **Job Fairs.**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
Monster National Career Fair Marriott Hotel – Jacksonville, FL	August 27, 2007	Jorge Lopez GENERAL MANAGER

(b) **General Outreach Efforts.**

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

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(c) Participation in Events.

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

(d) Training Management Personnel.

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