



**ANNUAL EEO PUBLIC FILE REPORT FORM WCZT,
WJSE ANNUAL EEO PUBLIC FILE REPORT
FEBRUARY 1, 2014-JANUARY 31, 2015**

The purpose of this EEO Public File Report is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of Coastal Broadcasting Systems which includes the following radio stations: WCZT 98.7FM and WJSE 106.3FM of Villas and North Cape May, NJ and is required to be placed in the public inspection files of these stations and posted on the radio station websites.

The information in this Report covers the time period beginning February 1, 2014 through January 31st, 2015 (the "Applicable Period"). The FCC's 2002 EEO Rules requires that this Report contain the following information.

1. A list of all full-time vacancies filled by the stations comprising the Station Employment Unit during the Applicable Period.
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080©(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person, and telephone number.
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies and
5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080©(2) of the FCC rules.

Appendices have been designed, in aggregate, to provide the required information. For purposes of this Report, a vacancy which was deemed "filled" not when the offer was extended by when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in the person, over the phone, or via electronic mail.

APPENDIX 1 TO ANNUAL EEO PUBLIC FILE REPORT

Covering the period from February 1, 2014 through January 31, 2015

Stations: Comprising Station employment for WCZT and WJSE radio stations, Cape May County New Jersey

Job Title	Recruitment Source of Hire	Total number of Interviews from all Sources for position
Account representative	Cape May County Herald, Cape May County Gazette, On air announcements, website, Social media	4
Account representative	Cape May County Herald, Press of Atlantic City Radio announcements/website/social media	6
Board op	Employee references, school outreach, social media	4
Account representative	Cape May County Herald, Radio announcements, website	6
Board operator	Employee reference	3
Board operator	Employee Reference, school outreach	3
Board operator	School outreach, employee reference, website	7

APPENDIX 2: ANNUAL EEO PUBLIC FILE REPORT

EEO Job Notification Resource list

WCZT WJSE Coastal Broadcasting Systems Inc. contacts the following organizations whenever it seeks to hire new, full-time employees. In addition, it notifies all current employees of any new, full-time job openings that they may want to apply for. Organizations can request to be added to this notification list by contacting Robert Maschio at (609) 522-1987 or by email at bobm@coastalbroadcasting.com. Coastal Broadcasting Systems Inc. is an Equal Opportunity Employer and encourages women and minorities to apply for positions.

Cape May County Herald, 1508 Route 47, Rio Grande NJ 08210

Cape May County Gazette, 507 South Shore Road, Marmora, NJ 08223

Press of Atlantic City, 1000 West Washington Avenue, Pleasantville, NJ 08232

Cape May County Chamber of Commerce, 13 Crest Haven Road, Cape May Court House NJ 08210

Atlantic Cape Community College, 341 Court House-South Dennis Road, Cape May Court House, NJ 08210

Richard Stockton College of New Jersey, 1001 Vera King Farris Drive, Galloway NJ 08205

Cape May County Technical High School, 188 Crest Haven Road, Cape May Court House, NJ 08210 All

Access Music Group, 28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265

Radio Online LLP, 3500 Tripp Avenue, Amarillo, TX 79121

Lower Cape May Regional High School, 687 Route 9, Erma, NJ 08204

New Jersey Association of Broadcasters, 744 Broad Street, Newark NJ 07102 www.tvandradijobs.com

www.airtalents.com

APPENDIX 3 TO ANNUAL EEO PUBLIC FILE REPORT

Covering the Period from February 1, 2014 to and including January 31, 2015 for radio stations WCZT and WJSE

Section 3: Supplemental (non-vacancy specific) recruitment activities undertaken by WCZT and WJSE, Coastal Broadcasting Systems Inc.

Description of activities:

Job Fair/Business Expos:

Both radio stations WCZT and WJSE were the exclusive radio stations making an appearance at Cape May County, New Jersey's biggest business expo and job recruitment event, the Cape May County Chamber of Commerce Business at the Beach Expo held on April 25th, 2014. During this event, management and ownership of the radio stations appeared at the event to discuss business and job opportunities throughout the Jersey Shore and at the radio station properties. Applicants were encouraged to bring their resumes for potential sales and promotional opportunities to the event. Application volume was moderate to high due to the sluggish economy.

School visits/Expos:

WCZT and WJSE radio stations have used students who have special skills and interest in radio communications and promotions from our local high schools as interns and employees. Each year, the radio station conducts four-hour live broadcasts at each school to promote the school's activities, expose the students to how a radio station works, and discuss opportunities at the radio station which include but are not limited to internships, promotions, board opening of high school and professional sports games and board opening of live radio broadcasts. These live broadcasts were conducted at the following schools on the following dates:

September 5, 2014: Wildwood High School September

10, 2014: Wildwood Catholic High School

September 22, 2014: Cape May County Technical High School September

7, 2014: Middle Township High School

September 14, 2014: Lower Cape May Regional High School

On Air announcements:

WCZT and WJSE ran on-air announcements stating that the stations are equal opportunity employers and that any organization wishing to be placed on the mailing list to learn of future job vacancies can contact the stations, as well as how to do so. Both stations ran these on-air announcements on a regular basis during various time slots for this reporting period. In addition, from March-May 2014, these stations ran an extensive campaign of on-air announcements for both paid and for-credit internships for both radio stations, which was highly successful.

Internship program:

WCZT and WJSE offers late high school and college students the opportunity to learn all facets of the day to day operations of a radio station. These internships are developed for school credit. Those who do not qualify for school credit are paid a small stipend for their intern services. The internships generally last

from early May through early September of each year. Participants work at a minimum of 12 hours a week, possibly more if their schedules permit. The internship program provides an opportunity for the students to learn how to produce commercials, execute station events, execute live radio broadcasts, dub recordings, interact with clients, and how to professionally represent themselves and the radio stations. Eight interns participated during this reporting period.

Educational outreach:

Each year, WCZT and WJSE radio stations invite local students to come into the radio station to understand how it operates, meet the staff, and go over all of the technical aspects of radio broadcasting. Each year, girls scouts, boys scouts, middle school students, and other service organizations bring their students into the stations for a tour and education. As noted above, the radio stations also conduct on site live broadcasts to extend the radio station education into the community. This year, professionals at the radio station made visits to schools during Spring, 2014 to schools including Middle Township High School, Margaret Mace Elementary School, Wildwood Catholic High School, Cape May County Technical High School, and Atlantic Cape Community College. Staff from the radio station attended a day-long career day at the public school in Wildwood Crest.



ANNUAL EEO PUBLIC FILE REPORT FORM WCZT,

WJSE ANNUAL EEO PUBLIC FILE REPORT

FEBRUARY 1, 2015-JANUARY 31, 2016

The purpose of this EEO Public File Report is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of Coastal Broadcasting Systems which includes the following radio stations: WCZT 98.7FM and WJSE 106.3FM of Villas and North Cape May, NJ and is required to be placed in the public inspection files of these stations and posted on the radio station websites.

The information in this Report covers the time period beginning February 1, 2012 through January 31st, 2013 (the "Applicable Period"). The FCC's 2002 EEO Rules requires that this Report contain the following information.

1. A list of all full-time vacancies filled by the stations comprising the Station Employment Unit during the Applicable Period.
2. For each such vacancy, the recruitment sources(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080©(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person, and telephone number.
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period.
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies and
5. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080©(2) of the FCC rules.

Appendices have been designed, in aggregate, to provide the required information. For purposes of this Report, a vacancy which was deemed "filled" not when the offer was extended by when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in the person, over the phone, or via electronic mail.

APPENDIX 1 TO ANNUAL EEO PUBLIC FILE REPORT

Covering the period from February 1, 2015 through January 31, 2016

Stations: Comprising Station employment for WCZT and WFNE radio stations, Cape May County New Jersey

Job Title	Recruitment Source of Hiree	Total number of Interviews from all Sources for position
Account representative	Cape May County Herald, Cape May County Gazette,	3
Account representative	Cape May County Herald, Radio announcements/website	8
Disc Jockey	www.allaccess.com , website	4
Account representative	Cape May County Herald, Radio announcements, website	2
Morning show co host	Employee reference, social media	2
Morning show midday host	www.allaccess.com , employee reference	5
Board operator	Employee Reference	2
Board operator	School outreach, employee reference	3

APPENDIX 2: ANNUAL EEO PUBLIC FILE REPORT

EEO Job Notification Resource list

WCZT WFNE Coastal Broadcasting Systems Inc. contacts the following organizations whenever it seeks to hire new, full-time employees. In addition, it notifies all current employees of any new, full-time job openings that they may want to apply for. Organizations can request to be added to this notification list by contacting Robert Maschio at (609) 522-1987 or by email at bobm@coastalbroadcasting.com. Coastal Broadcasting Systems Inc. is an Equal Opportunity Employer and encourages women and minorities to apply for positions.

Cape May County Herald, 1508 Route 47, Rio Grande NJ 08210

Cape May County Gazette, 507 South Shore Road, Marmora, NJ 08223

Press of Atlantic City, 1000 West Washington Avenue, Pleasantville, NJ 08232

Cape May County Chamber of Commerce, 13 Crest Haven Road, Cape May Court House NJ 08210

Atlantic Cape Community College, 341 Court House-South Dennis Road, Cape May Court House, NJ 08210

Richard Stockton College of New Jersey, 1001 Vera King Farris Drive, Galloway NJ 08205

Cape May County Technical High School, 188 Crest Haven Road, Cape May Court House, NJ 08210 All

Access Music Group, 28955 Pacific Coast Highway, Suite 210-5, Malibu, CA 90265

Radio Online LLP, 3500 Tripp Avenue, Amarillo, TX 79121

Lower Cape May Regional High School, 687 Route 9, Erma, NJ 08204

New Jersey Association of Broadcasters, 744 Broad Street, Newark NJ 07102 www.tvandradijobs.com

www.airtalents.com

APPENDIX 3 TO ANNUAL EEO PUBLIC FILE REPORT

Covering the Period from February 1, 2015 to and including January 31, 2016 for radio stations WCZT and WFNE

Section 3: Supplemental (non-vacancy specific) recruitment activities undertaken by WCZT and WFNE, Coastal Broadcasting Systems Inc.

Description of activities:

Job Fair/Business Expos:

Both radio stations WCZT and WJSE were the exclusive radio stations making an appearance at Cape May County, New Jersey's biggest business expo and job recruitment event, the Cape May County Chamber of Commerce Business at the Beach Expo held on April 24th, 2015. During this event, management and ownership of the radio stations appeared at the event to discuss business and job opportunities throughout the Jersey Shore and at the radio station properties. Applicants were encouraged to bring their resumes for potential sales and promotional opportunities to the event.

School visits:

WCZT and WJSE radio stations have used students who have special skills and interest in radio communications and promotions from our local high schools as interns and employees. Each year, the radio station conducts four-hour live broadcasts at each school to promote the school's activities, expose the students to how a radio station works, and discuss opportunities at the radio station which include but are not limited to internships, promotions, board opening of high school and professional sports games and board opening of live radio broadcasts. These live broadcasts were conducted at the following schools on the following dates:

September 8, 2015: Wildwood High School September

14, 2015: Wildwood Catholic High School

September 11, 2015: Cape May County Technical High School

September 21, 2015: Middle Township High School September

22, 2015: Lower Cape May Regional High School **On Air**

announcements:

WCZT and WJSE ran on-air announcements stating that the stations are equal opportunity employers and that any organization wishing to be placed on the mailing list to learn of future job vacancies can contact the stations, as well as how to do so. Both stations ran these on-air announcements on a regular basis during various time slots for this reporting period. In addition, from March-May 2015, these stations ran an extensive campaign of on-air announcements for both paid and for-credit internships for both radio stations, which was highly successful.

Internship program:

WCZT and WJSE offers late high school and college students the opportunity to learn all facets of the day to day operations of a radio station. These internships are developed for school credit. Those who do not qualify for school credit are paid a small stipend for their intern services. The internships generally last from early May through early September of each year. Participants work at a minimum of 12 hours a

week, possibly more if their schedules permit. The internship program provides an opportunity for the students to learn how to produce commercials, execute station events, execute live radio broadcasts, dub recordings, interact with clients, and how to professionally represent themselves and the radio stations. Eight interns participated during this reporting period.

Educational outreach:

Each year, WCZT and WJSE radio stations invite local students to come into the radio station to understand how it operates, meet the staff, and go over all of the technical aspects of radio broadcasting. Each year, girls scouts, boys scouts, middle school students, and other service organizations bring their students into the stations for a tour and education. As noted above, the radio stations also conduct on site live broadcasts to extend the radio station education into the community. This year, professionals at the radio station made visits to schools during Spring, 2015 to schools including Middle Township High School, Margaret Mace Elementary School, Cape May County Technical High School, and Atlantic Cape Community College.