

EEO PUBLIC FILE REPORT

For Time Period 02-01-06 Through 01-31-07

For Station Unit Comprising WHTG-AM, WHTG-FM, WBHX-FM, WWZY-FM, WKMK-FM, WBBO-FM

A. Full-Time Vacancies Filled During the Reporting Period and Recruitment Source Used

	<u>Job Title</u>	<u>Date Filled</u>	<u>Recruitment Source</u>
1	Sales Assistant	2/27/2006	Internal Posting - Promotion
2	Program Director-WWZY-FM	3/13/2006	Industry Referral
3	Account Executive	5/22/2006	Employee Referral
4	New Technologies Manager	6/5/2006	Exigent Circumstances
5	News Director	6/8/2006	Internal Posting - Promotion
6	Promotions Coordinator	6/15/2006	Internal Posting - Promotion
7	New Business Development/Account Executive	6/19/2006	New Jersey Broadcaster's Association
8	Talent - WHTG-FM	7/2/2006	Internal Posting - Promotion
9	Program Director-WKMK-FM	7/5/2006	All Access
10	Production Manager	7/9/2006	Internal Posting - Promotion
11	News Anchor	8/7/2006	Internal Posting - Promotion
12	Talent - WKMK-FM	8/11/2006	Internal Posting - Promotion
13	Talent - WKMK-FM	9/20/2006	Employee Referral
14	News Anchor	9/30/2006	Internal Posting - Promotion
15	Talent - WKMK-FM	11/13/2006	Internal Posting - Promotion
16	Account Executive	11/13/2006	Internal Posting - Promotion
17	Account Executive	11/13/2006	Internal Posting - Promotion
18	Sales Assistant	11/13/2006	Internal Posting - Promotion
19	Sales Assistant	11/13/2006	Internal Posting - Promotion
20	Account Executive	1/29/2007	Asbury Park Press

B. Full-Time Vacancies Filled During the Reporting Period

(Prong 2 Requests listed below)

<u>Job Title</u>	<u>Sales Assistant 02-06</u>				<u>Interviewees Referred</u>
<u>Source</u>	<u>Contact</u>	<u>Date</u>	<u>Address</u>	<u>Phone No.</u>	
All Access	The All Access Group Info@allaccessgroup.com	1/19/2006	14520 Big Basin Way, Suite 246, Saratoga, CA 95070	408-257-6155	
Asbury Park Press	Linda - Classified Department	1/16/2006	Asbury Park Press, 3601 Hwy. 66, Neptune, NJ 07753	732-922-6000	2
Careerbuilder.com (Asbury Park Press)	Linda - Classified Department	1/16/2006	Asbury Park Press, 3601 Hwy. 66, Neptune, NJ 07753	732-922-6000	1
Company Websites	Rose Van Brunt	2/14/2006	PO Box 2069, Ocean, NJ 07712	732-751-1119	
Internal Posting	Rose Van Brunt	1/19/2006	PO Box 2069, Ocean, NJ 07712	732-751-1119	1
New Jersey Broadcaster's Association	Phil Roberts	1/19/2006	348 Applegarth Road, Monroe Township, NJ 08831	1-888-NJBA-FONE	
New Jersey's Job Bank	New Jersey Department of Labor & Workforce Development http://www.jobsearch.org/NJ/employer	1/19/2006	PO Box 389, Trenton, NJ 08625-0389	609-777-3200	
Ocean County Observer	Linda - Classified Department	1/16/2006	Asbury Park Press, 3601 Hwy. 66, Neptune, NJ 07753	732-922-6000	
Prong 2 Requests	See below	1/19/2006	Various	Various	
Times Beacon	Linda - Classified Department	1/16/2006	Asbury Park Press, 3601 Hwy. 66, Neptune, NJ 07753	732-922-6000	

Job Title	Program Director - WWZY					
Source	Contact	Date	Address	Phone No.	Interviewees Referred	
All Access	The All Access Group Info@allaccessgroup.com	1/10/2006	14520 Big Basin Way, Suite 246, Saratoga, CA 95070	408-257-6155		7
Company Websites	Rose Van Brunt	1/11/2006	PO Box 2069, Ocean, NJ 07712	732-751-1119		4
Inside Radio	Gene McKay genemckay@insideradio.com	1/13/06 & 1/16/06	365 Union Street, Littleton, NH 03561	1-800-640-8852		
Internal Posting	Rose Van Brunt	1/11/2006	PO Box 2069, Ocean, NJ 07712	732-751-1119		5
New Jersey Broadcaster's Association	Phil Roberts	1/11/2006	348 Applegarth Road, Monroe Township, NJ 08831	1-888-NJBA-FONE		
New Jersey's Job Bank	New Jersey Department of Labor & Workforce Development http://www.jobsearch.org/NJ/employer	1/11/2006	PO Box 389, Trenton, NJ 08625-0389	609-777-3200		
Prong 2	See below	1/11/2006	Various	Various		
Industry Referral						1

Job Title	Account Executive					
Source	Contact	Date	Address	Phone No.	Interviewees Referred	
All Access	The All Access Group Info@allaccessgroup.com	2/23/06 & 8/10/06	14520 Big Basin Way, Suite 246, Saratoga, CA 95070	408-257-6155		
Asbury Park Press	Linda - Classified Department	8/13/06 & 8/16/06	Asbury Park Press, 3601 Hwy. 66, Neptune, NJ 07753	732-922-6000		5
Careerbuilder.com (Asbury Park Press)	Linda - Classified Department	8/13/2006	Asbury Park Press, 3601 Hwy. 66, Neptune, NJ 07753	732-922-6000		3
Classified Connection	Linda - Classified Department	8/10/2006	Asbury Park Press, 3601 Hwy. 66, Neptune, NJ 07753	732-922-6000		
Company Websites	Rose Van Brunt	2/23/06 & 8/10/06	PO Box 2069, Ocean, NJ 07712	732-751-1119		3
Craigslist.com	http://www.craigslist.com	8/16/2006	http://www.craigslist.com			
Home News Tribune	Linda - Classified Department	8/13/06 & 8/16/06	Asbury Park Press, 3601 Hwy. 66, Neptune, NJ 07753	732-922-6000		
Internal Posting	Rose Van Brunt	2/23/06 & 8/10/06	PO Box 2069, Ocean, NJ 07712	732-751-1119		2
New Jersey Broadcaster's Association	Phil Roberts	2/23/06 & 8/10/06	348 Applegarth Road, Monroe Township, NJ 08831	1-888-NJBA-FONE		3
New Jersey's Job Bank	New Jersey Department of Labor & Workforce Development http://www.jobsearch.org/NJ/employer	2/23/06 & 8/9/06	PO Box 389, Trenton, NJ 08625-0389	609-777-3200		
Ocean County Observer	Linda - Classified Department	8/13/06 & 8/16/06	Asbury Park Press, 3601 Hwy. 66, Neptune, NJ 07753	732-922-6000		
On Air Announcements	John Kaszuba	Various 8/06	PO Box 2069, Ocean, NJ 07712	732-751-1119		4
Prong 2	See below	2/23/06 & 8/10/06	Various			
Inside Radio	Gene McKay genemckay@insideradio.c	2/28/2006 & 3/1/06	365 Union Street, Littleton, NH 03561	1-800-640-8852		
Industry Referral						2
Employee Referral						5

Job Title	New Technologies Manager					
Source	Contact	Date	Address	Phone No.	Interviewees Referred	
All Access	The All Access Group Info@allaccessgroup.com	4/24/2006	14520 Big Basin Way, Suite 246, Saratoga, CA 95070	408-257-6155		
Prong 2	See below	4/21/2006	Various	Various		
Employee Referral						1

Job Title	Promotions Coordinator					
Source	Contact	Date	Address	Phone No.	Interviewees Referred	
All Access	The All Access Group Info@allaccessgroup.com	4/7/2006	14520 Big Basin Way, Suite 246, Saratoga, CA 95070	408-257-6155		
Company Websites	Rose Van Brunt	4/7/2006	PO Box 2069, Ocean, NJ 07712	732-751-1119		4
Internal Posting	Rose Van Brunt	4/7/2006	PO Box 2069, Ocean, NJ 07712	732-751-1119		2
New Jersey Broadcaster's Association	Phil Roberts	4/7/2006	348 Applegarth Road, Monroe Township, NJ 08831	1-888-NJBA-FONE		2
New Jersey's Job Bank	New Jersey Department of Labor & Workforce Development http://www.jobsearch.org/NJ/employer	4/7/2006	PO Box 389, Trenton, NJ 08625-0389	609-777-3200		
Prong 2	See below	4/7/2006	Various	Various		
Industry Referral						2

Job Title	News Director				
Source	Contact	Date	Address	Phone No.	Interviewees Referred
All Access	The All Access Group Info@allaccessgroup.com	3/22/2006	14520 Big Basin Way, Suite 246, Saratoga, CA 95070	408-257-6155	
Company Websites	Rose Van Brunt	3/22/2006	PO Box 2069, Ocean, NJ 07712	732-751-1119	
Inside Radio	Gene McKay genemckay@insideradio.c	4/3/06 & 4/5/06			
Internal Posting	Rose Van Brunt	3/22/2006	PO Box 2069, Ocean, NJ 07712	732-751-1119	1
New Jersey Broadcaster's Association	Phil Roberts	3/22/2006	348 Applegarth Road, Monroe Township, NJ 08831	1-888-NJBA-FONE	
New Jersey's Job Bank	New Jersey Department of Labor & Workforce Development http://www.jobsearch.org/NJ/employer	3/22/2006	PO Box 389, Trenton, NJ 08625-0389	609-777-3200	
Prong 2	See below	3/22/2006	Various	Various	

Job Title	New Business Development/Account Executive				
Source	Contact	Date	Address	Phone No.	Interviewees Referred
All Access	The All Access Group Info@allaccessgroup.com	3/22/2006	14520 Big Basin Way, Suite 246, Saratoga, CA 95070	408-257-6155	
Asbury Park Press	Linda Kennedy	3/26/2006	Asbury Park Press, 3601 Hwy. 66, Neptune, NJ 07753	732-922-6000	
Careerbuilder.com (Asbury Park Press)	Linda Kennedy	3/26/2006	Asbury Park Press, 3601 Hwy. 66, Neptune, NJ 07753	732-922-6000	
Company Websites	Rose Van Brunt	3/22/2006	PO Box 2069, Ocean, NJ 07712	732-751-1119	
Inside Radio	Gene McKay genemckay@insideradio.com	4/3/06 & 4/5/06	365 Union Street, Littleton, NH 03561	1-800-640-8852	
Internal Posting	Rose Van Brunt	3/22/2006	PO Box 2069, Ocean, NJ 07712	732-751-1119	
New Jersey Broadcaster's Association	Phil Roberts	3/22/2006	348 Applegarth Road, Monroe Township, NJ 08831	1-888-NJBA-FONE	2
New Jersey's Job Bank	New Jersey Department of Labor & Workforce Development http://www.jobsearch.org/NJ/employer	3/22/2006	PO Box 389, Trenton, NJ 08625-0389	609-777-3200	
Prong 2	See below	3/22/2006	Various	Various	
Industry Referral					1

Job Title	Talent - WHTG-FM				
Source	Contact	Date	Address	Phone No.	Interviewees Referred
All Access	The All Access Group Info@allaccessgroup.com	5/4/2006	14520 Big Basin Way, Suite 246, Saratoga, CA 95070	408-257-6155	
Company Websites	Rose Van Brunt	5/4/2006	PO Box 2069, Ocean, NJ 07712	732-751-1119	
Internal Posting	Rose Van Brunt	5/4/2006	PO Box 2069, Ocean, NJ 07712	732-751-1119	1
New Jersey Broadcaster's Association	Phil Roberts	5/4/2006	348 Applegarth Road, Monroe Township, NJ 08831	1-888-NJBA-FONE	
New Jersey's Job Bank	New Jersey Department of Labor & Workforce Development http://www.jobsearch.org/NJ/employer	5/4/2006	PO Box 389, Trenton, NJ 08625-0389	609-777-3200	
Prong 2	See below	5/4/2006	Various	Various	

Job Title	Program Director-WKMK-FM				
Source	Contact	Date	Address	Phone No.	Interviewees Referred
All Access	The All Access Group Info@allaccessgroup.com	4/24/2006	14520 Big Basin Way, Suite 246, Saratoga, CA 95070	408-257-6155	1
Prong 2	See below	4/21/2006	Various	Various	

Job Title	Production Manager				
Source	Contact	Date	Address	Phone No.	Interviewees Referred
All Access	The All Access Group Info@allaccessgroup.com	6/9/2006	14520 Big Basin Way, Suite 246, Saratoga, CA 95070	408-257-6155	1
Company Websites	Rose Van Brunt	6/9/2006	PO Box 2069, Ocean, NJ 07712	732-751-1119	
Internal Posting	Rose Van Brunt	6/9/2006	PO Box 2069, Ocean, NJ 07712	732-751-1119	2
New Jersey Broadcasters' Association	Phil Roberts	6/9/2006	348 Applegarth Road, Monroe Township, NJ 08831	1-888-NJBA-FONE	
New Jersey's Job Bank	New Jersey Department of Labor & Workforce Development http://www.jobsearch.org/NJ/employer	6/9/2006	PO Box 389, Trenton, NJ 08625-0389	609-777-3200	
Prong 2	See below	6/9/2006	Various	Various	
Industry Referral					2

Job Title	News Anchor				
Source	Contact	Date	Address	Phone No.	Interviewees Referred
All Access	The All Access Group Info@allaccessgroup.com	6/6/2006	14520 Big Basin Way, Suite 246, Saratoga, CA 95070	408-257-6155	
Company Websites	Rose Van Brunt	6/6/2006	PO Box 2069, Ocean, NJ 07712	732-751-1119	1
Internal Posting	Rose Van Brunt	6/5/2006	PO Box 2069, Ocean, NJ 07712	732-751-1119	1
New Jersey Broadcaster's Association	Phil Roberts	6/5/2006	348 Applegarth Road, Monroe Township, NJ 08831	1-888-NJBA-FONE	7
New Jersey's Job Bank	New Jersey Department of Labor & Workforce Development http://www.jobsearch.org/NJ/employer	6/5/2006	PO Box 389, Trenton, NJ 08625-0389	609-777-3200	
Prong 2	See below	6/5/2006	Various	Various	
Employee Referral					1

Job Title	Talent - WKMK-FM				
Source	Contact	Date	Address	Phone No.	Interviewees Referred
All Access	The All Access Group Info@allaccessgroup.com	6/23/06 & 7/25/06	14520 Big Basin Way, Suite 246, Saratoga, CA 95070	408-257-6155	1
Company Websites	Rose Van Brunt	7/25/2006	PO Box 2069, Ocean, NJ 07712	732-751-1119	
Internal Posting	Rose Van Brunt	7/25/2006	PO Box 2069, Ocean, NJ 07712	732-751-1119	2
New Jersey Broadcaster's Association	Phil Roberts	7/25/2006	348 Applegarth Road, Monroe Township, NJ 08831	1-888-NJBA-FONE	
New Jersey's Job Bank	New Jersey Department of Labor & Workforce Development http://www.jobsearch.org/NJ/employer	7/25/2006	PO Box 389, Trenton, NJ 08625-0389	609-777-3200	
Prong 2	See below	7/25/2006	Various	Various	
Employee Referral					1

Job Title	Sales Assistant 10-06				
Source	Contact	Date	Address	Phone No.	Interviewees Referred
Company's Website	Rose Van Brunt	10/9/2006	PO Box 2069, Ocean, NJ 07712	732-751-1119	1
Internal Posting	Rose Van Brunt	10/9/2006	PO Box 2069, Ocean, NJ 07712	732-751-1119	3
New Jersey Broadcaster's Association	Phil Roberts	10/9/2006	348 Applegarth Road, Monroe Township, NJ 08831	1-888-NJBA-FONE	
New Jersey's Job Bank	New Jersey Department of Labor & Workforce Development http://www.jobsearch.org/NJ/employer	10/9/2006	PO Box 389, Trenton, NJ 08625-0389	609-777-3200	
Prong 2	See below	10/9/2006	Various	Various	

C. Total Number of Persons Interviewed for all Full-Time Positions Filled During Reporting Period - 88

*** Prong 2 Organizations:**

Wendy Sturgeon, Mercer County One Stop Career Center
 650 South Broad Street
 Trenton, NJ 08650
 Phone: 609-278-4899
 E-Mail Address: wsturgeon@mercercounty.org

Adam Goodman
 Goods Entertainment
 PO Box 1266
 Weston, CT 06883
 Phone: 203-341-0111
 E-Mail Address: adam@goodsentertainment.com

Sandra Severini
 Beau Campus Recruiter
 1590 Bullard Place
 South Plainfield, NJ 07080
 Phone: 908-755-6003
 E-Mail Address: BeauCampusRecruiter@gmail.com

Stuart Goldberg
 New York State Department of Labor
 Division of Employment Services
 138-60 Barclary Avenue
 Flushing, NY 11355
 Phone: (718) 321-6307
 E-Mail Address: Stuart.Goldberg@Labor.State.Ny.Us

NOW
 3460 Buford Highway NE
 Apartment D2
 Atlanta, GA 30329
 Phone: 404-321-9199
 E-Mail Address: Hrcstthm@aol.com

Alison Doyle
 Monmouth County Arts Council
 107 Monmouth Street, Suite 3
 Red Bank, NJ 07701
 Phone: 732-212-1890
 Email Address: ad@monmouthartsCouncil.org

Positions that were filled by internal promotion, progression within company:		
On-Air Talent - G Rock	Internal transfer of Full-Time Employee	
Programming Leader	Internal Promotion of current Full-Time Employee	
News Anchor	Internal transfer of Full-Time Employee	

D. Total Number of Interviewees for All Full-Time Vacancies Filled During Recruitment Period Per Recruitment Source:

<u>Source</u>	<u>Contact</u>	<u>Address</u>	<u>Phone No.</u>	<u>Interviewees Referred</u>
All Access	The All Access Group Info@allaccessgroup.com	14520 Big Basin Way, Suite 246, Saratoga, CA 95070	408-257-6155	9
Asbury Park Press	Linda - Classified Department	Asbury Park Press, 3601 Hwy. 66, Neptune, NJ 07753	732-922-6000	7
Careerbuilder.com (Asbury Park Press)	Linda - Classified Department	Asbury Park Press, 3601 Hwy. 66, Neptune, NJ 07753	732-922-6000	4
Classified Connection	Linda - Classified Department	Asbury Park Press, 3601 Hwy. 66, Neptune, NJ 07753	732-922-6000	
Company Websites	Rose Van Brunt	PO Box 2069, Ocean, NJ 07712	732-751-1119	8
Craigslist.com	http://www.craigslist.com	http://www.craigslist.com		
Home News Tribune	Linda - Classified Department	Asbury Park Press, 3601 Hwy. 66, Neptune, NJ 07753	732-922-6000	
Internal Posting	Rose Van Brunt	PO Box 2069, Ocean, NJ 07712	732-751-1119	21
New Jersey Broadcaster's Association	Phil Roberts	348 Applegarth Road, Monroe Township, NJ 08831	1-888-NJBA-FONE	12
New Jersey's Job Bank	New Jersey Department of Labor & Workforce Development http://www.jobsearch.org/NJ/employer	PO Box 389, Trenton, NJ 08625-0389	609-777-3200	
Ocean County Observer	Linda - Classified Department	Asbury Park Press, 3601 Hwy. 66, Neptune, NJ 07753	732-922-6000	
On Air Announcements	John Kaszuba	PO Box 2069, Ocean, NJ 07712	732-751-1119	5
Prong 2	See below	Various		
Inside Radio	Gene McKay genemckay@insideradio.com	365 Union Street, Littleton, NH 03561	1-800-640-8852	6
Industry Referral				9
Employee Referral				7
			Total	88

OUTREACH INITIATIVES 02-01-06 THROUGH 01-31-07

1. **Participation in Job Fairs by Unit Personnel who have substantial responsibility in the making of hiring decisions**
Description: Monmouth University Job Fair, 400 Cedar Avenue, West Long Branch, NJ 07764
Participants: Human Resources Manager
Date: 11-01-06
Attendance at job fair to recruit for open positions as well as promotion of Company's Internship Program.
2. **Participation in Job Fairs by Unit Personnel who have substantial responsibility in the making of hiring decisions**
Description: New Jersey Ad Club Career Day 2006
75 Kearny Avenue, Kearney, NJ 07032-0006
Participant: Promotions Director
Date: 10/26/06
Attended a Job Fair at Montclair State University, which was co-sponsored by the New Jersey Broadcaster's Association.
3. **Participation in Scholarship Program designed to assist students interested in pursuing a career in broadcast communications**
Description: 99.7 The Breeze Scholarship
Participation: Director of Sales, Human Resources Manager
Date: Spring 2006
Company donates \$1,000 with the stipulations that the student must be entering field of broadcasting or journalism.
4. **Participation in events or programs sponsored by educational institutions relating relating to career opportunities in broadcasting**
Description: Manchester Middle School "Stand By Me" Career Day
Participants: Promotions Assistant & Intern
Date: 5/26/06
Attended this Career Day to speak to students about internship opportunities within radio as well as promotions careers.
5. **Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting**
Description: Red Bank RiverCenter Career Day
Participants: Human Resources Manager
Date: 5/05/06
Attended Career Day to speak about careers in radio, specifically Copywriting positions.
6. **Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting**
Description: Career Day at Brick Township High School
Participants: G Rock Radio Air Talent
Date: 4/27/06
Attended Career Day to discuss career opportunities in radio, specifically on air jobs.
7. **Participation in Job Fairs by Unit Personnel who have substantial responsibility in the making of hiring decisions**
Description: Monmouth University Job Fair, 400 Cedar Avenue, West Long Branch, NJ 07764
Participants: Human Resources Manager
Date: 04/19/06
Attendance at job fair to recruit for open positions as well as promotion of Company's Internship Program.
8. **Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting**
Description: Monmouth University, 400 Cedar Avenue, West Long Branch, NJ 07764
Participants: G Rock Radio Program Director
Date: 04/05/06
Attended a class at the University where he spoke about radio jobs and internships and handed out materials to help students seek out jobs in broadcasting.
9. **Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting**
Description: Brookdale Community College, 766 Newman Springs Road, Lincroft, NJ 07738-1597
Participants: Promotions Assistants
Date: 3/29/06
Attended vendor/recruiter event to discuss internships available at the stations.

10. **Provision of training to management level personnel as to methods ensuring equal employment opportunity and preventing discrimination**
Description: New Jersey Department of Labor, Human Resource Management Seminar, Employer HR Support Services, Labor Building, 7th Floor, PO Box 933, Trenton, NJ 08625-0933
Participant: Human Resources Manager:
Date: 3/23/06
Attended class on Analyzing Jobs
11. **Sponsorship of events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting**
Description: Studio Tour, 2355 West Bangs Avenue, Neptune, NJ 07753
Participants: Promotions Coordinator
Dates: Oceanport Tiger Cubs 3/16/06;
Spring Lake Heights Bear Cubs 11-09-06;
Troop #211 Wayside Brownies 12-01-06;
Cub Scout Pack 142 Middletown Village 01-15-07; and
Den 13 Tinton Falls Cubs Scouts 01-17-07.
Gave studio tours as noted above. Promotions Coordinator gave the tour, showed the Cubs the studios and then answered questions regarding radio jobs.
12. **Establishment of Internship Program designed to assist members of the community in acquiring skills needed for broadcast employment**
Description: Internship Program
Participants: Human Resources Manager, Promotions Director, Promotions Coordinators
Date: Spring 2006, Summer 2006, Fall 2006
Internship is for college credit and provides valuable insight into the promotions area as well as other areas of employment within radio.
13. **Participation in other activities reasonably calculated by the unit to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.**
Description: Company Employment Websites
Participants: Human Resources Manager
Date: Ongoing
Company websites have an "Employment Opportunities" section in which all open positions are posted. All visitors to the site are able to view these positions.
14. **Participation in other activities reasonably calculated by the unit to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.**
Description: New Jersey's Job Bank, The New Jersey Department of Labor & Workforce Development, PO Box 389, Trenton, NJ 08635-0389
Participants: Human Resources Manager
Date: Ongoing
All open positions are posted to this job bank in order to further publicize open positions within the company.
15. **Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions**
Description: Continuing Education Program
Participants: Qualifying Employees
Date: Ongoing
Company provides reimbursement of college tuition costs to eligible employees. This activity enables employees to acquire skills that could qualify them for higher level positions.
16. **Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for higher level positions**
Description: Employee training
Participants: Qualifying Employees
Date: Ongoing
As necessary, the Company sends employees to outside training sessions that enable employees to acquire skills related to their employment in radio.