

EEO PUBLIC FILE REPORT

For Time Period 02-01-07 Through 01-31-08

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

A. Full-Time Jobs Filled From 02/01/07 to 01/31/08			
	<u>Job Title</u>	<u>Date Filled</u>	<u>Recruitment Source</u>
1	General Manager	2/19/2007	Industry Referral
2	Program Director - G Rock	2/19/2007	All Access
3	New s Announcer	3/18/2007	Internal Posting
4	Sales Assistant	4/9/2007	Internal Posting
5	Account Manager	5/7/2007	On Air Ad for PCLLC Career Fair
6	Account Manager	5/14/2007	On Air Ad for PCLLC Career Fair
7	Talent	5/30/2007	Employee Referral
8	Account Manager	6/4/2007	Company Website
9	Talent	6/8/2007	Employee Referral
10	Account Manager	6/11/2007	Internal Posting
11	Talent	6/11/2007	Internal Posting
12	Promotions Director	6/25/2007	Internal Posting
13	Promotions Director	6/25/2007	Internal Posting
14	Sales Assistant	7/9/2007	Employee Referral
15	Promotions Coordinator	7/9/2007	Internal Posting
16	Talent	7/16/2007	Employee Referral
17	Production Director	7/17/2007	Internal Promotion
18	Creative Services	8/5/2007	Internal Promotion
19	New s Anchor	8/13/2007	Internal Posting
20	Creative Services	11/8/2007	Employee Referral
21	Account Manager	11/15/2007	Employee Referral

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

(Prong 2 Requests listed below)

Job Title	Program Director G Rock				<u>Interview ees</u>
Source	Contact	Date	Address	Phone No.	<u>Referred</u>
All Access	The All Access Group Info@allaccessgroup.com	1/15/2007	14520 Big Basin Way, Suite 246, Saratoga, CA 95070	408-257-6155	1
Prong 2	See below *	1/12/2007	Various	Various	
Internal					1
Employee Referral					1

Job Title	News Announcer				
Source	Contact	Date	Address	Phone No.	Interviewees Referred
New Jersey Broadcaster's Association	Phil Roberts	6/5/2006	348 Applegarth Road, Monroe Township, NJ08831	1-888-NJBA-FONE	6
Prong 2	See below *	6/5/2006	Various	Various	
Internal Posting	Human Resources Manager	6/5/2006	PO Box 2069, Ocean, NJ07712	732-751-1119	2
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, NJ08625-0389	609-777-3200	
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	Human Resources Manager	1/11/2006	PO Box 2069, Ocean, NJ07712	732-751-1119	

Job Title	Sales Assistant				
Source	Contact	Date	Address	Phone No.	Interviewees Referred
Company's Website	Human Resources Manager	10/9/2006	PO Box 2069, Ocean, NJ07712	732-751-1119	
Internal Posting	Human Resources Manager	10/9/2006 & 3/13/07	PO Box 2069, Ocean, NJ07712	732-751-1119	3
New Jersey Broadcaster's Association	Phil Roberts	10/9/2006 & 3/13/07	348 Applegarth Road, Monroe Township, NJ08831	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 & 3/13/07	PO Box 389, Trenton, NJ08625-0389	609-777-3200	
Prong 2	See below *	10/9/2006 & 3/13/07	Various	Various	
On Air Ads for Company's Job Fair	General Manager	Various	2355 WestBanks Avenue, Neptune, NJ07753	732-774-4755	
Employee Referral					1

Job Title	Account Manager				
Source	Contact	Date	Address	Phone No.	Interviewees Referred
Company's Website	Human Resources Manager	3/8/2007	PO Box 2069, Ocean, NJ07712	732-751-1119	6
Internal Posting	Human Resources Manager	3/8/2007	PO Box 2069, Ocean, NJ07712	732-751-1119	1
New Jersey Broadcaster's Association	Phil Roberts	3/8/2007	348 Applegarth Road, Monroe Township, NJ08831	1-888-NJBA-FONE	2
New Jersey's Job Bank	New Jersey Department of Labor & Workforce Development http://www.jobsearch.org/NJ/employer	3/8/2007	PO Box 389, Trenton, NJ08625-0389	609-777-3200	0
Prong 2	See below *	3/8/2007	Various	Various	0
On Air Ads for Company's Job Fair	General Manager	Various	2355 WestBanks Avenue, Neptune, NJ07753 Monmouth University Placement Office, 400 Cedar Avenue, WestLong Branch, NJ07764	732-774-4755	18
Monmouth University Job Fair	Alyssa Buxbaum, Monmouth University	4/17/2007		732-571-3581	1
Industry Referral					1
Employee Referral					6

Job Title	Talent				
Source	Contact	Date	Address	Phone No.	Interviewees Referred
Company's Website	Human Resources Manager	4/12/2007	PO Box 2069, Ocean, NJ07712	732-751-1119	
All Access	The All Access Group Info@allaccessgroup.com	4/12/2007	14520 Big Basin Way, Suite 246, Saratoga, CA 95070	408-257-6155	
Internal Posting	Human Resources Manager	4/12/2007	PO Box 2069, Ocean, NJ07712	732-751-1119	2
New Jersey Broadcaster's Association	Phil Roberts	4/12/2007	348 Applegarth Road, Monroe Township, NJ08831	1-888-NJBA-FONE	
New Jersey's Job Bank	New Jersey Department of Labor & Workforce Development http://www.jobsearch.org/NJ/employer	4/12/2007	PO Box 389, Trenton, NJ08625-0389	609-777-3200	
Prong 2	See below *	4/12/2007	Various	Various	
Monmouth University Job Fair	Alyssa Buxbaum, Monmouth University	4/17/2007	Monmouth University Placement Office, 400 Cedar Avenue, WestLong Branch, NJ07764	732-571-3581	

Job Title	Promotions Director				
Source	Contact	Date	Address	Phone No.	Interviewees Referred
Company's Website	Human Resources Manager	5/30/2007	PO Box 2069, Ocean, NJ07712	732-751-1119	
All Access	The All Access Group Info@allaccessgroup.com	5/25/2007 & 5/29/07	14520 Big Basin Way, Suite 246, Saratoga, CA 95070	408-257-6155	
Internal Posting	Human Resources Manager	5/29/2007	PO Box 2069, Ocean, NJ07712	732-751-1119	2
New Jersey Broadcaster's Association	Phil Roberts	5/29/2007	348 Applegarth Road, Monroe Township, NJ08831	1-888-NJBA-FONE	
New Jersey's Job Bank	New Jersey Department of Labor & Workforce Development http://www.jobsearch.org/NJemployer	5/29/2007	PO Box 389, Trenton, NJ08625-0389	609-777-3200	
Prong 2	See below *	5/25/2007 & 5/29/07	Various	Various	
Employee Referral					2

Job Title	Promotions Coordinator				
Source	Contact	Date	Address	Phone No.	Interviewees Referred
Company's Website	Human Resources Manager	6/25/2007	PO Box 2069, Ocean, NJ07712	732-751-1119	
Internal Posting	Human Resources Manager	6/25/2007	PO Box 2069, Ocean, NJ07712	732-751-1119	1
New Jersey Broadcaster's Association	Phil Roberts	6/25/2007	348 Applegarth Road, Monroe Township, NJ08831	1-888-NJBA-FONE	
New Jersey's Job Bank	New Jersey Department of Labor & Workforce Development http://www.jobsearch.org/NJemployer		PO Box 389, Trenton, NJ08625-0389	609-777-3200	
Prong 2	See below *	6/25/2007	Various	Various	

Job Title	Talent				
Source	Contact	Date	Address	Phone No.	Interviewees Referred
All Access	The All Access Group Info@allaccessgroup.com	6/28/2007	14520 Big Basin Way, Suite 246, Saratoga, CA 95070	408-257-6155	
Prong 2	See below *	6/27/2007	Various	Various	
Employee Referral					1

Job Title	Production Director				
Source	Contact	Date	Address	Phone No.	Interviewees Referred
All Access	The All Access Group Info@allaccessgroup.com	1/11/2007 & 6/7/07	14520 Big Basin Way, Suite 246, Saratoga, CA 95070	408-257-6155	
Prong 2	See below *	1/12/2007 & 6/7/07	Various	Various	
Internal Posting					1

Job Title	News Announcer				
Source	Contact	Date	Address	Phone No.	Interviewees Referred
New Jersey Broadcaster's Association	Phil Roberts	6/7/2007	348 Applegarth Road, Monroe Township, NJ08831	1-888-NJBA-FONE	
All Access	The All Access Group Info@allaccessgroup.com	6/7/2007	14520 Big Basin Way, Suite 246, Saratoga, CA 95070	408-257-6155	
Internal Posting	Human Resources Manager	6/7/2007	PO Box 2069, Ocean, NJ07712	732-751-1119	1
New Jersey's Job Bank	New Jersey Department of Labor & Workforce Development http://www.jobsearch.org/NJemployer	6/11/2007	PO Box 389, Trenton, NJ08625-0389	609-777-3200	
Company Websites	Human Resources Manager	6/7/2007	PO Box 2069, Ocean, NJ07712	732-751-1119	
Prong 2	See below *	6/7/2007	Various	Various	
Walk In					1

Job Title	Creative Services Director				Interviewees
Source	Contact	Date	Address	Phone No.	Referred
New Jersey Broadcaster's Association	Phil Roberts The All Access Group	10/2/2007	348 Applegarth Road, Monroe Township, NJ08831	1-888-NJBA-FONE	
All Access	Info@allaccessgroup.com	10/2/2007	14520 Big Basin Way, Suite 246, Saratoga, CA 95070	408-257-6155	
Internal Posting	Human Resources Manager	10/2/2007	PO Box 2069, Ocean, NJ07712	732-751-1119	
Company Websites	Human Resources Manager	10/2/2007	PO Box 2069, Ocean, NJ07712	732-751-1119	1
Prong 2	See below *	10/2/2007	Various	Various	
Employee Referral					1

Positions that were filled by internal promotion, progression within company, or exigent circumstances:

Creative Services	Internal Promotion		
Talent (Morning Team) 2 Positions	Exigent Circumstances		
General Manager	Exigent Circumstances		

C. Total Number of Persons Interviewed for all Full-Time Positions Filled During Reporting Period - 64

*** 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: Hrcsthm@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

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

Source	Contact	Address	Phone No.	Interviewees Referred
All Access	The All Access Group Info@allaccessgroup.com	14520 Big Basin Way, Suite 246, Saratoga, CA 95070	408-257-6155	1
Company Websites	Rose Van Brunt	PO Box 2069, Ocean, NJ07712	732-751-1119	8
Internal Posting	Rose Van Brunt	PO Box 2069, Ocean, NJ07712	732-751-1119	14
New Jersey Broadcaster's Association	Phil Roberts	348 Applegarth Road, Monroe Township, NJ08831	1-888-NJBA-FONE	8
On Air Announcements For PCLLC Career Fair	John Kaszuba	PO Box 2069, Ocean, NJ07712	732-751-1119	18
Prong 2	See below	Various	Various	
Industry Referral				1
Employee Referral				12
Monmouth University Job Fair	Alyssa Buxbaum, Monmouth University	Monmouth University Placement Office, 400 Cedar Avenue, West Long Branch, NJ07764	732-571-3581	1
Walk In				1
			Total	64

OUTREACH INITIATIVES 02-01-07 THROUGH 01-31-08

1. **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 2007
Company donates \$1,000 with the stipulations that the student must be entering field of broadcasting or journalism.
2. **Participation in Job Fairs by Unit Personnel who have substantial responsibility in the making of hiring decisions**
Description: Press Communications, LLC Recruitment Program
Participants: General Manager, Sales Managers, Human Resources Manager, various non-management staff
Date: March 27, 2007
Company sponsored Job Fair for positions available at Press Communications, LLC, in various departments. Company advertised the recruitment session on air.
3. **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: April 18, 2007
Attendance at job fair to recruit for open positions as well as promotion of Company's Internship Program.
4. **Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting**
Description: 2007 Red Bank RiverCenter Career Day
Participants: Human Resources Manager
Date: 05/04/07
Attended Career Day to speak about careers in radio, specifically Traffic Manager position.
5. **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: November 7, 2007
Attendance at job fair to recruit for open positions as well as promotion of Company's Internship Program.
6. **Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting**
Description: Long Branch Public Schools
Participants: Various staff
Date: March 5, 6 & 7, 2007
Two students from Long Branch were assigned to the stations as part of the school system's Community/Career Volunteer Days. They were able to see first-hand what it is like to work at a radio station and what it would entail. They attended staff meetings and saw the inner workings of a radio environment.
7. **Provision of training to management level personnel as to methods ensuring equal employment opportunity and preventing discrimination**
Description: On-site training by labor attorney.
Participant: All Staff
Date: October 17, 2007.
On-site training for all staff with topic of harassment and discrimination. More in-depth training was given to managers and supervisors at special session.
8. **Sponsorship of events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting**
Description: Gave studio tours as noted above, 2355 West Bangs Avenue, Neptune, NJ 07753. Promotions Coordinator gave the tour, shows the Cub Scouts the studios and then answered questions regarding radio jobs.
Participants: Promotions Coordinator
Dates: 2-8-07 Wall Township Cub Scouts
2-19-07 Den 11 Fair Haven
3-4-07 Pack 258 Tigers Howell
4-23-07 Tiger Den Toms River
5-8-07 Cadette Troop #31 Brick
7-19-07 Goddard School Howell NJ

12/04/07 Tiger Den Pack 515, Howell NJ
12-10-07 Pack 358 Den 1&2, Freehold NJ
01-09-08 Troupe 968 and 280 from the MOJASPHE (Monroe, Old Bridge, Spotswood and Helmetta) Service Unit
01-23-08 Fair Haven Boy Scouts; Tiger Pack 127
01-25-08 St. James Elementary Girl Scouts, Troup 1080

Gave studio tours as noted above. Promotions Coordinator gave the tour, showed the Cubs the studios and then answered questions regarding radio jobs.

9. **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 Directors, Promotions Coordinators
Date: Spring 2007, Summer 2007, Fall 2007
Internship is for college credit and provides valuable insight into the promotions area as well as other areas of employment within radio.

10. **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.

11. **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. Ceased mid-year due to Department of Labor no longer offering this program.
All open positions are posted to this job bank in order to further publicize open positions within the company.

12. **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.

13. **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.