

EEO PUBLIC FILE REPORT

For Time Period 02-01-09 through 01-31-10

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 02/01/09 to 01/31/10			
	Job Title	Date Filled	Recruitment Source
1	Senior Account Manager	2/23/2009	Company Website
2	Senior Account Manager	4/6/2009	Employee Referral
3	Promotions Assistant FT	6/8/2009	Internal Posting
4	General Sales Manager	6/15/2009	Company Website
5	Senior Account Manager	6/16/2009	Employee Referral
6	Senior Account Manager	8/24/2009	Employee Referral
7	Air Talent Hit 106 / Country Thunder	9/2/2009	Employee Referral
8	Senior Account Manager	9/22/2009	Employee Referral
9	Senior Account Manager	10/19/2009	Employee Referral
10	Traffic Coordinator/Continuity Clerk	11/16/2009	NJBA

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

(Prong 2 Requests listed below)

Job Title Account Executive					
Source	Contact	Date	Address	Phone No.	Interviewees Referred
Prong 2	See below*	4/20/2009	Various	Various	
Internal Posting	Human Resources Manager	4/20/2009	1329 Campus Parkway, Neptune, NJ 07753		
Employee Referral	Human Resources Manager		1329 Campus Parkway, Neptune, NJ 07753		4
New Jersey Broadcaster's Association	Phil Roberts	4/20/2009	348 Applegarth Road, Monroe Township, NJ 08831	1-888-NJBA-FONE	
Company's Website	Human Resources Manager	4/20/2009	1329 Campus Parkway, Neptune, NJ 07753	732-751-1119	1
All Access	The All Access Group Info@allaccessgroup.com	4/21/2009	14520 Big Basin Way, Suite 246, Saratoga, CA 95070	408-257-6155	
Inside Radio	Gene McKay	4/20/2009; 4/22/09; 4/24/09; 4/27/09; 4/28/09; 4/29/09; 4/30/09	PO Box 442, Littleton, NH 03561	1-800-640-8852	
Radio Business Report	Cathy Carnegie	4/20/2009	PO Box 6633, Woodbridge, VA 22195	813-909-2916	
Monmouth University Job Fair	Alyssa Buxbaum, Monmouth University	4/15/2009	Monmouth University Placement Office, 400 Cedar Avenue, West Long Branch, NJ 07764	732-571-3581	

Job Title General Sales Manager					
Source	Contact	Date	Address	Phone No.	Interviewees Referred
Prong 2	See below*	4/1/2009; 4/20/09	Various	Various	
Internal Posting	Human Resources Manager	4/20/2009	1329 Campus Parkway, Neptune, NJ 07753		
Employee Referral	Human Resources Manager		1329 Campus Parkway, Neptune, NJ 07753		
Industry Referral	Human Resources Manager				2
New Jersey Broadcaster's Association	Phil Roberts	4/1/2009	348 Applegarth Road, Monroe Township, NJ 08831	1-888-NJBA-FONE	
Company's Website	Human Resources Manager	4/3/2009	1329 Campus Parkway, Neptune, NJ 07753	732-751-1119	1
All Access	The All Access Group Info@allaccessgroup.com	4/2/2009	14520 Big Basin Way, Suite 246, Saratoga, CA 95070	408-257-6155	
Inside Radio	Gene McKay	4/6/2009; 4/7/09; 5/11/09; 5/12/09; 5/15/09; 5/18/09; 5/19/09; 5/21/09; 5/22/09;	PO Box 442, Littleton, NH 03561	1-800-640-8852	5
Radio Business Report	Cathy Carnegie	4/2/2009	PO Box 6633, Woodbridge, VA 22195	813-909-2916	2
Monmouth University Job Fair	Alyssa Buxbaum, Monmouth University	4/15/2009	Monmouth University Placement Office, 400 Cedar Avenue, West Long Branch, NJ 07764	732-571-3581	

Job Title		Promotions Assistant - FT				
Source	Contact	Date	Address	Phone No.	Interviewees Referred	
Prong 2	See below*	5/22/2009	Various	Various		
Internal Posting	Human Resources Manager	5/21/2009	1329 Campus Parkway, Neptune, NJ 07753			4
Employee Referral	Human Resources Manager		1329 Campus Parkway, Neptune, NJ 07753			
New Jersey Broadcaster's Association	Phil Roberts	5/22/2009	348 Applegarth Road, Monroe Township, NJ 08831	1-888-NJBA-FONE		
Company's Website	Human Resources Manager	5/22/2009	1329 Campus Parkway, Neptune, NJ 07753	732-751-1119		2

Job Title		On-Air Full Time				
Source	Contact	Date	Address	Phone No.	Interviewees Referred	
Prong 2	See below*	8/17/2009	Various	Various		
Employee Referral	Human Resources Manager	8/17/2009	1329 Campus Parkway, Neptune, NJ 07753			1
All Access	The All Access Group Info@allaccessgroup.com	8/17/2009	14520 Big Basin Way, Suite 246, Saratoga, CA 95070	408-257-6155		

Job Title		Traffic Coordinator/Continuity Clerk				
Source	Contact	Date	Address	Phone No.	Interviewees Referred	
Prong 2	See below*	10/23/2009	Various	Various		
Internal Posting	Human Resources Manager	10/23/2009	1329 Campus Parkway, Neptune, NJ 07753			
Employee Referral	Human Resources Manager	10/23/2009	1329 Campus Parkway, Neptune, NJ 07753			
New Jersey Broadcaster's Association	Phil Roberts	10/23/2009	348 Applegarth Road, Monroe Township, NJ 08831	1-888-NJBA-FONE		5
Company's Website	Human Resources Manager	10/23/2009	1329 Campus Parkway, Neptune, NJ 07753	732-751-1119		
Traffic Director's Guild	Larry Keene, CEO	10/30/2009	26000 Avenue Aeropuerto #114, San Juan Capistrano CA 92675	949-429-7063		

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

Promotions Supervisor	Internal Promotion	5/5/2008	
Air Talent- Hit 106 (2)	Exigent Circumstances	2/12/2009	

C. Total Number of Persons Interviewed for all Full-Time Positions Filled During Reporting Period - 27

*** 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.U.s

NOW
3460 Buford Highway NE
Apartment D2
Atlanta, GA 30329
Phone: 404-321-9199
E-Mail Address: Hrctsthm@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
Company Websites	Rose Van Brunt	1329 Campus Parkway, Neptune, NJ 07753	732-751-1119	4
Internal Posting	Rose Van Brunt	1329 Campus Parkway, Neptune, NJ 07753	732-751-1119	4
New Jersey Broadcaster's Association	Phil Roberts	348 Applegarth Road, Monroe Township, NJ 08831	1-888-NJBA-FONE	5
Industry Referral	Rose Van Brunt	1329 Campus Parkway, Neptune, NJ 07753	732-751-1119	2
Employee Referral	Rose Van Brunt	1329 Campus Parkway, Neptune, NJ 07753	732-751-1119	5
Radio Business Report	Cathy Carnegie	PO Box 6633, Woodbridge, VA 22195	813-909-2916	2
Inside Radio	Gene McKay	PO Box 442, Littleton, NH 03561	1-800-640-8852	5
Source Used to Fill Each Position			Total	27

OUTREACH INITIATIVES 02-01-09 THROUGH 01-31-10

1. **Participation in Scholarship Program designed to assist students interested in pursuing a career in broadcast communications**

Description: Press Communications 99.7 The Breeze 98.5 WKMK Scholarship

Participation: Human Resources Manager

Date: Spring 2009

Company donates \$1,000 to Southern Regional High School District with the stipulations that the student must be entering field of broadcasting or journalism.

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 15, 2009

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: 2009 Red Bank RiverCenter Career Day

Participants: Human Resources Manager

Date: 05/29/09

Attended Career Day to speak about careers in radio, specifically Production Director positions.

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 18, 2009

Attendance at job fair to recruit for open positions as well as promotion of Company's Internship Program.

9. **Establishment of Internship Program designed to assist members of the community in acquiring skills needed for broadcast employment (High School Level.)**

Description: Neptune High School

Participants: Human Resources Manager; Various staff

Date: Fall 2009

Company participates in Neptune High School Internship / Mentorship Program. Two Students spent time at radio stations shadowing employees and learning about radio. Students met with employees and managers and learned about programming, production, traffic and continuity, websites, marketing, promotions, business and human resources.

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

Date: 01-27-09 – Cub Scouts Pack 82, Jackson

Date: 04-07-09 – Hersh High School, Tinton Falls

Date: 04-11-09 – Tiger Cub Troop 7, West Long Branch

Date: 06-02-09 – Rugby School, Wall Township

Date: 01-25-10 - Tiger Cubs Pack #82, Jackson, NJ

9. **Establishment of Internship Program designed to assist members of the community in acquiring skills needed for broadcast employment. (College Level)**

Description: Internship Program

Participants: Human Resources Manager, Promotions Directors, Promotions Coordinators

Date: Spring 2009, Summer 2009, Fall 2009

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.