

EEO PUBLIC FILE REPORT

For Time Period 02-01-11 through 01-31-12

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

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

A. <u>Full-Time Jobs Filled From 02/01/11 to 01/31/12</u>			
	<u>Job Title</u>	<u>Date Filled</u>	<u>Recruitment Source</u>
1	Program Director (Thunder)	04/11/2011	Internal Promotion
2	Senior Account Manager	04/27/2011	Employee Referral
3	Production Assistant	06/21/2011	Employee Referral
4	Air Talent (Thunder)	10/30/2011	Internal Promotion

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

(Prong 2 Requests listed below)

Job Title Production Assistant					
<u>Source</u>	<u>Contact</u>	<u>Date</u>	<u>Address</u>	<u>Phone No.</u>	<u>Interviewees Referred</u>
Prong 2	See below*	5/24/2011	Various	Various	0
Employee Referral	Human Resources Manager		1329 Campus Parkway, Neptune, NJ 07753	732-751-1119	2
New Jersey Broadcaster's Association	Paul Rotella	5/24/2011	348 Applegarth Road, Monroe Township, NJ 08831	1-888-NJBA-FONE	0
Company Websites	Human Resources Manager	5/24/2011	1329 Campus Parkway, Neptune, NJ 07753	732-751-1119	0
Industry Referral	Human Resources Manager		1329 Campus Parkway, Neptune, NJ 07753	732-751-1119	0
Internal Posting	Human Resources Manager	5/24/2011	1329 Campus Parkway, Neptune, NJ 07753	732-751-1119	3

Job Title Program Director - Thunder					
<u>Source</u>	<u>Contact</u>	<u>Date</u>	<u>Address</u>	<u>Phone No.</u>	<u>Interviewees Referred</u>
Prong 2	See below*	10/11/2010	Various	Various	0
Employee Referral	Human Resources Manager		1329 Campus Parkway, Neptune, NJ 07753	732-751-1119	1
New Jersey Broadcaster's Association	Paul Rotella	10/11/2010	348 Applegarth Road, Monroe Township, NJ 08831	1-888-NJBA-FONE	0
Inside Radio	Gene McKay	10-11-10; 10-12-10; 10-13-10; 10-14-10; 10-18-10;	PO Box 442, Littleton, NH 03561	1-800-640-8852	2
Internal Posting	Human Resources Manager	10/11/2010	1329 Campus Parkway, Neptune, NJ 07753	732-751-1119	1
All Access	The All Access Group Info@allaccessgroup.com	10-7-10; 10/11/2010	14520 Big Basin Way, Suite 246, Saratoga, CA 95070	408-257-6155	0
Company Websites	Human Resources Manager	10/11/2010	1329 Campus Parkway, Neptune, NJ 07753	732-751-1119	0
Industry Referral	Human Resources Manager		1329 Campus Parkway, Neptune, NJ 07753	732-751-1119	5

Job Title Account Manager					
<u>Source</u>	<u>Contact</u>	<u>Date</u>	<u>Address</u>	<u>Phone No.</u>	<u>Interviewees Referred</u>
Prong 2	See below*	2/11/2011	Various	Various	0
Employee Referral	Human Resources Manager		1329 Campus Parkway, Neptune, NJ 07753	732-751-1119	2
New Jersey Broadcaster's Association	Paul Rotella	2/11/2011	348 Applegarth Road, Monroe Township, NJ 08831	1-888-NJBA-FONE	0
Internal Posting	Human Resources Manager	2/11/2011	1329 Campus Parkway, Neptune, NJ 07753	732-751-1119	0
Company Websites	Human Resources Manager	2/14/2011	1329 Campus Parkway, Neptune, NJ 07753	732-751-1119	1
Industry Referral	Human Resources Manager		1329 Campus Parkway, Neptune, NJ 07753	732-751-1119	1

Job Title	Air Talent - Thunder				
Source	Contact	Date	Address	Phone No.	Interviewees Referred
Prong 2	See below*	4/19/2011; 5-4-11; 6-20-11; 8-3-11; 10-28-11	Various	Various	0
Employee Referral	Human Resources Manager		1329 Campus Parkway, Neptune, NJ 07753		0
Company Websites	Human Resources Manager	4/19/2011; 5-4-11; 5-10-11; 6-17-11;	1329 Campus Parkway, Neptune, NJ 07753		0
New Jersey Broadcaster's Association	Paul Rotella	4/19/2011; 5-4-11; 6-20-11; 8-3-11; 10-28-11;	348 Applegarth Road, Monroe Township, NJ 08831	1-888-NJBA-FONE	1
Internal Posting	Human Resources Manager	4/19/2011; 5-4-11; 5-10-11	1329 Campus Parkway, Neptune, NJ 07753	732-751-1119	3
All Access	The All Access Group Info@allaccessgroup.com	4/19/2011; 4-27-11; 5-4-11; 5-10-11; 6-20-11; 8-4-11; 8-11-11; 8-24-11; 10-31-11	14520 Big Basin Way, Suite 246, Saratoga, CA 95070	408-257-6155	5
Country Aircheck.com	Country Aircheck.com	5-11-2011; 6-21-11; 8-3-11;	1102 17th Aven., South, Suite 205, Nashville, TN 37212		0
Friday Morning Quarterback	Charmaine Paret	8/22/2011	1930 East Marlon Pike, Executive News, Suite F-36, Cherry Hill NJ 09003	856-424-9114	0
Radio & Television Business Report	Cathy Carnegie	8/23/2011	PO Box 6633, Woodbridge, VA 22195	813-909-2916	0

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

Program Director - Breeze	6/6/2011	
Production Director	6/6/2011	
News Anchor (30 hours)	1/1/2012	
Air Talent (30 hours)	1/1/2012	

*** 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

Scott Russell
My Air Check
4912 Golfgate Lane NW
St. James City FL 33956
Tel:1-604-740-1374
Email Address: registration@myaircheck.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: 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

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

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>
Employee Referral	Human Resources Manager	1329 Campus Parkway, Neptune, NJ 07753	732-751-1119	5
Inside Radio	Gene McKay	PO Box 442, Littleton, NH 03561	1-800-640-8852	2
Internal Posting	Human Resources Manager	1329 Campus Parkway, Neptune, NJ 07753	732-751-1119	7
Industry Referral	Human Resources Manager	1329 Campus Parkway, Neptune, NJ 07753	732-751-1119	6
Company Websites	Human Resources Manager	1329 Campus Parkway, Neptune, NJ 07753	732-751-1119	1
All Access	The All Access Group Info@allaccessgroup.com	14520 Big Basin Way, Suite 246, Saratoga, CA 95070	408-257-6155	5
New Jersey Broadcaster's Association	Paul Rotella	348 Applegarth Road, Monroe Township, NJ 08831	1-888-NJBA-FONE	1
			Total	27

OUTREACH INITIATIVES 02-01-11 THROUGH 01-31-12

1. **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 at 2355 West Bangs Avenue, Neptune, NJ 07753. Promotions Department facilitates the tours, which includes tours of the studios. Questions are taken at the end of the tour.
Participants: Promotions Coordinator; Marketing and Promotions Director
Date: 02-22-2011 – Tiger Scouts
Date: 08-24-2011 – Troop 544

2. **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; Marketing and Promotions Director
Date: April 13, 2011
Attendance at job fair to recruit for open positions and promotion of and recruitment for Company's Internship Program. Includes a discussion of radio jobs in general via New Jersey Broadcasters Association website.

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: November 16, 2011
Attendance at job fair to recruit for open positions and promotion of and recruitment for Company's Internship Program. Includes a discussion of radio jobs in general via New Jersey Broadcasters Association website.

4. **Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting**
Description: Six Flags LearnDoEarn Career Day
Participants: Human Resources Manager
Date: May 5, 2011
Career Day hosted by Six Flags Great Adventure. A large number of students attended in an effort to assist in educating them to become college and work ready. We were able to discuss on-air positions as well as other positions within radio industry.

5. **Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting**
Description: 2011 Red Bank RiverCenter Career Day
Participants: Human Resources Manager
Date: 05/20/11
Attended Career Day to speak about careers in radio.

6. **Participation in Scholarship Program designed to assist students interested in pursuing a career in broadcast communications**
Description: B98.5 / Press Communications Scholarship
Participation: Human Resources Manager
Date: Spring 2011
Company donates \$1,000 to Southern Regional High School District with the stipulations that the student must be entering field of broadcasting or journalism.

7. **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, Thunder 106 Scholarship
Participation: Human Resources Manager
Date: Spring 2011
Company donates \$1,000 to Monsignor Donovan High School Class of 2011 with the stipulations that the student must be entering field of broadcasting or journalism.

8. **Establishment of Internship Program designed to assist members of the community in acquiring skills needed for broadcast employment. (College Level)**
Description: Internship Program
Participants: Special Projects Coordinator; Human Resources Manager;
Date: Established in Summer 2011
Program was set up in the summer of 2011. Internship provides valuable insight and experience into the programming area. Includes on-air opportunities for intern. Awaiting referral of candidates from Monmouth University's Communications Program.
9. **Establishment of Internship Program designed to assist members of the community in acquiring skills needed for broadcast employment (High School Level.)**
Description: Asbury Park High School
Participants: Human Resources Manager; Business/Operations Manager, Traffic Department; Program Directors; News Director; Marketing and Promotions Director; Web Designer; Production Director
Date: November 9, 2011
Three Asbury Park High School students came in for the day and were given an overview of many areas of a radio organization. They learned about Human Resources, Business, Traffic, Programming, News, Marketing, Promotions, Web Design and Production.
10. **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: Special Projects Coordinator; Program Directors
Date: November 30, 2011
Eight Neptune High School students came in and were given a thorough overview of the Programming Department by the Special Projects Coordinator and the Program Directors for our stations.
11. **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: Special Projects Coordinator; News Director
Date: March 14, 2011
Two Neptune High School students came in and were given a thorough overview of the Programming Department by the Special Projects Coordinator and the News Department by the News Director.
12. **Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting**
Description: Monmouth University
Participants: Human Resources Manager
Date: November 8, 2011
Monmouth University student (TV/Radio Communications Major) asked if we would participate in her class project, which is to interview with a company for an entry-level job in order to learn about jobs available in radio. We did participate in this project with the student, who was able to come in and "interview" with the Human Resources Manager. As a result of this, the student learned about entry-level opportunities at a radio organization.
13. **Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination**
Description: "Harassment and Diversity"
Participants: Human Resources Manager, Business Manager, Marketing Director; General Sales Manager; Special Projects Coordinator
Date: 2011
Each of the managers above, the Operations Group, watched a management-focused DVD obtained through the Society of Human Resources Management, on the topic above in order to reinforce the Company's policies.
14. **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; Director of Marketing; Promotions Directors, Promotions Coordinators
Date: Spring 2011, Summer 2011, Fall 2011
Internship is for college credit and provides valuable insight into the promotions area as well as other areas of employment within radio.

15. **Participation in job banks, internet programs and other programs designed to promote outreach generally (i.e. that are not primarily directed to providing notification of specific job vacancies.)**

Description: "Back to School Expo"
Participants: Human Resources Manager, Promotions Staff
Date: August 25, 2011
Human Resources Manager attended "Back to School Expo" to speak with students about the types of positions that are available at radio stations.

16. **Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination**

Description: "Diversity in the Workplace; A Panel Discussion"
Participants: Human Resources Manager
Date: 10-13-2011
Human Resources Manager attended a Jersey Shore Association for Human Resources panel discussion on diversity.

17. **Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for high level positions.**

Description: "VT Traffic Management"
Participants: Traffic Staff
Date: March 7, 2011

18. **Establishment of training programs designed to enable unit personnel to acquire skills that could qualify them for high level positions.**

Description: "Successfully Managing People"
Participants: Program Director
Date: March 21, 2011 through March 23, 2011