

EEO PUBLIC FILE REPORT

For Time Period 02-01-12 through 01-31-13

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

Promotions Assistant - Full Time	08/27/2012	Internal Posting	
Promotions Assistant - Full Time	08/27/2012	Internal Posting	
Air Talent (Thunder)	08/27/2012	Internal Posting	

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

(Prong 2 Requests listed below)

Job Title	Air Talent (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*	7/10/2012	Various	Various		
Employee Referral	Human Resources Manager		1329 Campus Parkway, Neptune, NJ 07753	732-751-1119		
New Jersey Broadcaster's Association	Paul Rotella	7/10/2012	348 Applegarth Road, Monroe Township, NJ 08831	1-888-NJBA-FONE		
Company Websites	Human Resources Manager	7/10/2012	1329 Campus Parkway, Neptune, NJ 07753	732-751-1119		
Industry Referral	Human Resources Manager		1329 Campus Parkway, Neptune, NJ 07753	732-751-1119		
Internal Posting	Human Resources Manager	7/10/2012	1329 Campus Parkway, Neptune, NJ 07753	732-751-1119	3	
All Access	The All Access Group Info@allaccessgroup.com	7/10/2012	14520 Big Basin Way, Suite 246, Saratoga, CA 95070	408-257-6155	3	

Job Title	Promotions Assistant - Full Time (2 positions)					
<u>Source</u>	<u>Contact</u>	<u>Date</u>	<u>Address</u>	<u>Phone No.</u>	<u>Interviewees Referred</u>	
Prong 2	See below*	7/16/2012	Various	Various		
Employee Referral	Human Resources Manager		1329 Campus Parkway, Neptune, NJ 07753	732-751-1119		
New Jersey Broadcaster's Association	Paul Rotella	7/16/2012	348 Applegarth Road, Monroe Township, NJ 08831	1-888-NJBA-FONE		
Company Websites	Human Resources Manager	7/16/2012	1329 Campus Parkway, Neptune, NJ 07753	732-751-1119	4	
Industry Referral	Human Resources Manager		1329 Campus Parkway, Neptune, NJ 07753	732-751-1119	1	
Internal Posting	Human Resources Manager	7/16/2012	1329 Campus Parkway, Neptune, NJ 07753	732-751-1119	11	

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

Promotions Manager	03/05/2012	Internal Promotion	
Promotions Supervisor	01/01/2013	Internal Promotion	
Management Trainee	04/30/2012	Emergency Hire	

*** 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: 1-804-740-1374
 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 - 22

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

Internal Posting	Human Resources Manager	1329 Campus Parkway, Neptune, NJ 07753	732-751-1119	14
Industry Referral	Human Resources Manager	1329 Campus Parkway, Neptune, NJ 07753	732-751-1119	1
Company Websites	Human Resources Manager	1329 Campus Parkway, Neptune, NJ 07753	732-751-1119	4
All Access	The All Access Group Info@allaccessgroup.com	14520 Big Basin Way, Suite 246, Saratoga, CA 95070	408-257-6155	3
			Total	22

OUTREACH INITIATIVES 02-01-12 THROUGH 01-31-13

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 Manager
Date: 01-16-12 (left off of 2011 report)
Date: 02-20-12
Date: 02-24-12
Date: 02-28-12

2. **Participation in Job Fairs by Unit Personnel who have substantial responsibility in the making of hiring decisions; Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting**
Description: Monmouth University
Participants: Special Projects Coordinator; Program Director B98.5; Human Resources Manager
Date: February 28, 2012
We participated in Monmouth University's Communication Career Event at Wilson Hall. Special Projects Coordinator and B98.5 Program Director participated in the Information Panel entitled "Careers in Radio" where they discussed how they got to where they are today, suggestions for students, etc. The panel was comprised of 5 professionals along with faculty members as moderators. As part of the event, they broke out into a networking portion and Human Resources was located in another section where potential applicants were able to submit their resumes and qualifications.

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 28, 2012
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 2012 Business, Marketing and Career Day
Participants: Human Resources Manager
Date: May 3, 2012
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: 2012 Red Bank RiverCenter Career Day – Red Bank Middle School
Participants: Human Resources Manager
Date: May 18, 2012
Attended Career Day to speak to 6th, 7th and 8th grade students about careers in radio.

6. **Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting**
Description: Monsignor Donovan High School Career/Human Relations Day
Participants: Business Manager
Date: April 26, 2012
Attended Career Day to speak about careers in radio.

7. **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 2012
Company donates \$1,000 to Southern Regional High School District with the stipulations that the student must be entering field of broadcasting or journalism.

8. **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; Business Manager
 Date: Spring 2012
 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.
9. **Establishment of Internship Program designed to assist members of the community in acquiring skills needed for broadcast employment. (College Level)**
 Description: Jules L. Plangere, Jr. and Press Communications, LLC Monmouth University Internship Program
 Participants: Special Projects Coordinator; Human Resources Manager;
 Date: Established in Summer 2012
 Special Projects Coordinator reached out to Monmouth University in order to inquire about setting up a new Internship. In this particular Internship, students are not able to simply directly apply. Rather, this Internship was set up specifically for students of the University who have shown an aptitude and drive for radio. In order to qualify for this one-on-one internship, students must specifically be recommended by the University. Monmouth University Personnel recommends students to participate in this learning opportunity. Internship provides valuable insight and experience into the programming area, engineering, news, etc. Includes on-air opportunities for intern. Upon completion of Internship, incumbent will be provided with a demo containing samples of his/her on-air work as well as samples of any commercials and promos as may be developed during internship. First Intern to begin on January 14, 2013.
10. **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: Special Projects Coordinator; Program Directors; Human Resources Manager
 Date: April 11, 2012
 Eight Asbury Park High School students came into the studios and were given an overview of many areas of a radio organization. They learned about radio in general and were able to learn about and experience what happens in the studio environment on a daily basis. They were encouraged to ask questions.
11. **Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination**
 Description: "Harassment and Diversity"
 Participants: Traffic Manager; Marketing and Promotion Manager; Management Trainee
 Date: 03-23-12; 4/4/12; 8/6/12
 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. In addition, they read and acknowledge understanding of the Company's related policies as contained in the Employee Handbook.
12. **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 2012, Summer 2012, Fall 2012
 Internship is for college credit and provides valuable insight into the promotions area as well as other areas of employment within radio.
13. **Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination**
 Description: "Human Resource Management in the Multi-Generational Workplace"
 Participants: Human Resources Manager
 Date: 2-22-12

 Description: "Employment Law: An Update in 2011 and What to Expect in 2012"
 Date: 3-27-12
 Human Resources Manager participated in Society for Human Resource Management Webinar.

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

Description: "Trends in Compensation and Best Practices in the Current Economy"

Participants: Human Resources Manager

Date: 2-22-12

Human Resources Manager participated in webinar held by CBIZ Human Capital Services and received information on competitive compensation practices.

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

Description: VT Traffic Manager

Participants: Traffic Manager

Date: 06/12/12

Completed course by Marketron University in order to achieve a level of expertise for the Marketron Solution

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

Description: VT Traffic Manager

Participants: Business Manager

Date: 03/02/12

Completed course by Marketron University in order to achieve a level of expertise for the Marketron Solution