

EEO PUBLIC FILE REPORT

For Time Period 02-01-08 Through 01-31-09

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 02/01/08 to 01/31/09 | | | |
|---|-------------------------|---------------------------|----------------------------------|
| | <u>Job Title</u> | <u>Date Filled</u> | <u>Recruitment Source</u> |
| 1 | Program Director - WKMK | 2/18/2008 | Internal Posting |
| 2 | Web Designer | 5/5/2008 | Employee Referral |
| 3 | General Sales Manager | 6/9/2008 | Inside Radio |
| 4 | Account Manager | 7/14/2008 | Employee Referral |
| 5 | Account Manager | 7/21/2008 | Employee Referral |
| 6 | Account Manager | 7/28/2008 | Company Website |
| 7 | Local Sales Manager | 7/28/2008 | Employee Referral |
| 8 | Sales Assistant | 8/4/2008 | Internal Posting |
| 9 | Marketing Director | 9/29/2008 | Employee Referral |
| 10 | Account Manager | 10/6/2008 | Company Website |
| 11 | Promotions Assistant | 12/11/2008 | Internal Promotion |

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

(Prong 2 Requests listed below)

| Job Title Program Director Kountry | | | | | |
|---|-------------------------|--------------------|--|-------------------------|-------------------------------------|
| <u>Source</u> | <u>Contact</u> | <u>Date</u> | <u>Address</u> | <u>Phone No.</u> | <u>Interviewees Referred</u> |
| Prong 2 | See below* | 1/28/2008 | Various | Various | |
| Internal Posting | Human Resources Manager | 1/28/2008 | 1329 Campus Parkway, Neptune, NJ 07753 | | 1 |
| Employee Referral | Human Resources Manager | | 1329 Campus Parkway, Neptune, NJ 07753 | | 1 |
| New Jersey Broadcaster's Association | Phil Roberts | 1/28/2008 | 348 Applegarth Road, Monroe Township, NJ 08831 | 1-888-NJBA-FONE | 1 |

| Job Title General Sales Manager | | | | | |
|--|---|---|--|-------------------------|-------------------------------------|
| <u>Source</u> | <u>Contact</u> | <u>Date</u> | <u>Address</u> | <u>Phone No.</u> | <u>Interviewees Referred</u> |
| Company's Website | Human Resources Manager | 5/5/2008 | 1329 Campus Parkway, Neptune, NJ 07753 | 732-751-1119 | |
| Internal Posting | Human Resources Manager | 5/5/2008 | 1329 Campus Parkway, Neptune, NJ 07753 | 732-751-1119 | |
| Employee Referral | Human Resources Manager | | 1329 Campus Parkway, Neptune, NJ 07753 | 732-751-1119 | 1 |
| New Jersey Broadcaster's Association | Phil Roberts | 5/5/2008 | 348 Applegarth Road, Monroe Township, NJ 08831 | 1-888-NJBA-FONE | |
| Prong 2 | See below* | 5/5/2008; 3/5/08 | Various | Various | |
| All Access | The All Access Group Info@allaccessgroup.com | 01/9/08; 5/5/08 | 14520 Big Basin Way, Suite 246, Saratoga, CA 95070 | 408-257-6155 | |
| Inside Radio | Gene McKay | 5/6/08; 5/8/08; 5/12/08; 5/14/08; 5/19/08 | PO Box 442, Littleton, NH 03561 | 1-800-640-8852 | 1 |
| Radio Business Report | Cathy Carnegie | 2/25/08; various | PO Box 6633, Woodbridge, VA 22195 | 813-909-2916 | 3 |

| Job Title | | Account Manager | | | | |
|--------------------------------------|---|-------------------------|--|------------------|------------------------------|---|
| <u>Source</u> | <u>Contact</u> | <u>Date</u> | <u>Address</u> | <u>Phone No.</u> | <u>Interviewees Referred</u> | |
| Company's Website | Human Resources Manager | 1/15/2008 | 1329 Campus Parkway, Neptune, NJ 07753 | 732-751-1119 | | 7 |
| Internal Posting | Human Resources Manager | 1/15/2008 | 1329 Campus Parkway, Neptune, NJ 07753 | 732-751-1119 | | |
| New Jersey Broadcaster's Association | Phil Roberts | 1/15/08; 5/6/08; 7/1/08 | 348 Applegarth Road, Monroe Township, NJ 08831 | 1-888-NJBA-FONE | | |
| Prong 2 | See below* | 1/15/08; 5/6/08; 7/1/08 | Various | Various | | |
| On Air Ads for Company's Job Fair | General Manager | Various runs | 1329 Campus Parkway, Neptune, NJ 07753 | 732-774-4755 | | 3 |
| Monmouth University Job Fair | Alyssa Buxbaum, Monmouth University | 4/16/2008 | Monmouth University Placement Office, 400 Cedar Avenue, West Long Branch, NJ 07764 | 732-571-3581 | | |
| Industry Referral | Human Resources Manager | | 1329 Campus Parkway, Neptune, NJ 07753 | 732-751-1119 | | |
| Employee Referral | Human Resources Manager | | 1329 Campus Parkway, Neptune, NJ 07753 | 732-751-1119 | | 5 |
| Craig's List | Custodian of Records | 4/8/08; 8/6/08; 7/1/08 | 1381 9th Avenue, San Francisco, CA 94122 | 415-504-6394 | | 2 |
| All Access | The All Access Group Info@allaccessgroup.com | 2/29/08; 5/9/08 | 14520 Big Basin Way, Suite 246, Saratoga, CA 95070 | 408-257-6155 | | |

| Job Title | | Local Sales Manager | | | | |
|--------------------------------------|---|--|--|------------------|------------------------------|---|
| <u>Source</u> | <u>Contact</u> | <u>Date</u> | <u>Address</u> | <u>Phone No.</u> | <u>Interviewees Referred</u> | |
| Company's Website | Human Resources Manager | 1/7/08; 2/27/08 | 1329 Campus Parkway, Neptune, NJ 07753 | 732-751-1119 | | 3 |
| Internal Posting | Human Resources Manager | 1/7/2008 | 1329 Campus Parkway, Neptune, NJ 07753 | 732-751-1119 | | |
| Employee Referral | Human Resources Manager | | 1329 Campus Parkway, Neptune, NJ 07753 | | | 6 |
| Industry Referral | Human Resources Manager | | 1329 Campus Parkway, Neptune, NJ 07753 | | | 2 |
| New Jersey Broadcaster's Association | Phil Roberts | 1/7/08; 6/27/08 | 348 Applegarth Road, Monroe Township, NJ 08831 | 1-888-NJBA-FONE | | |
| Prong 2 | See below* | 1/7/08; 6/27/08 | Various | Various | | |
| All Access | The All Access Group Info@allaccessgroup.com | 1/9/2008 | 14520 Big Basin Way, Suite 246, Saratoga, CA 95070 | 408-257-6155 | | |
| Inside Radio | Gene McKay | 1/7/08; 1/17/08; 1/22/08; 1/23/08; 2/25/0; 2/28/08 | PO Box 442, Littleton, NH 03561 | 1-800-640-8852 | | 9 |
| Craig's List | Custodian of Records | 4/8/2008; 7/1/08 | 1381 9th Avenue, San Francisco, CA 94122 | 415-504-6394 | | |

| Job Title | | Sales Assistant | | | | |
|--------------------------------------|-------------------------|-----------------|--|------------------|------------------------------|---|
| <u>Source</u> | <u>Contact</u> | <u>Date</u> | <u>Address</u> | <u>Phone No.</u> | <u>Interviewees Referred</u> | |
| Internal Posting | Human Resources Manager | 7/17/2008 | 1329 Campus Parkway, Neptune, NJ 07753 | 732-751-1119 | | 1 |
| New Jersey Broadcaster's Association | Phil Roberts | 7/17/2008 | 348 Applegarth Road, Monroe Township, NJ 08831 | 1-888-NJBA-FONE | | |
| Prong 2 | See below* | 7/17/2008 | Various | Various | | |
| Employee Referral | Human Resources Manager | | 1329 Campus Parkway, Neptune, NJ 07753 | 732-751-1119 | | |
| Craig's List | Custodian of Records | 7/18/2008 | 1381 9th Avenue, San Francisco, CA 94122 | 415-504-6394 | | 1 |

| Job Title | | Marketing 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* | 8/4/2008 | Various | Various | | |
| All Access | The All Access Group Info@allaccessgroup.com | 8/4/2008 | 14520 Big Basin Way, Suite 246, Saratoga, CA 95070 | 408-257-6155 | | |
| Employee Referral | Human Resources Manager | 8/4/2008 | 1329 Campus Parkway, Neptune, NJ 07753 | 732-751-1119 | | 1 |

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

| | | | |
|----------------------|-----------------------|--|------------|
| Web Designer | Exigent Circumstances | | 5/5/2008 |
| Promotions Assistant | Internal Promotion | | 12/11/2008 |

C. Total Number of Persons Interviewed for all Full-Time Positions Filled During Reporting Period - 48

*** 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: 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:

| <u>Source</u> | <u>Contact</u> | <u>Address</u> | <u>Phone No.</u> | <u>Interviewees</u> |
|--|----------------------|--|------------------|---------------------|
| | | | | <u>Referred</u> |
| Company Websites | Rose Van Brunt | 1329 Campus Parkway, Neptune, NJ 07753 | 732-751-1119 | 10 |
| Internal Posting | Rose Van Brunt | 1329 Campus Parkway, Neptune, NJ 07753 | 732-751-1119 | 2 |
| New Jersey Broadcaster's Association On Air Announcements For PCLLC | Phil Roberts | 348 Applegarth Road, Monroe Township, NJ 08831 | 1-888-NJBA-FONE | 1 |
| Career Fair | Rose Van Brunt | 1329 Campus Parkway, Neptune, NJ 07753 | 732-751-1119 | 3 |
| 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 | 14 |
| Craig's List | Custodian of Records | 1381 9th Avenue, San Francisco, CA 94122 | 415-504-6394 | 3 |
| Radio Business Report | Cathy Carnegie | PO Box 6633, Woodbridge, VA 22195 | 813-909-2916 | 3 |
| Inside Radio | Gene McKay | PO Box 442, Littleton, NH 03561 | 1-800-640-8852 | 10 |
| Source Used to Fill Each Position | | | Total | 48 |

OUTREACH INITIATIVES 02-01-08 THROUGH 01-31-09

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

Description: 99.7 The Breeze Scholarship
Participation: Human Resources Manager
Date: Spring 2008

Company donates \$1,000 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 16, 2008
 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: 2008 Red Bank RiverCenter Career Day
 Participants: Human Resources Manager
 Date: 05/16/08
 Attended Career Day to speak about careers in radio, specifically Promotions positions.

4. **Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting**
 Description: Brick Township High School Career Speaker
 Participants: On Air Talent – Matt Murray
 Date: 04/10/08
 Attended Career Day to speak about careers in radio.

4. **Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting**
 Description: Henry Hudson Regional School, Highlands, NJ
 Participants: News Anchor, Charlie Torres
 Date: 04/08/08
 Attended Career Day to speak about careers in radio.

4. **Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting**
 Description: East Dover Elementary School Career Day
 Participants: Senior Account Manager, Kristine Novakowski
 Date: 05/16/08
 Attended Career Day to speak about careers in radio.

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 19, 2008
 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 Career Awareness/Volunteer Day
 Participants: Various staff
 Date: March 4, 5, 6, 2008
 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.

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: 02-11-08 – Pack 19 Brick
 03-06-08 – Oceanport Brownies 501
 03-12-08 – 1282 Brownies Rumson
 03-12-08 – Den 6 Pack 210 Lincroft
 04-17-08 – Den 1 Wayside Boy Scouts
 05-12-08 – Den 7 Pack 124
 05-14-08 – Pack 300 Oceanport
 10-24-08- Troop Leader, Long Branch
 01-21-08 – Cub Scouts Pack 16 (Pt. Pleasant)

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 2008, Summer 2008, Fall 2008

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.

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.

14. **Participation in events or programs sponsored by educational institutions relating to career opportunities in broadcasting**

Description: St. Joseph's School - School Career Day (Toms River

Participants: Senior Account Manager, Kristine Novakowski; Denise Sanson, Business Manager

Date: 01/26/09

Attended Career Day.