

WKCI-FM, WELI(AM), WAVZ(AM)
EEO PUBLIC FILE REPORT
December 1, 2010 – November 30, 2011¹

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
1. Account Executive	1.2.3.5.7.9.13.15.19.23.32	19
2. Morning Show Producer - WKCI	1.2.3.5.7.9.13.15.17.23.32	32
3. Production Director	1.2.3.5.7.9.13.15.17.23.32	32

¹ This report provides recruitment data collected from November 21, 2010 through November 30, 2011.

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	Connecticut School of Broadcasting 130 Birdseye Rd. Farmington, CT 06032 Email: kdub@gocsb.com	Y	0
2	Connecticut School of Broadcasting Stratford Division 80 Ferry Blvd. Stratford, CT 06615 Email: tmartelon@gocsb.com	Y	0
3	Central Connecticut State University Career Services Office, Willard 100 1615 Stanley Street New Britain, CT 06050 Contact: Linda Sershen Phone: 860.827.1553 Email: Sershen@ccsu.edu	Y	0
4	<i>Intentionally Omitted</i>	N/A	0
5	Hartford University 200 Bloomfield Avenue West Hartford, CT 06117 Contact: Edie Rosen Email: edirosen@hartford.edu	Y	0
6	<i>Intentionally Omitted</i>	N/A	0
7	CRT Comm. Renewal Team 555 Windsor Street Hartford, CT 06120 Contact: Miriam Gonzalez Email: wigginse@crtct.org	Y	0
8	Ct Employment Services 3580 Main St., 1 st Floor Hartford, Ct 06106 Contact: Pat Madigan Phone: 860.727.1901	N	0
9	Albertus Magnus College 700 Prospect Street New Haven, CT 06511 Contact: Carolyn Skowronek Email: cmskowronek@cc.albertus.com	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
10	Hartford College for Women 50 Elizabeth Street Hartford, Ct 06105 Contact: Edie Rosen Phone: 860.768.5600	N	0
11	<i>Intentionally Omitted</i>	N/A	0
12	<i>Intentionally Omitted</i>	N/A	0
13	Manchester Community Tech College PO Box 1046 Manchester, CT 06045 Contacts: Carl Ochnio Julie Greene Robert Henderson Emails: rhenderson@mcc.edu Cochnio@mcc.commnet.edu Jgreene@mcc.commnet.edu	Y	0
14	NAACP of Greater Hartford PO Box 1012 Hartford, CT 06143 Contact: Joan Gibson Phone: 860.724.6966	N	0
15	Quinnipiac University 275 Mount Carmel Ave. Hamden, CT 06518-1908 Contact: Patricia Nielson Email: hire@quinnipiac.edu	Y	0
16	<i>Intentionally Omitted</i>	N/A	0
17	www.allaccess.com	N	6
18	Word of Mouth	N	0
19	Employee Referral	N	1
20	<i>Intentionally Omitted</i>	N/A	0
21	Clear Channel Employee Transfer	N	0
22	<i>Intentionally Omitted</i>	N/A	0
23	Station Websites (All SEU Stations)	N	0
24	Walk-in/Self-Referral	N	0
25	<i>Intentionally Omitted</i>	N/A	0
26	Internal Promotion	N	0
27	<i>Intentionally Omitted</i>	N/A	0
28	<i>Intentionally Omitted</i>	N/A	0
29	CSB Website www.gocsb.com	N	0
30	<i>Intentionally Omitted</i>	N/A	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
31	National Association of Hispanic Journalists Email: Jobbank@nahj.org	N	0
32	Internal Job Posting	N	5
33 TOTAL INTERVIEWEES OVER REPORTING PERIOD	Career Fair	N	0 11

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Management training on methods of ensuring equal employment opportunity and preventing discrimination	On October 18, 2011, this SEU's General Sales Manager, EEO officer, and employees from the Information Technology and Engineering departments attended a training session for department heads conducted by the Connecticut Broadcasting Association concerning EEO outreach and document retention. The training session provided management level personnel with information about the EEO rules, record keeping and effective methods of recruitment efforts in other markets.
2	Establish Internship Programs	<p>Spring 2011: This SEU provided internships to 25 students from Connecticut School of Broadcasting, Westfield State College, UHart, UConn, Southern Connecticut State University, Central Connecticut State University, Eastern Connecticut State University, and Western New England College. The program was administered by the Integrated Media Specialist and the interns received on-the-job training in the promotions department, assisted the promotions director and prepared winner sheets. This internship covers both the Hartford and New Haven, Ct markets.</p> <p>Summer 2011: This SEU provided internships to 34 students from Quinnipiac, University of Rhode Island, Lincoln Technical College, Central Connecticut State University, Eastern Connecticut State University, CSB, Northeastern University, Boston College, UConn, Wheaton, Manchester Community College, Marist, Endicott, Penn State, Vanderbilt, Southern Connecticut State University, Stony Brook, Hall High School and West Virginia University . The program was administered by the Integrated Media Specialist and the interns received on-the-job training in the promotions department, assisted the promotions director and prepared winner sheets. This internship covers both the Hartford and New Haven, Ct markets.</p> <p>Fall 2011: This SEU provided internships to 18 students from Quinnipiac, Central Connecticut State University, Eastern Connecticut State University,</p>

		<p>Sacred Heart, UConn, Manchester Community College, Wilcox Technical High School and CSB. The program was administered by the Integrated Media Specialist and the interns received on-the-job training in the promotions department, assisted the promotions director and prepared winner sheets. This internship covers both the Hartford and New Haven, Ct markets.</p>
3	Participate in Job Fairs	<p>On April 28, 2011, this SEU participated in the Middlesex Chamber Annual Career Expo 2011. This SEU set up a booth at the job fair, handed out station flyers, collected resumes and conducted on-site interviews. The Integrated Events Specialist and one intern attended the job fair.</p> <p>On June 21, 2011, this SEU participated in the Middlesex Career Fair. This SEU set up a booth at the job fair, handed out station flyers, collected resumes and conducted on-site interviews. The Clients Service Manager and one Account Executive attended the job fair.</p> <p>On October 26, 2011 this SEU participated in the Quinnipiac Job Fair. This SEU set up a booth at the job fair, handed out station flyers, collected resumes and conducted on-site interviews. The Integrated Event Planner and one intern attended the job fair.</p>
4	Participate in Scholarship Program	<p>This SEU awarded scholarship money to students from the Connecticut School of Broadcasting from December to November 30, 2011 in the amount of \$17,240.</p>
5	Establish Mentoring Program	<p>This SEU conducted a mentoring program from December to November 2011 in which students were given the opportunity to gain insight into the SEU's sales department. The students (i) interacted with and shadowed the general sales manager and account executives, and (ii) learned how to place cold calls. The program was directed by the SEU's Director of Sales.</p>