

WKCI-FM, WELI(AM), WAVZ(AM)
EEO PUBLIC FILE REPORT
December 1, 2008 – November 30, 2009¹

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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

¹ This report provides recruitment data collected from November 21, 2008 through November 20, 2009.

WKCI-FM, WELI(AM), WAVZ(AM)
EEO PUBLIC FILE REPORT
December 1, 2008 – November 30, 2009

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
	AS NOTED ON PREVIOUS PAGE, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

WKCI-FM, WELI(AM), WAVZ(AM)
EEO PUBLIC FILE REPORT
December 1, 2008 – November 30, 2009

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Management training regarding methods of ensuring equal employment opportunity and preventing discrimination	<p>On October 8, 2009, 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 FCC 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.</p>
2	Host Internship Programs	<p>Spring 2009: This SEU hosted eight interns from North Eastern University, Quinnipiac University, Southern Connecticut State University, University of New Haven and Gateway Community College. The program was administered by the Integrated Media Specialist and the students received on-the-job training in the promotions department and prepared winner sheets.</p> <p>Fall 2009: This SEU hosted six interns from Southern Connecticut State University, Connecticut School of Broadcasting and Albertus Magnus College. The program was administered by the Integrated Media Specialist and the students received on-the-job training in the promotions department and prepared winner sheets.</p>
3	Participate in Job Fairs	<p>In May 2009, this SEU participated in the Manchester Community College Job Fair in Manchester, Connecticut. This SEU set up a booth at the job fair, handed out station flyers, collected resumes and conducted on-site interviews. The General Sales Manager and one intern attended the job fair.</p> <p>On November 4, 2009, this SEU participated in the Quinnipiac University Career Fair in Hamden, Connecticut. This SEU set up a booth at the job fair, handed out station flyers, collected resumes and conducted on-site interviews. The General Sales Manager and one intern attended the job fair.</p>

4	Participate in Scholarship Program	This SEU, in conjunction with the Connecticut School of Broadcasting, participates in an annual scholarship program. The SEU promoted the scholarship program by running on air advertisements. In addition, this SEU awarded scholarship money to students, selected by the Connecticut School of Broadcasting, from August to October 2009 in the total amount of \$11,940.
5	Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	This SEU conducted a mentoring program from June to August 2009 in which a local college student was given the opportunity to gain insight into the SEU's sales department. The student (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.