

WFRG, WLZW, WIBX, WODZ
Equal Employment Opportunity Public File Report
February 1, 2007 – January 31, 2008

I. POSITIONS FILLED DURING THE REPORTING PERIOD

Job Title	Sources Used to Fill Position <i>(Numbers Correspond to the Recruitment Source List in Part II)</i>	Source Referring Hire
Assistant Business Manager	1,5,7,9, 11,14,19,20	7
Sales	1,7,9,10,11,14,17,19,20,22	22
Sales	1,7,9,10,11,14,17,19,20,22	9
Sales	1,7,9,10,11,14,17,19,20,22	19
Sales	1,7,9,10,11,14,17,19,20,22	7
Sales	1,7,9,10,11,14,17,19,20,22	19
Sales	1,7,9,10,11,14,17,19,20,22	7
Sales	1,7,9,10,11,14,17,19,20,22	7
Sales	1,7,9,10,11,14,17,19,20,22	22
Program Director - WODZ	15,19	15
Director of Sales	7,19	19
Operations Manager	15,17,19	15
Administrative Assistant	1,2,3,5,7,9,14,19,20	19
Administrative Assistant	1,2,3,5,7,9,14,19,20	19

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II. RECRUITMENT SOURCE LIST

No.	Recruitment Source (Name, address, contact person, telephone number)	Entitled to Vacancy Notification (Y/N)	No. Interviewees Referred During Reporting Period by Source
1	Working Solutions One Stop Center NYS Office Building 207 Genesee St Utica NY 13501 315 793 2229 Fax 315 793 2216 Email Uscsaw@labor.state.Ny.us	N	5
2	Mohawk Valley Community College Employment Office Academic Building, room 135 1101 Sherman Drive 315 792 5488 Email dellis@mvcc.edu	N	0
3	Herkimer County Community College Career Counseling Center RMCC 262 Reservoir Rd Herkimer NY 13350 315 866 0300 ext 8284 fax 315 866 7253 Email www.herkimer.edu/ease	N	0
4	Utica College Career Service 1600 Burrstone Rd Utica NY 13502 315 792 3111 Fax 315 792 3370 Email drusso@utica.edu	N	0

5	Utica School of Commerce Administrative office 201 Bleeker St Utica NY 13501 315 733 2309 ext 2217 Fax 315 733 9281 Email Swilliams.usc.ny.edu	N	0
6	Mohawk Valley Chamber of Commerce 520 Seneca St Utica NY 13501 315 124 3151 fax 315 724 3177 Email info@mvchamber.org	N	0
7	Regent Broadcasting of Utica 9418 River Rd Marcy NY 315 768 9500 fax 315 736 0720	N	16
8	SUNY Institute of Tech Career Services Donovan Hall, Room G172 Marcy Campus Rte 12 North Utica, NY 13502 315 792 7165 315 792 7168 Email Careerservices@sunyit.edu	N	0
9	Observer Dispatch Central New York Job Fair Holiday Inn Utica, NY 13502	N	2
10	Women's Employment & Resource Center 1411 Genesee St. Utica, NY 13501 315 793 9700 315 793 9966 Email tfshram@aldephia.net	N	0
11	Utica Observer Dispatch Classified Advertising Section-Help Wanted	N	2

12	Rome Sentinel Classified Advertising Section-Help Wanted	N	0
13	Syracuse Pos-Standard & Herald Advertising Section-Help Wanted	N	0
14	Central New York Help Wanted.com	N	3
15	All Access internet source www.allaccess.com	N	9
16	Oneida County SABA Oneida-Herkimer-Madison Boces Box 70-4747 Middle Settlement Road New Hartford, NY 13413 315 793-8684 315 793 8531	N	0
17	New York State Broadcasters Assoc. 1805 Western Ave. Albany, NY 12203 518-456-8888 Email Sandy@nysbroadcastersassn.org	N	1
18	Radio Ink magazine	N	0
19	Word of Mouth Referral	N	23
20	NAACP Mr. Herb Thorpe P.O. Box 325 Rome, NY 13440 315 337 0407	N	0
21	Internal Posting	N	0
22	Walk-In to submit application	N	7
TOTAL INTERVIEWEES DURING 12-MONTH PERIOD			68

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III. OUTREACH INITIATIVES

No.	Type of Outreach Initiative	Brief Description of Activity
1	Co-sponsored two job fairs	<p>On May 8, 2007 and October 3, 2007, Regent Broadcasting of Utica co-sponsored the Career Builder job fairs with the Observer Dispatch newspaper. Station participants included the General Manager, Director of Sales, Sales Manager, Promotions Director and Business Manager. Each job fair had an attendance of 100-150 people, and we had about 45-50 people visit our booth. We distributed informational handouts along with employment information. Applications were provided to jobseekers. This event was promoted heavily on our stations.</p>
2	Mentoring Internship Program	<p>Regent Broadcasting of Utica participated in a mentoring program that provided two local students with exposure to our broadcast operations. We welcomed two students to our stations during the spring semester. The two students attended Oneida-Herkimer-Madison BOCES, a local trade school. The students were placed with our stations as part of the Regional Program for Excellence, and each student received school credit for his or her work. We asked the students to work in all of our departments so they could understand all of our operations. The internship program lasted four to six weeks for each student. Our Promotion Manager and Operations Manager served as the coordinators for the internship program.</p>

3	Career Shadowing Experience	In conjunction with the Oneida County School and Business Alliance, we hosted two New York Mills High School students in a career-shadowing day. The students observed a typical day in all of our departments to help them see the relevance between their school courses and the “real world”.
4	Participated in Career Fairs at area schools	Regent Broadcasting also has participated in additional job fairs in May 2007 @ Madison County High School and in November 2007 @ Sauquoit Valley Middle School.
5	EEO Training	In March 2007 and November 2007, Regent Broadcasting of Utica’s General Manager presented an EEO training seminar to the department heads at the stations. The seminar presented methods to ensure non-discriminatory hiring and promotion practices.