

EEO PUBLIC FILE REPORT

WWYY-FM, WSBG-FM, WVPO-AM

(WILKES BARRE EMPLOYEE UNIT)

April 1, 2018 – March 31, 2019

FULL TIME POSITIONS FILLED

Full-Time Position Title	Station(s)	Date Filled	Recruitment Source of Hiree	Recruitment Sources Used	Number Interviewed
					Total Number of Interviewees: 0

WWYY-FM, WSBG-FM, WVPO-AM
(WILKES BARRE EMPLOYEE UNIT)
April 1, 2018 – March 31, 2019

No.	Recruitment Source		Contact		Entitled to Notification
1.	Company:	Connoisseur Website	Name:		Y
	Address:		Phone:	570-421-2100	
2.	Company:	Employee Referral	Name:	Various	Y
	Address:		Phone:		
3.	Company:	Internal Posting	Name:		Y
	Address:	Station Employment Area	Phone:	570-421-2100	
4.	Company:	Walk In	Name:	Various	Y
	Address:		Phone:	570-421-2100	
5.	Company:	On-Air Announcements	Name:	Various	Y
	Address:		Phone:	570-421-2100	
6.	Company:	Indeed.com	Name:		Y
	Address:		Phone:		
7.	Company:	EEO Mailing list (attached)	Name:		Y
	Address:		Phone:		

EEO MAILING LIST**WWYY-FM, WSBG-FM, WVPO-AM****(WILKES BARRE EMPLOYEE UNIT)****April 1, 2018 – March 31, 2019**

FIRST	LAST	COMPANY	ADDRESS 1	CITY	STATE	ZIP	PHONE	EMAIL
Joel	Denver	All Access	24955 Pacific Coast Highway , C303	Malibu	CA	90265	310-457-6616	jdenver@allaccess.com
Career Services		Northampton Community College	3835 Green Pond Rd.	Bethlehem	PA	18020	610-861-5344	
Career Services		East Stroudsburg University	200 Prospect St.	East Stroudsburg	PA	18301	610-437-5627	
Julia	Urich	American Advertising Federation of the Greater Lehigh Valley	PO BOX 90507	Allentown	PA	18109	610-365-7916	julia@firerockvideo.com

OUTREACH AND RECRUITMENT INITIATIVES

WWYY-FM, WSBG-FM, WVPO-AM
 (WILKES BARRE EMPLOYEE UNIT)
 April 1, 2018 – March 31, 2019

No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1.	April – Ongoing	Disseminating Information regarding radio station(s).	Station Tours	Connoisseur Media provides all contest winners, and any visitors of the stations the opportunity to tour the radio stations and talk with the staff. During this time, careers in broadcasting are discussed and visitors are educated about the broadcasting industry. The tour includes information about how the broadcasting industry strives to serve its local community. Visitors are asked to give their opinions as to what the hottest topics in the local community are. Three tours were given during the period of 4/1/18 through 3/31/19.	Front Office Staff
2.	April – Ongoing	Establishment of Training Program	Training programs	Connoisseur Media provides training to current employees involved in the traffic and promotions department which enables them to gain specific skills needed for promotion	Various Department Managers
3.	April- Ongoing	American Advertising Federation (AAF) of the Greater Lehigh Valley	Scholarship Committee Participation	Patrick Lincoln, GM, is a founding chair of the Scholarship Committee, which provides scholarships for students for supplies for art and advertising classes. Funds were given to Northampton Community College, DeSales University, Kutztown University, Lehigh University, and Moravian College; all who are sources used for all types of recruitment.	Patrick Lincoln, General Manager

4.	April-Ongoing	American Advertising Federation (AAF) of the Greater Lehigh Valley	Education Committee Participation	Patrick Lincoln, GM, is the founding chair of the Education Committee which provides outreach to high school and college students regarding careers in radio and advertising.	Patrick Lincoln, General Manager
5.	April-Ongoing	Big Brothers Big Sisters	Board of Directors	Patrick Lincoln sits on the Board of Directors for Big Brothers Big Sisters where job opportunities in radio are discussed, tours of the radio station are offered to Little Brothers Little Sisters and questions are answered regarding the radio station, how it operates, and job opportunities.	Patrick Lincoln, General Manager
6.	April-Ongoing	DeSales University – Business Advisory Council	Hold Board position on the Business Advisory Council and Ethics Board	Patrick Lincoln, GM, is a Board Member of the Business Advisory Council at DeSales University where he advised the Business Department, which directly impacts students in the advertising and marketing fields at both a Bachelors and Master’s degree level. He also sits on the Ethics Board which also impacts students in the advertising field. He is available to answer questions regarding advertising and radio careers and can assist students when necessary.	Patrick Lincoln, General Manager
7.	April-Ongoing	Various Locations	Public Speaking – Disseminate information regarding opportunities in radio.	Patrick Lincoln speaks at various local colleges, such as East Stroudsburg University, about careers in radio and advertising. He answers questions and informs students about radio opportunities.	Patrick Lincoln, General Manager
9.	April 10, 2018	Northampton Community College Monroe Campus Spring Job Fair	Career Fair	Norm Sullivan and Kyleen Waters manned a booth at Northampton Community College’s Spring Job Fair. Potential candidates were spoken to about internships and all opportunities working in radio. Questions were answered regarding the radio stations and all aspects of it. Resumes and applications were accepted.	Norm Sullivan, Production Director Kyleen Waters, Promotion Director

10.	April 18, 2018	Career Quest 2018	Career Fair	Norm Sullivan and Kyleen Waters of Connoisseur Media manned a booth at Pennsylvania Career Link's 2018 Career Quest. Potential candidates were spoken to and questions were answered regarding all aspects of radio and potential job opportunities in the radio industry. Resumes were collected from interested job seekers.	Norm Sullivan, Production Director Kyleen Waters, Promotion Director
11.	October 17, 2018	Pocono Job Fair	Career Fair	Connoisseur Media hosted the Pocono Job Fair. Norm Sullivan and Kyleen Waters also manned a booth at Pocono Job Fair. Potential candidates were spoken to about internships and all opportunities working in radio. Questions were answered regarding the radio stations and all aspects of it. Resumes and applications were accepted.	Norm Sullivan, Production Director Kyleen Waters, Promotion Director
12.	March 20, 2019	Pocono Job Fair	Career Fair	Connoisseur Media hosted the Pocono Job Fair. Kyleen Waters also manned a booth at the Pocono Job Fair. Potential candidates were spoken to about internships and all opportunities working in radio. Questions were answered regarding the radio stations and all aspects of it. Resumes and applications were accepted.	Kyleen Waters, Promotion Director
13.	May 2018 – August 2018	Francis R. Abbamonte, East Stroudsburg University	Internship Program	An internship with the Promotions and Marketing Department. Student learning first-hand how the department and radio stations operate. Intern spends time with Department Heads in each department.	Kyleen Waters, Promotions Director