

WWYY, WPLY, WSBG and WVPO

**EEO PUBLIC FILE REPORT  
APRIL 1, 2010 TO MARCH 31, 2011**

**I. VACANCY LIST**

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Promotions Assistant/Board Op	4,20	4

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12 month-period
1.	All Access Attn: Joel Denver 28955 Pacific Coast Highway, Suite 210-5 Malibu, CA 90265 www.allaccess.com	No	0
2.	Walk In	No	0
3.	Station Website <a href="http://www.935sbg.com">www.935sbg.com</a> <a href="http://www.107thebone.fm">www.107thebone.fm</a>	No	0
4.	On Air Announcements WWYY, WPLY, WSBG and WVPO	No	1
5.	Employee Referral	No	0
6.	Station Employment Area Positions posted in an area where all employees can see them 22 South 6 <sup>th</sup> Street Stroudsburg, PA 18360 570-421-2100	No	0
7.	Northampton Area County College Attn: Career Services 3835 Green Pond Road Bethlehem, PA 28020 610-861-5344	No	0
8.	Lehigh County Community College Attn: Dawn Deilger 718 Hamilton Mall Allentown, PA 18101	No	0
9.	Allentown Business School	No	0

	National Education Center Attn: Jennifer Neeb 1501 Lehigh Street Allentown, PA 18103 610-791-5100		
10.	Hispanic American Organization 136 South 4 <sup>th</sup> Street Allentown, PA 28102	No	0
11.	PACAREERLINK State PA. US <a href="mailto:samjones@state.pa.us">samjones@state.pa.us</a> 610-250-1813 x 3012	No	0
12.	NAACP PO Box 9418 Allentown, PA 18105 510-797-1107	No	0
13.	Kutztown University Attn: Director of Career Services PO Box 730 Kutztown, PA 19530 610-683-4067 <a href="http://www.kutztown.edu/admin/careers">www.kutztown.edu/admin/careers</a> .	No	0
14.	Penn State Lehigh Valley Center Placement Center Debbie Swarner 8380 Mohr Lane Fogelsville, PA 18051 610-285-5000	No	0
15.	Connecticut Broadcasting School Attn: Mario Donahue 377 State Road 17 Penthouse Habrouck Heights, NJ 07604 1-800-TV-RADIO	No	0
16.	Private Industry Council Attn: Joel Madtes 1601 Union Blvd. Allentown, PA 18103 (610) 437-5627	No	0
17.	Promotion from intern	No	0
18.	Pocono Record Newspaper <a href="http://www.poconorecord.com">www.poconorecord.com</a> 511 Lenox Street Stroudsburg, PA 18360 (570) 421-3000	No	0
19.	Internship	No	0
20.	Craigslist.com	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>1</b>

### III. RECRUITMENT INITIATIVES: Menu Option Initiatives

- 1) Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions
- 2) Hosting of at least one job fair.
- 3) Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.
- 4) Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.
- 5) Establishment of an intern program designed to assist members of the community to acquire skills needed for broadcast employment
- 6) Participation in job banks, internet programs, and other programs designed to promote outreach generally
- 7) Participation in scholarship programs designed to assist students interest in pursuing a career in broadcasting
- 8) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions
- 9) Establishment of a mentoring program for station personnel
- 10) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting
- 11) Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting
- 12) Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities
- 13) Provision of assistance to unaffiliated non-profit entities in the maintenance of websites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting.
- 14) Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination
- 15) Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions
- 16) Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1.	5	Nassau Broadcasting created an internship for college credit, program to engage local students in careers in broadcasting. Participating stations are WSBG, WVPO and WWYY. The internship program this year included 4 college students from East Stroudsburg University and 1 student from Connecticut School of Broadcasting. The students shadowed Nassau Broadcasting staff, working with them in the areas of music, music catalog, production and promotions. The interns also participated in attending stations events, prize inventory and preparation, running errands, ticket pick-up, getting prizes ready for remotes and appearances, and getting promo request paperwork to on-air DJ's.

2.	8	Nassau Broadcasting provides training to current employees involved in the traffic and promotions department which enables them to gain specific skills needed for promotion
3.	16	Nassau Broadcasting 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.
4.	3	Nassau Broadcasting participated in a Job Fair held at Pennsylvania Career link Monroe County on April 14, 2010. Becky Shevlin and Kyleen Waters manned the booth an accepted resumes from job seekers in addition to discussing careers in broadcasting with participants.
5.	3	Nassau Broadcasting participated in a Job Fair held at East Stroudsburg University on October 6, 2010. Anton Koury manned the booth and accepted resumes from job seekers in addition to discussing careers in broadcasting with participants.