

ANNUAL EEO PUBLIC FILE REPORT

For the period beginning 12/1/18 and ending 11/30/19

This report consists of:

- Part 1 Station information
- Part 2 Recruitment sources/interviewees for each full-time vacancy
- Part 3 Recruitment initiatives

Preparer: Joshua Kaplan

Signature: 

Title: Operations Director

Date: November 30th, 2019

Telephone: 860-887-3511

*This reports, which usually covers the prior 12 – month period, is to be placed in each station's public file and website (if applicable) every year on the anniversary of the due date of the station's renewal application.

PART 1

This report covers the following employment unit:

<u>Call Sign</u>	<u>AM/FM</u>	<u>Facility ID#</u>	<u>Com. Of License</u>	<u>State</u>	<u>LMA</u>
WICH	AM	72347	Norwich	CT	NO
WCTY	FM	72346	Norwich	CT	NO
WKNL	FM	48547	New London	CT	NO
WNLC	FM	25406	East Lyme	CT	NO

Attached is information concerning the recruitment efforts undertaken by the employment unit to fill the full-time vacancies during the period covered by this report.

A total of 3 full – time job vacancies were filled by the employment unit and 2 full – time job vacancies with ongoing recruitment efforts

A total number of 20 people were interviewed for all of the full – time vacancies

PART 2

FULL TIME HIRES (Job# 1 of 4)

Job Title: Account Executive

Date Filled: January 4th, 2019

Total Number of Interviewees: 5

Two new hires were from an employee referral and a job fair

Recruitment Sources:

<u>NAME & ADDRESS</u>	<u>NUMBER OF REFERRALS</u>
<u>www.ctba.org/cgi-bin/HRWorx.pl</u> (Connecticut Broadcaster's Assoc Website)	0
<u>www.careerpage.org/cgi-bin/jobs</u>	0
<u>www.wcty.com</u> (WCTY website)	0
<u>www.wich.com</u> (WICH website)	0
<u>www.wnlc.com</u> (WNLC website)	0
<u>www.bighitsbigfun.com</u> (WKNL website)	0
<u>www.hotjobs.yahoo.com</u> (In association with the New London Day)	0
<u>www.ctjobcentral.org</u>	0
Hall Communications Radio Ad WICH/WCTY/WKNL/WNLC	1
NORWICH BULLETIN 66 Franklin St. Norwich, CT 06360	0
THE NEW LONDON DAY 37 Eugene O'Neill Drive New London, CT 06320	0
The Day/Chamber of Commerce of Eastern CT Job Fair Mystic Marriot 625 N Rd Groton, CT 06340	2

Ms. Peggy Ferguson UNIV. OF RHODE ISLAND 221 Roosevelt Hall Kingston, RI 02887	(401) 874-2416	0
Ms. Maria Ricci PROVIDENCE COLLEGE Slavin Center 105 Providence, RI 02198	(401) 865-1000	0
Ms. Susan Trombly N.E. INSTITUTE OF TECHNOLOGY 2500 Post Road Warwick, RI 02886	(401) 739-5000	0
Mr. Steven Raucher Univ. of New Haven - Prof. Of Communications 300 Orange Avenue West Haven, CT 06516	(203) 932-7000	0
Ms. Nancy Gray Eastern CT Workforce Investment Board 113 Salem Turnpike - North Bldg Norwich, CT 06360	(860) 859-5767	0
Ms. Arlethia Monroe EEOC RESOURCE CENTER 1801 L. Street NW Washington, DC 20507	(202) 663-4900	0
Mr. Samuel Hall HOWARD UNIVERSITY <u>1</u> / PO Box 667, Administration Building Washington, DC 20059	(202) 806-7513	0
Ms. Karen Hunter NAB CLEARING HOUSE 1771 N. Street NW Washington, DC 20046	(202) 429-5300	0
Ms. Catherine Link Univ. of New Haven - Career Development 300 Orange Street West Haven, CT 06516	(203) 932-7334	0

¹ A source with an (x) was a source that requested to be contacted as job openings occur.

Ms. Sherri Tanguay MOHEGAN TRIBAL NATION <u>2</u> / 1 Mohegan Blvd. Uncasville, CT 06382	(860) 204-6100	0
Mr. David Grindel VETERANS CENTER 2 Cliff Street Norwich, CT 06360	(860) 887-1755	0
Mr. Garfield Ruker MARTIN LUTHER KING CENTER <u>1</u> / 21 Fairmont Street Norwich, CT 06360	(860) 887-6255	0
Ms. Christine Johnson MADONNA PLACE <u>3</u> / 240 Main Street Norwich, CT 06360	(860) 886-6600	0
Ms. Elsie Spoust UCONN 562 N.L. Turnpike Norwich, CT 06360	(860) 887-1608	0
Mr. Gottfried Beisel CONNECTICUT JOB SERVICE 113 Salem Turnpike Norwich, CT 06360	(860) 859-5604	0
Ms. Jacqueline Owens NAACP <u>1</u> / PO Box 24 Norwich, CT 06360	(860) 886-5529	0
Ms. Loise Summa THREE RIVERS COM. COLLEGE Mahan Drive Norwich, CT 06360	(860) 886-1931	0
Ms. Linda Misarski Norwich Business & Prof. Women's Club <u>3</u> / 147 Wawecus Hill Rd. Bozrah, CT 06334	(860) 889-7444	0

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Ms. Marcia Flowers EASTERN PEQUOT TRIBAL NATION <u>2</u> / 391 Norwich-Westerly Rd. North Stonington, CT 06359	(860) 535-1868	0
Ms. Nancy Albert GROTON HUMAN SERVICES 2 Fort Hill Rd. Groton, CT 06340	(860) 441-6760	0
Ms. Janene Vandi UCONN AT AVERY POINT 1084 Shennecossett Rd. Groton, CT 06340	(860) 405-9010	0
Ms. Peggy Tackett NAVY FAMILY SERVICE CENTER Box 93, Nasubase, NLON Groton, CT 06340	(860) 449-8348	0
Mr. Arthur Henick Mashantucket Pequot Tribal Nation <u>2</u> / PO Box 3130 Mashantucket, CT 06339	(860) 312-3000	0
Ms. Barbara Benson I.C.E. EMPLOY & TRAINING SERVICE PO Box 672 Gales Ferry, CT 06335	(860) 646-7221	0
Ms. Lisa Russ O.I.C. OF NEW LONDON COUNTY <u>1</u> / 106 Truman St. New London, CT 06320	(860) 447-1731	0
Mr. Jack Tinker CONNECTICUT COLLEGE 270 Mohegan Ave. New London, CT 06320	(860) 447-1911	0
Mr. Peter Bowler ALLIANCE FOR LIVING 154 Broad St. (A social services Organization) New London, CT 06320	(860) 447-0884	0

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Ms. Wendy Mathieu MITCHELL COLLEGE 437 Pequot Ave. New London, CT 06320	(860) 701-5000	0
Mr. Vic Jensen Ridley Lowell Bus & Tech Institute 470 Bank St. New London, CT 06320	(860) 433-7441	0
Ms. Rhea Joseph CREATIVE CONNECTIONS 5 Carlisle Lane (A social services Organization) Niantic, CT 06357	(860) 442-7556	0
Ms. Mirriam Lopez Centro de La Comunidad 225 Central Ave. Norwich, CT 06360	(860) 442-4463 <u>4</u> /	0
Mr. Carmen Bruno The Women's Center of SE CT. 16 Jay Street New London, CT 06320	(860) 447-0366 <u>3</u> /	0
Ms. Janice Albert CT STATE LABOR DEPT. 645 South Main St. Middletown, CT 063457	(860) 344-2044	0
Mr. Hank Tenny CT SCHOOL OF BROADCASTING Radio Park Farmington, CT 06032	(860) 887-2346	0
Mr. Dan Gaynor NEW LONDON ADULT EDUCATION Shaws Cove Three New London, CT 06320	(860) 437-2385	0

¹ A source with an (x) was a source that requested to be contacted as job openings occur.

- Ms. Laura Hall (860) 871-9908 0
 x UCONN Communication Club
 45 D. Mt. Vernon Dr.
 Vernon, CT 06066
- Mr. Tim G. Martelon (203) 378-5155 0
 x CT School of Broadcasting
 80 Ferry Blvd.
 Stratford, CT 06615

EMPLOYEE REFERRALS 2

SOURCE UNKNOWN 0

COMMUNITY MEMBER 0

1 / A predominantly African-American School / Organization

2 / A predominantly Native-American Organization

3 / A predominantly female Organization

4 / A predominantly Hispanic Organization

- There were two new hires on January 4th, 2019
- New hire was from an employee referral
- New hire was from The Day Job Fair

¹ A source with an (x) was a source that requested to be contacted as job openings occur.

PART 2

FULL TIME HIRES (Job# 2 of 4)

Job Title: Promotions Manager

Date Filled: August 5th, 2019

Total Number of Interviewees: 8

New Hire was from Hall Communications' website

Recruitment Sources:

<u>NAME & ADDRESS</u>	<u>NUMBER OF REFERRALS</u>
<u>www.ctba.org/cgi-bin/HRWorx.pl</u> (Connecticut Broadcaster's Assoc Website)	0
<u>www.careerpage.org/cgi-bin/jobs</u>	0
<u>www.wcty.com</u> (WCTY website)	0
<u>www.wich.com</u> (WICH website)	0
<u>www.wnlc.com</u> (WNLC website)	0
<u>www.bighitsbigfun.com</u> (WKNL website)	0
<u>www.hotjobs.yahoo.com</u> (In association with the New London Day)	0
<u>www.hallradio.com</u> (Hall Communications Website)	1
<u>www.ctjobcentral.org</u>	0
Hall Communications Radio Ad WICH/WCTY/WKNL/WNLC	0
NORWICH BULLETIN 66 Franklin St. Norwich, CT 06360	0
THE NEW LONDON DAY 37 Eugene O'Neill Drive New London, CT 06320	0
The Day/Chamber of Commerce of Eastern CT Job Fair Mystic Marriot 625 N Rd Groton, CT 06340	0

Ms. Peggy Ferguson UNIV. OF RHODE ISLAND 221 Roosevelt Hall Kingston, RI 02887	(401) 874-2416	0
Ms. Maria Ricci PROVIDENCE COLLEGE Slavin Center 105 Providence, RI 02198	(401) 865-1000	0
Ms. Susan Trombly N.E. INSTITUTE OF TECHNOLOGY 2500 Post Road Warwick, RI 02886	(401) 739-5000	1
Mr. Steven Raucher Univ. of New Haven - Prof. Of Communications 300 Orange Avenue West Haven, CT 06516	(203) 932-7000	0
Ms. Nancy Gray Eastern CT Workforce Investment Board 113 Salem Turnpike - North Bldg Norwich, CT 06360	(860) 859-5767	0
Ms. Arlethia Monroe EEOC RESOURCE CENTER 1801 L. Street NW Washington, DC 20507	(202) 663-4900	0
Mr. Samuel Hall HOWARD UNIVERSITY PO Box 667, Administration Building Washington, DC 20059	(202) 806-7513 <u>1</u> /	0
Ms. Karen Hunter NAB CLEARING HOUSE 1771 N. Street NW Washington, DC 20046	(202) 429-5300	0
Ms. Catherine Link Univ. of New Haven - Career Development 300 Orange Street West Haven, CT 06516	(203) 932-7334	0

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Ms. Sherri Tanguay	(860) 204-6100	0
MOHEGAN TRIBAL NATION <u>2</u> /		
1 Mohegan Blvd.		
Uncasville, CT 06382		
Mr. David Grindel	(860) 887-1755	0
VETERANS CENTER		
2 Cliff Street		
Norwich, CT 06360		
Mr. Garfield Ruker	(860) 887-6255	0
MARTIN LUTHER KING CENTER <u>1</u> /		
21 Fairmont Street		
Norwich, CT 06360		
Ms. Christine Johnson	(860) 886-6600	0
MADONNA PLACE <u>3</u> /		
240 Main Street		
Norwich, CT 06360		
Ms. Elsie Spoust	(860) 887-1608	0
UCONN		
562 N.L. Turnpike		
Norwich, CT 06360		
Mr. Gottfried Beisel	(860) 859-5604	0
CONNECTICUT JOB SERVICE		
113 Salem Turnpike		
Norwich, CT 06360		
Ms. Jacqueline Owens	(860) 886-5529	0
NAACP <u>1</u> /		
PO Box 24		
Norwich, CT 06360		
Ms. Loise Summa	(860) 886-1931	0
THREE RIVERS COM. COLLEGE		
Mahan Drive		
Norwich, CT 06360		
Ms. Linda Misarski	(860) 889-7444	0
Norwich Business & Prof. Women's Club <u>3</u> /		
147 Wawecus Hill Rd.		
Bozrah, CT 06334		

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Ms. Nancy Albert GROTON HUMAN SERVICES 2 Fort Hill Rd. Groton, CT 06340	(860) 441-6760	0
Ms. Janene Vandi UCONN AT AVERY POINT 1084 Shennecossett Rd. Groton, CT 06340	(860) 405-9010	0
Ms. Peggy Tackett NAVY FAMILY SERVICE CENTER Box 93, Nasubase, NLON Groton, CT 06340	(860) 449-8348	0
Mr. Arthur Henick Mashantucket Pequot Tribal Nation <u>2</u> / PO Box 3130 Mashantucket, CT 06339	(860) 312-3000	0
Ms. Barbara Benson I.C.E. EMPLOY & TRAINING SERVICE PO Box 672 Gales Ferry, CT 06335	(860) 646-7221	0
Ms. Lisa Russ O.I.C. OF NEW LONDON COUNTY <u>1</u> / 106 Truman St. New London, CT 06320	(860) 447-1731	0
Mr. Jack Tinker CONNECTICUT COLLEGE 270 Mohegan Ave. New London, CT 06320	(860) 447-1911	0
Mr. Peter Bowler ALLIANCE FOR LIVING 154 Broad St. (A social services Organization) New London, CT 06320	(860) 447-0884	0

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Mr. Vic Jensen Ridley Lowell Bus & Tech Institute 470 Bank St. New London, CT 06320	(860) 433-7441	0
Ms. Rhea Joseph CREATIVE CONNECTIONS 5 Carlisle Lane (A social services Organization) Niantic, CT 06357	(860) 442-7556	0
Ms. Mirriam Lopez Centro de La Comunidad 225 Central Ave. Norwich, CT 06360	(860) 442-4463 <u>4</u> /	0
Mr. Carmen Bruno The Women's Center of SE CT. 16 Jay Street New London, CT 06320	(860) 447-0366 <u>3</u> /	0
Ms. Janice Albert CT STATE LABOR DEPT. 645 South Main St. Middletown, CT 063457	(860) 344-2044	0
Mr. Hank Tenny CT SCHOOL OF BROADCASTING Radio Park Farmington, CT 06032	(860) 887-2346	0
Mr. Dan Gaynor NEW LONDON ADULT EDUCATION Shaws Cove Three New London, CT 06320	(860) 437-2385	0

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- Ms. Laura Hall (860) 871-9908 0

x UCONN Communication Club

45 D. Mt. Vernon Dr.

Vernon, CT 06066
- x Mr. Tim G. Martelon (203) 378-5155 0

CT School of Broadcasting

80 Ferry Blvd.

Stratford, CT 06615

EMPLOYEE REFERRALS 4

SOURCE UNKNOWN 2

COMMUNITY MEMBER 0

1 / A predominantly African-American School / Organization

2 / A predominantly Native-American Organization

3 / A predominantly female Organization

4 / A predominantly Hispanic Organization

- There was 1 new hire from the Hall Communications' website

¹ A source with an (x) was a source that requested to be contacted as job openings occur.

PART 2

FULL TIME HIRES (Job# 3 of 4)

Job Title: Account Executive
Date Filled: On going
Total Number of Interviewees: 7

Recruitment Sources:

<u>NAME & ADDRESS</u>	<u>NUMBER OF REFERRALS</u>
<u>www.ctba.org/cgi-bin/HRWorx.pl</u> (Connecticut Broadcaster's Assoc Website)	0
<u>www.careerpage.org/cgi-bin/jobs</u>	0
<u>www.wcty.com</u> (WCTY website)	1
<u>www.wich.com</u> (WICH website)	0
<u>www.wnlc.com</u> (WNLC website)	0
<u>www.bighitsbigfun.com</u> (WKNL website)	0
<u>www.hotjobs.yahoo.com</u> (In association with the New London Day)	0
<u>www.ctjobcentral.org</u>	0
Hall Communications Radio Ad WICH/WCTY/WKNL/WNLC NORWICH BULLETIN 66 Franklin St. Norwich, CT 06360	0
THE NEW LONDON DAY 37 Eugene O'Neill Drive New London, CT 06320	0
The Day/Chamber of Commerce of Eastern CT Job Fair Mystic Marriot 625 N Rd Groton, CT 06340	3

Ms. Peggy Ferguson UNIV. OF RHODE ISLAND 221 Roosevelt Hall Kingston, RI 02887	(401) 874-2416	0
Ms. Maria Ricci PROVIDENCE COLLEGE Slavin Center 105 Providence, RI 02198	(401) 865-1000	0
Ms. Susan Trombly N.E. INSTITUTE OF TECHNOLOGY 2500 Post Road Warwick, RI 02886	(401) 739-5000	0
Mr. Steven Raucher Univ. of New Haven - Prof. Of Communications 300 Orange Avenue West Haven, CT 06516	(203) 932-7000	0
Ms. Nancy Gray Eastern CT Workforce Investment Board 113 Salem Turnpike - North Bldg Norwich, CT 06360	(860) 859-5767	0
Ms. Arlethia Monroe EEOC RESOURCE CENTER 1801 L. Street NW Washington, DC 20507	(202) 663-4900	0
Mr. Samuel Hall HOWARD UNIVERSITY PO Box 667, Administration Building Washington, DC 20059	(202) 806-7513 <u>1</u> /	0
Ms. Karen Hunter NAB CLEARING HOUSE 1771 N. Street NW Washington, DC 20046	(202) 429-5300	0
Ms. Catherine Link Univ. of New Haven - Career Development 300 Orange Street West Haven, CT 06516	(203) 932-7334	0

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Ms. Sherri Tanguay MOHEGAN TRIBAL NATION <u>2</u> / 1 Mohegan Blvd. Uncasville, CT 06382	(860) 204-6100	0
Mr. David Grindel VETERANS CENTER 2 Cliff Street Norwich, CT 06360	(860) 887-1755	0
Mr. Garfield Ruker MARTIN LUTHER KING CENTER <u>1</u> / 21 Fairmont Street Norwich, CT 06360	(860) 887-6255	0
Ms. Christine Johnson MADONNA PLACE <u>3</u> / 240 Main Street Norwich, CT 06360	(860) 886-6600	0
Ms. Elsie Spoust UCONN 562 N.L. Turnpike Norwich, CT 06360	(860) 887-1608	0
Mr. Gottfried Beisel CONNECTICUT JOB SERVICE 113 Salem Turnpike Norwich, CT 06360	(860) 859-5604	0
Ms. Jacqueline Owens NAACP <u>1</u> / PO Box 24 Norwich, CT 06360	(860) 886-5529	0
Ms. Loise Summa THREE RIVERS COM. COLLEGE Mahan Drive Norwich, CT 06360	(860) 886-1931	0
Ms. Linda Misarski Norwich Business & Prof. Women's Club <u>3</u> / 147 Wawecus Hill Rd. Bozrah, CT 06334	(860) 889-7444	0

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Ms. Nancy Albert GROTON HUMAN SERVICES 2 Fort Hill Rd. Groton, CT 06340	(860) 441-6760	0
Ms. Janene Vandi UCONN AT AVERY POINT 1084 Shennecossett Rd. Groton, CT 06340	(860) 405-9010	0
Ms. Peggy Tackett NAVY FAMILY SERVICE CENTER Box 93, Nasubase, NLON Groton, CT 06340	(860) 449-8348	0
Mr. Arthur Henick Mashantucket Pequot Tribal Nation <u>2</u> / PO Box 3130 Mashantucket, CT 06339	(860) 312-3000	0
Ms. Barbara Benson I.C.E. EMPLOY & TRAINING SERVICE PO Box 672 Gales Ferry, CT 06335	(860) 646-7221	0
Ms. Lisa Russ O.I.C. OF NEW LONDON COUNTY <u>1</u> / 106 Truman St. New London, CT 06320	(860) 447-1731	0
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Mr. Peter Bowler ALLIANCE FOR LIVING 154 Broad St. (A social services Organization) New London, CT 06320	(860) 447-0884	0

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Ms. Rhea Joseph CREATIVE CONNECTIONS 5 Carlisle Lane (A social services Organization) Niantic, CT 06357	(860) 442-7556	0
Ms. Mirriam Lopez Centro de La Comunidad 225 Central Ave. Norwich, CT 06360	(860) 442-4463 <u>4</u> /	0
Mr. Carmen Bruno The Women's Center of SE CT. 16 Jay Street New London, CT 06320	(860) 447-0366 <u>3</u> /	0
Ms. Janice Albert CT STATE LABOR DEPT. 645 South Main St. Middletown, CT 063457	(860) 344-2044	0
Mr. Hank Tenny CT SCHOOL OF BROADCASTING Radio Park Farmington, CT 06032	(860) 887-2346	0
Mr. Dan Gaynor NEW LONDON ADULT EDUCATION Shaws Cove Three New London, CT 06320	(860) 437-2385	0

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- Ms. Laura Hall (860) 871-9908 0
 x UCONN Communication Club
 45 D. Mt. Vernon Dr.
 Vernon, CT 06066
- x Mr. Tim G. Martelon (203) 378-5155 0
 CT School of Broadcasting
 80 Ferry Blvd.
 Stratford, CT 06615

- EMPLOYEE REFERRALS 1

SOURCE UNKNOWN 2

COMMUNITY MEMBER 0

1 / A predominantly African-American School / Organization

2 / A predominantly Native-American Organization

3 / A predominantly female Organization

4 / A predominantly Hispanic Organization

- Still on going

¹ A source with an (x) was a source that requested to be contacted as job openings occur.

PART 2

FULL TIME HIRES (Job# 4 of 4)

Job Title: Regional Sales Manager

Date Filled: On going

Total Number of Interviewees: 0

Recruitment Sources:

<u>NAME & ADDRESS</u>	<u>NUMBER OF REFERRALS</u>
<u>www.ctba.org/cgi-bin/HRWorx.pl</u> (Connecticut Broadcaster's Assoc Website)	0
<u>www.careerpage.org/cgi-bin/jobs</u>	0
<u>www.wcty.com</u> (WCTY website)	0
<u>www.wich.com</u> (WICH website)	0
<u>www.wnlc.com</u> (WNLC website)	0
<u>www.bighitsbigfun.com</u> (WKNL website)	0
<u>www.hotjobs.yahoo.com</u> (In association with the New London Day)	0
<u>www.ctjobcentral.org</u>	0
Hall Communications Radio Ad WICH/WCTY/WKNL/WNLC NORWICH BULLETIN 66 Franklin St. Norwich, CT 06360	0
THE NEW LONDON DAY 37 Eugene O'Neill Drive New London, CT 06320	0
The Day/Chamber of Commerce of Eastern CT Job Fair Mystic Marriot 625 N Rd Groton, CT 06340	0

Ms. Peggy Ferguson UNIV. OF RHODE ISLAND 221 Roosevelt Hall Kingston, RI 02887	(401) 874-2416	0
Ms. Maria Ricci PROVIDENCE COLLEGE Slavin Center 105 Providence, RI 02198	(401) 865-1000	0
Ms. Susan Trombly N.E. INSTITUTE OF TECHNOLOGY 2500 Post Road Warwick, RI 02886	(401) 739-5000	0
Mr. Steven Raucher Univ. of New Haven - Prof. Of Communications 300 Orange Avenue West Haven, CT 06516	(203) 932-7000	0
Ms. Nancy Gray Eastern CT Workforce Investment Board 113 Salem Turnpike - North Bldg Norwich, CT 06360	(860) 859-5767	0
Ms. Arlethia Monroe EEOC RESOURCE CENTER 1801 L. Street NW Washington, DC 20507	(202) 663-4900	0
Mr. Samuel Hall HOWARD UNIVERSITY ¹ / ₁ PO Box 667, Administration Building Washington, DC 20059	(202) 806-7513	0
Ms. Karen Hunter NAB CLEARING HOUSE 1771 N. Street NW Washington, DC 20046	(202) 429-5300	0
Ms. Catherine Link Univ. of New Haven - Career Development 300 Orange Street West Haven, CT 06516	(203) 932-7334	0

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Ms. Sherri Tanguay	(860) 204-6100	0
MOHEGAN TRIBAL NATION <u>2</u> /		
1 Mohegan Blvd.		
Uncasville, CT 06382		
Mr. David Grindel	(860) 887-1755	0
VETERANS CENTER		
2 Cliff Street		
Norwich, CT 06360		
Mr. Garfield Ruker	(860) 887-6255	0
MARTIN LUTHER KING CENTER <u>1</u> /		
21 Fairmont Street		
Norwich, CT 06360		
Ms. Christine Johnson	(860) 886-6600	0
MADONNA PLACE <u>3</u> /		
240 Main Street		
Norwich, CT 06360		
Ms. Elsie Spoust	(860) 887-1608	0
UCONN		
562 N.L. Turnpike		
Norwich, CT 06360		
Mr. Gottfried Beisel	(860) 859-5604	0
CONNECTICUT JOB SERVICE		
113 Salem Turnpike		
Norwich, CT 06360		
Ms. Jacqueline Owens	(860) 886-5529	0
NAACP <u>1</u> /		
PO Box 24		
Norwich, CT 06360		
Ms. Loise Summa	(860) 886-1931	0
THREE RIVERS COM. COLLEGE		
Mahan Drive		
Norwich, CT 06360		
Ms. Linda Misarski	(860) 889-7444	0
Norwich Business & Prof. Women's Club <u>3</u> /		
147 Wawecus Hill Rd.		
Bozrah, CT 06334		

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Ms. Lisa Russ O.I.C. OF NEW LONDON COUNTY <u>1</u> / 106 Truman St. New London, CT 06320	(860) 447-1731	0
Mr. Jack Tinker CONNECTICUT COLLEGE 270 Mohegan Ave. New London, CT 06320	(860) 447-1911	0
Mr. Peter Bowler ALLIANCE FOR LIVING 154 Broad St. (A social services Organization) New London, CT 06320	(860) 447-0884	0

¹ A source with an (x) was a source that requested to be contacted as job openings occur.

Ms. Wendy Mathieu MITCHELL COLLEGE 437 Pequot Ave. New London, CT 06320	(860) 701-5000	0
Mr. Vic Jensen Ridley Lowell Bus & Tech Institute 470 Bank St. New London, CT 06320	(860) 433-7441	0
Ms. Rhea Joseph CREATIVE CONNECTIONS 5 Carlisle Lane (A social services Organization) Niantic, CT 06357	(860) 442-7556	0
Ms. Mirriam Lopez Centro de La Comunidad 225 Central Ave. Norwich, CT 06360	(860) 442-4463 <u>4</u> /	0
Mr. Carmen Bruno The Women's Center of SE CT. 16 Jay Street New London, CT 06320	(860) 447-0366 <u>3</u> /	0
Ms. Janice Albert CT STATE LABOR DEPT. 645 South Main St. Middletown, CT 063457	(860) 344-2044	0
Mr. Hank Tenny CT SCHOOL OF BROADCASTING Radio Park Farmington, CT 06032	(860) 887-2346	0
Mr. Dan Gaynor NEW LONDON ADULT EDUCATION Shaws Cove Three New London, CT 06320	(860) 437-2385	0

¹ A source with an (x) was a source that requested to be contacted as job openings occur.

- Ms. Laura Hall (860) 871-9908 0
 x UCONN Communication Club
 45 D. Mt. Vernon Dr.
 Vernon, CT 06066
- x Mr. Tim G. Martelon (203) 378-5155 0
 CT School of Broadcasting
 80 Ferry Blvd.
 Stratford, CT 06615

EMPLOYEE REFERRALS 0

SOURCE UNKNOWN 0

COMMUNITY MEMBER 0

1 / A predominantly African-American School / Organization

2 / A predominantly Native-American Organization

3 / A predominantly female Organization

4 / A predominantly Hispanic Organization

- Still on going

¹ A source with an (x) was a source that requested to be contacted as job openings occur.

PART 3

SUPPLEMENTAL RECRUITMENT ACTIVITIES

UNDERTAKEN BY THE STATION UNIT

Activity No. 1

ACTIVITY: Activity designed by the station to further job dissemination

DATE: December 1st, 2018 – November 30th, 2019

PREPARER: Joshua Kaplan

HOST/SPONSOR OF ACTIVITY: Hall Communications

PARTICIPATING EMPLOYEES:

DESCRIPTION OF ACTIVITY AND STATION PARTICIPATION:

In an effort to widely recruit resources for obtaining personnel, stations WCTY-FM, WICH-AM, WKNL-FM, and WNLC-FM each aired an announcement asking groups or organizations that wish to be notified of any or all openings, to call the station, ask for Joshua Kaplan and their name will be placed on the Employment Notification List. It was noted in the announcement that Hall Communications is an equal opportunity employer and encourages minority and female applicants. Announcements were aired at least once per day on all days of the week, in all dayparts from December 1st, 2018 through November 30th, 2019

PART 3

SUPPLEMENTAL RECRUITMENT ACTIVITIES

UNDERTAKEN BY THE STATION UNIT

Activity No. 2

ACTIVITY: Extraordinary training programs to enable station personnel to improve their positions.

DATE: December 1st, 2018 – November 30th, 2019

PREPARER: Joshua Kaplan

HOST/SPONSOR OF ACTIVITY: Members of the Sales Department, Andy Russell, General Manager

DESCRIPTION OF ACTIVITY AND STATION PARTICIPATION:

Hall Communications offers and provides for the following in training programs for current employees:

Account Executives: The Radio Advertising Bureau Certified Radio Marketing Consultant Program was created and maintained by the Bureau to educate Account Executives in advertising, marketing and sales. Successful completion of an industry examination under the RAB auspices provides the Executive with documentation of furthering his/her skills to a higher level of excellence in the radio profession, not only for the company but for the clients serviced, but also to qualify for the higher-level executive positions. Only 5% of radio sales people nationwide have this certification. To date, every member of the sales department of this station group now hold a RMP and CRMC certification. Melissa Colli and Laura Read, Account Executives, were hired in January 2019 and received their RMP certification in February 2019. Krystal Dyer, Account Executive continued her RAB education by earning her Certified Radio Marketing Consultant certification in April 2019

Training Workshops: Account Executives are also exposed to ongoing sales training and motivation through various seminars and workshops held throughout the year. A few examples include video sessions from Local Broadcast Sales that touch on a variety of topics to educate our sellers. These are part of the weekly sales meetings. Another example would include the ongoing training provided by Advantage Systems Training. These sessions started in July 2019 and take place every three weeks with a live g-to meeting with all sellers. Michael Pallini covers a variety of topics directly related to increasing seller's ability to be more efficient and techniques to better work with their clients

ACTIVITY No. 3, Continued

Connecticut Broadcasters Association Annual Convention: The CBA provided a seminar for programming personnel on working and developing talent. This was a one-day session in Middletown. Dave Elder, Program Director in Norwich and Kevin Pilz, Operations Manager in Willimantic attended this session.

Promotional Assistants: With PR skills, electronic background and/or audiovisual experience are specifically trained by the stations to set up and facilitate station remote broadcasts and other skills to qualify them for higher level positions. During the report period, two new part time employees were trained.

PART 3

SUPPLEMENTAL RECRUITMENT ACTIVITIES

UNDERTAKEN BY THE STATION UNIT

Activity No. 3

ACTIVITY: Participation in events programs sponsored by organizations and education institutions to encourage student careers in broadcasting.

DATE: April 22, 2019

PREPARER: Joshua Kaplan

HOST/SPONSOR OF ACTIVITY: Hall Communications, The Day, Chamber of Commerce of Eastern CT

PARTICIPATING EMPLOYEES: Andy Russell, Hall Communications, Inc. VP/General Manager

DESCRIPTION OF ACTIVITY AND STATION PARTICIPATION:

Our stations ran promotional announcement alerting area residents of the Job Fair taking place in Groton, CT on Monday April 22 from 10am-2pm. There were 70 businesses and organizations represented at the Job Fair including Hall Communications. Andy Russell staffed the booth during the Job Fair Representing the radio stations WCTY/WICH/WKNL/ and WNLC, while there were no full time openings at the time, information was handed out about the types of positions people would find in the radio station and the qualifications we would look for when filling those positions. There were some part time positions available at the Norwich stations, and applications were collected.

PART 3

SUPPLEMENTAL RECRUITMENT ACTIVITIES

UNDERTAKEN BY THE STATION UNIT

Activity No. 4

ACTIVITY: Participation in events programs sponsored by organizations and education institutions to encourage student careers in broadcasting.

DATE: October 28, 2019

PREPARER: Joshua Kaplan

HOST/SPONSOR OF ACTIVITY: Hall Communications, The Day, Chamber of Commerce of Eastern CT

PARTICIPATING EMPLOYEES: Andy Russel, Hall Communications, Inc. VP/General Manager

DESCRIPTION OF ACTIVITY AND STATION PARTICIPATION:

Our stations ran promotional announcement alerting area residents of the Job Fair taking place in Groton, CT on Monday October 28th from 10am-2pm. There were 73 businesses and organizations represented at the Job Fair including Hall Communications. Andy Russell and Bob Reed staffed the booth during the Job Fair representing the radio stations WCTY/WICH/WKNL/ and WNLC. We had a full time Sales position open at the time and handed out literature about the types of positions people would find in the radio station and the qualifications we would look for when filling those positions. In addition to the Sales position in Norwich, there were some part time positions available at the Norwich stations, and applications were collected.