

EEO PUBLIC FILE REPORT

February 1 2015 – January 31 2016

This report covers full-time vacancy recruitment data, hiring activity & community outreach for Equity Communications LP during the period February 1 2015 – January 31 2016.

- I. Employment Unit is:** Equity Communications LP Atlantic City NJ
- II. Unit Member Stations:** WAYV (FM) Atlantic City NJ
WAIV (FM) Cape May Courthouse NJ
WZXL (FM) Wildwood NJ
WZBZ (FM) Pleasantville
WGBZ (FM) Cape May Courthouse NJ
WTTH (FM) Margate NJ
WEZW (FM) Wildwood Crest NJ
WMI D (AM) Atlantic City NJ
WCMC (AM) Wildwood NJ
- III. EEO Contact Information:** Gary Fisher President/Partner
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IV. Fulltime Job Vacancies within Employment Unit for Reporting Period:

<u>Job Title</u>	<u>Recruitment Source Referring Applicants</u>
Business Manager/ Controller	AC Help Wanted 2
	AC Press Advertising 1
	Employee Referrals 3
	Equity in-house Career Days 1
	EEO Distribution List 1
	Industry Referrals 2
	Inside Radio Advertising 5
	Internal Posting 2
	On-Air Advertising 2
	Rowan College Lecture 4
	Shore Mall Job Fair 1
Chief Engineer	Connecticut School 4
	Radio World 5
	Radio Engineering Magazine 3
	Taylor on Radio 5

<u>Job Title</u>	<u>Recruitment Source Referring Applicants</u>	
Account Executive	AC Press	4
	Employee References	6
	NJ Employment Services	5
	Stockton Community College	2
	On-Air Announcements	7
	WAJM Atlantic City High School	6
Midday Disc Jockey WZBZ/WGBZ	All Access Radio Web Site	4
	Stockton College	5
	Taylor on Radio	5
	Intern program	2

For the purposes of this Report a person was deemed "interviewed" when he or she was interviewed either in-person or over the telephone. A position was deemed "filled" not when an offer was extended but when hiree accepted the offer.

V. Master Recruitment Source & EEO Distribution List used by Equity Communications to Recruit for the period February 1 2015 – January 31 2016:

ACC Community College	1535 Bacharach Blvd.	Atlantic City NJ 08401	609-343-4800
AC Help Wanted.com	9100 East Pomona Drive	Englewood CO 80112	845-445-8398
All Access Radio Web Site	28955 Pacific Highway	Malibu CA 90265	310-457-6616
Atlantic City Career Center	1433 Bacharach Blvd.	Atlantic City NJ 08401	609-441-3294
Atlantic City Press Classifieds	1000 Washington Ave	Pleasantville NJ 08232	609-646-7500
Atlantic City Weekly	Bayport One	Atlantic City NJ 08232	609-646-4848
Atl Cty Comm College	Route 322	Mays Landing NJ 08330	609-343-5109
Bergen Community College	400 Paramus Road	Paramus NJ 07652	201-447-7171
Cape May Herald Nsp	PO Box 400	Rio Grande NJ 08242	609-886-8600
Conn. School of Bdcstg	1 Cherry Hill #203	Cherry Hill NJ 08002	856-755-1200
Engineering Society (SBE)	9102 N. Meridian #150	Indianapolis IN 46260	317-846-9000
Gazette Cape May Nsp	PO Box 619	Northfield NJ 08225	609-383-8994
Hispanic Resource Center NJ	913 Sewell Avenue	Asbury Park NJ 07712	732-774-3282
Inside Radio Classifieds	PO Box 442	Littleton NH 03561	800-640-8852
NAACP of South Jersey	1100 Atlantic Avenue	Atlantic City NJ 08401	609-555-1400
New Jersey Dept of Labor	44 White Horse Pike #A	Hammonton NJ 08037	609-561-8800
National Radio Talent System	PO Box 1927	Boone NC 28607	828-262-1502
New Jersey Employment Svc	3810 New Jersey Avenue	Wildwood NJ 08260	609-729-0997
Radio Engineering Magazine	9800 Metcalf	Overland Park, KS 66212	913-341-1300
Radio World Newspaper	5825 Shawnee Road	Alexandria VA 22312	703-852-4600
Stockton Community College	PO Box 195	Pomona NJ 08240	609-652-4617
Taylor on Radio Newsletter	39250 Sussex Drive	Nashville TN 37205	818-591-6815
Trenton Times Newspaper	PO Box 847	Trenton NJ 08605	609-989-5507
Urban League of Philadelphia	136 W. Gerard Avenue	Philadelphia PA 19123	215-451-5005
WAJM Atl Cty High School	1300 Atlantic Avenue	Atlantic City NJ 08401	609-343-7200
Woodbine Development Cntr	1175 DeHirsch Avenue	Woodbine NJ 08270	609-861-6048

None of the above-listed organizations requested notice of vacancies.

VI. SUPPLEMENTAL (Non-Vacancy-Related) OUTREACH RECRUITMENT INITIATIVES UNDERTAKEN BY EQUITY COMMUNICATIONS LP FOR THE PERIOD FEBRUARY 1 2015 – JANUARY 31 2016

- 1. Production & broadcast of 1-minute announcements providing information about careers in radio broadcasting & specific employment opportunities at Equity Communications stations.* A script of these announcements is attached labeled EXHIBIT 1 along a typical affidavit of one month's scheduling labeled EXHIBIT 2. The announcements air at the indicated frequency each month.
- 2. Internship program designed to train local high school & college students & aspiring community broadcasters in skills & experience needed for employment in broadcasting.* The internship program is ongoing & is advertised on member station websites, through on-air announcements. Internships usually last from two to four months, start out in Promotions & then progress to subsequent opportunities to explore other departments such as On-Air, Sales, Production & Copywriting. All facets of day-to-day operations in radio are covered & Equity internships stress hands-on involvement with the individual departments. Participants summarize their experiences in term papers submitted to their schools for academic credit. The Equity internship program is explained in the attached Internship Job Description labeled EXHIBIT 3. During the reporting period eight (8) interns participated in the program. One was promoted to an on-air position on WZBZ/WGBZ Radio.
- 3. Atlantic City Music Festival.* On Saturday April 11 2015 the Equity Communications WZXL Street Team & Programming Department attended the Atlantic City Music Festival in the Atlantic City Convention Center. Company personnel set up a booth promoting the station & distributed information about employment opportunities within the Equity stations. A hand-out prepared by Equity management entitled Real World Job Hunting Tips was distributed to all interested attendees. This handout is attached labeled EXHIBIT 4.
- 4. Equity Communications Open House Career Day.* On Thursday November 5 2015 Equity opened the doors to its offices & studios to host an all-day Career Day Open House. Applicants were invited in to view day-to-day operations, visit the studios of member stations & meet with on-air broadcasters & department heads to discuss careers in broadcasting. Prospective employees & interns were provided with information regarding possible future opens within Equity Communications. Applications were completed & resumes were accepted. The standard Equity Employment Application is attached labeled EXHIBIT 5.

5. *WAJM Compliance Training & Career Workshop.* On October 26 2015 Equity Communications in conjunction with its law firm hosted a seminar for all WAJM Atlantic City High School broadcasting participants covering careers in broadcasting & the basics of license renewal, public file maintenance & good broadcasting stewardship. Equity ownership/management & department heads participated on-site. Students were encouraged to bring their resumes for potential sales & promotional opportunities to the event. During the workshop student broadcasters were evaluated & counseled in real-time while they were on the air on WAJM. The handout from this seminar is attached & labeled as EXHIBIT 6.