

EEO Hiring & Recruitment Report

February 1 2018 – January 31 2019

This report covers full-time vacancy recruitment data, hiring activity & community / employment outreach for Equity Communications LP during the period February 1 2018 – January 31 2019....

- 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
 WTHH (FM) Margate NJ
 WEZW (FM) Wildwood Crest NJ
 WMD (AM) Atlantic City NJ
 WCMC (AM) Wildwood NJ
- III. **EEO Contact Information:** Gary Fisher President/Partner
 Equity Communications LP
 8025 Black Horse Pike #100-102
 West Atlantic City NJ 08232
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 Fax: 609 646 6331
 Email: gfisher@equitycommunications.net

IV. **Fulltime Job Vacancies within Employment Unit for Reporting Period:**

<u>Job Title</u>	<u>Recruitment Source Referring Applicants</u>	
Business Manager/	AC Help Wanted	2
	Employee Referrals	1
	EEO Distribution List	12
	Industry Referrals	2
	Inside Radio Advertising	4
	Station websites	7
	Taylor on Radio NOW Advertising	5
	Internal Posting	2
	On-Air Advertising	10
	Indeed ads & postings	11
	Linked In ads & postings	4

<u>Job Title</u>	<u>Recruitment Source Referring Applicants</u>	
Digital Sales Manager	AC Help Wanted . com	2
	All Access Radio Website	2
	DigiDaily Newsletter	4
	Equity Communications . net	5
	Linked In Postings	3
	Station websites	3
	On Air Announcements	3
	Stockton Community College	1
	Taylor on Radio NOW Newsletter	2
Digital Specialists / Digital Account Executives	WAJM Students & Faculty	2
	AC Help Wanted . com	2
	AC Press	4
	DigiDaily Newsletter	5
	Employee References	6
	Hamilton Mall Job Fair	2
	Stockton Community College	2
	On-Air Announcements	7
	WAJM Atlantic City High School	6
PM Drive Disc Jockey WAYV	Zip Recruiter	5
	All Access Radio Website	3
	Inside Radio	2
	Taylor on Radio NOW Newsletter	2
Midday Disc Jockey WZBZ/WGBZ	All Access Radio Web Site	4
	Stockton College	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. These positions remained open at the end of the reporting period.....

V. Master Recruitment Source & EEO Distribution List used by Equity Communications to Recruit for the period February 1 2018 – January 31 2019:

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 City 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 2018 – JANUARY 31 2019

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 with a typical affidavit of one month's scheduling labeled EXHIBIT 2 in the accompanying EEO Report Audit file.....
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 in the associated EEO Report Audit file. During the reporting period two (2) interns participated in the program....
3. *Equity Communications Open House Career Day.* On Monday October 15 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 labeled EXHIBIT 5 & attached to the associated EEO Audit file....

4. *Continued WAJM Compliance Training & Career Workshop.* On Tuesday November 6 2018 Equity Communications followed up with a seminar lecture 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...

EEO Outreach Announcement

Approximately 90 seconds – All stations

Equity Communications LP is committed to a policy of equal employment opportunities in staffing our digital marketing company & eight radio stations: WAYV - WAiV – WZXL – WTTH - WZBZ – WMiD - WCMC – WEZW & Digital Advertising Made Easy. We provide notification of all fulltime & parttime openings at our stations to a wide range of colleges, universities, organizations, agencies, associations, publications, social media & job search platforms. We also broadcast notices of job openings over the air when they occur. We hope to insure a diverse group of applicants – in particular female & minority candidates – are made aware of our job openings as they occur. Candidates are invited to apply for positions by mail or in person to Equity Communications Bayport One Suite 100 West Atlantic City New Jersey 08232. Applications can also be submitted via email to g fisher at equity communications dot net. Organizations & associations wishing to receive notifications of future job openings as they occur are encouraged to contact us in the same manner. All resumes & applications received by Equity Communications are retained for future reference for when job openings occur. More information about specific job openings can be obtained at each station's individual website. Equity Communications LP is an Equal Opportunity Employer.