

## **Equity Communications LP PUBLIC FILE EEO REPORT**

This report covers the following stations:

WAYV WAIV WZXL WTHH WEZW WZBZ WSNQ WMID WCMC

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Reporting Period: February 1 2014 – January 31 2015

Equity Communications LP is an Equal Opportunity employer that maintains a diverse non-discriminatory workplace encouraging females & minorities to apply for all openings. These policies are stated in Equity's Corporate Policy Manual & Employee Handbook, which is provided to all employees & available in the Company's Public Inspection Files. A copy of this Handbook is available upon request.

In support of our policies on Wednesday June 12 2014 every Equity employee was required to attend a seminar on the Company's anti-discrimination & EEO policies. A copy of this program entitled "Harassment and Discrimination Prevention" is available in the Company's Public Inspection Files & available upon request. Follow-up meetings to review these procedures were held twice weekly during June & July with Equity Communications department heads & hiring managers.

The Equity Communications Policy Manual states Equity's commitment to "base employment decisions on factors such as experience, character, & ability & not upon such factors as race, religion, color, sex, age, national origin, or any other non-job related trait or characteristic" & specifically asks for its employees' "cooperation & assistance in Equity's efforts to recruit, hire, & promote qualified women & minorities."

Equity Communications has a four-part plan of outreach & communications procedures to reach all segments of the population to fill fulltime & part-time positions without regard to color, race, gender, or religious belief. Since most Company employees provide services to all stations, our efforts are commonly performed in behalf of all Equity stations as follows:

1. **Market-wide distribution & dissemination of information about fulltime & part-time openings** via on-air announcements on our radio stations, newspaper classified & display advertising, paid radio trade journal advertisements, online advertising via stations' websites, posting of notices in - & networking with - local colleges, & networking with appropriate job sources & community groups.
2. **Sending notices to local community groups via letters, faxes, or email.** Through the Company's ongoing membership in local Atlantic County New Jersey & Cape May County New Jersey chambers of commerce & development of relationships with local recruitment organizations we have seen our referral list grow every year.

3. **An on-going internship program** encourages high school, community college & university students to spend their summers working in radio & participating in the Company's daily activities. These unpaid positions occurred in Sales, Marketing, Promotion, & under both the Controller/Business Manager & General Manager, & allowed interns to gain a better understanding of skills needed for career opportunities in radio. Internships generally run for one semester, or all summer long. Two interns worked with Equity Communications LP during this reporting period with one such intern graduating to paid part-time employment with the Company.
4. **Easy Accessibility to local applicants, walk-ins, referrals & other job seekers who visit or contact Equity Communications** or who visit any of the Company's local community events to seek employment on an informal basis.

#### **EEO Recruitment Sources**

Following is the list of Recruitment Sources used by Equity Communications LP to recruit for new hires during the period February 1 2014 – January 31 2015:

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 Music 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 Newspaper	Bayport One	Atlantic City NJ 08232	609-646-4848
Atlantic County College	Route 322	Mays Landing NJ 08330	609-343-5109
Atlantic County Womens' Center	PO Box 311	Northfield NJ 08225	609-646-4441
Bloomfield College Placement Ctr	467 Franklin Street	Bloomfield NJ 07003	973-748-9008
Bergen Community College	400 Paramus Road	Paramus NJ 07652	201-447-7171
Cape May Herald Newspapers	PO Box 400	Rio Grande NJ 08242	609-886-8600
Conn. School of Broadcasting	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 Newspapers	PO Box 619	Northfield NJ 08225	609-383-8994
Hispanic Resource Center of 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 Assoc of Women (NOW)	110 West State St.	Trenton NJ 08608	609-393-0156
New Jersey Employment Services	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
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
Woodbine Development Center	1175 DeHirsch Avenue	Woodbine NJ 08270	609-861-6048

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

### Full-Time Vacancy List

This EEO Report is filed in each of the Stations' Public Inspection files, is available upon written request from the Company & covers the reporting period February 1 2014 – January 31 2015. For the purposes of this Report a position was deemed "filled" not when an offer was extended but when hiree accepted the offer. A person was deemed "interviewed" when he or she was interviewed either in-person or over the telephone.

The following Vacancy List for WAYV, WAIV, WZXL, WTHH, WEZW, WZBZ, WSNQ, WMID & WCMC covers the period February 1 2014 – January 31 2015:

Position / Job Title Job Description	Recruitment Sources Used To Seek Candidates for & Publicize this Position	Number Interviewees From Each Source	Recruitment Source of Hiree
Business Manager/ Controller	AC Help Wanted.com	0	
	AC Press Advertising	1	
	AC Weekly Job Fairs	0	
	Employee Referrals	3	
	Equity in-house Career Days	0	
	EEO Distribution List	1	
	Facebook Websites & Postings	0	
	Hamilton Mall Job Fair	0	
	Industry Referrals	0	1
	Inside Radio Advertising	5	
	Internal Posting	2	
	On-Air Advertising	2	
	Rowan College Lecture	4	
	Shore Mall Job Fair	4	
	Station Web Sites	2	
Taylor on Radio Advertising	2		
Account Executive Outside Sales	AC Help Wanted.com	2	
	AC Press Advertising	2	
	AC Weekly Job Fairs	4	
	Connecticut School Career Day	2	
	Employee Referrals	0	
	Equity in-house Career Days	1	
	EEO Distribution List	1	
	Facebook Websites & Postings	0	1
	Hamilton Mall Job Fair	1	
	Industry Referrals	0	
	Internal Posting	1	
	On-Air Advertising	3	1
	Rowan College Lecture	2	
	Shore Mall Job Fair	3	
	Station Web Sites	4	
Stockton College Lecture	0		

Position / Job Title Job Description	Recruitment Sources Used To Seek Candidates for & Publicize this Position	Number Interviewees From Each Source	Recruitment Source of Hiree
Chief Engineer	AC Press Advertising	1	
	AC Weekly Job Fairs	0	
	Employee Referrals	1	
	Equity in-house Career Days	0	
	EEO Distribution List	1	
	Facebook Websites & Postings	0	
	Hamilton Mall Job Fair	0	
	Industry Referrals	1	1
	Internal Posting	0	
	On-Air Advertising	0	
	Rowan College Lecture	1	
	Shore Mall Job Fair	0	
	Station Web Sites	1	
Promotion Department Part-time Staff Members	AC Press Advertising	1	
	AC Weekly Job Fairs	2	
	Employee Referrals	1	
	Equity in-house Career Days	2	1
	EEO Distribution List	1	
	Facebook Websites & Postings	2	1
	Hamilton Mall Job Fair	3	
	Industry Referrals	1	1
	Internal Posting	0	
	On-Air Advertising	3	
	Rowan College Lecture	1	
	Shore Mall Job Fair	0	
	Station Web Sites	1	
<b>TOTAL # Persons Interviewed during Reporting Period: (either in-person or via telephone):</b>		<b>75</b>	
<b>Total Hirees:</b>			<b>7</b>

**SUPPLEMENTAL (Non-Vacancy-Related) RECRUITMENT INITIATIVES  
& OUTREACH UNDERTAKEN BY EQUITY COMMUNICATIONS LP**

1. Production & broadcast of 1-minute announcements providing information about careers in radio broadcasting & specific employment opportunities at the Equity Stations. A schedule detailing when these announcements air on each station is available upon request.
2. Ongoing internship program to assist members of the South Jersey community to acquire skills needed for broadcast employment while earning college credit. Supervised by Promotion Director & Program Directors. Duties include prize fulfillment, set-up for promotional events, & administrative office duties. During 2014 the Company hosted three interns one of whom graduated to fulltime employment.

3. Participation in Annual Awards & Graduation Ceremonies for Communications & Broadcasting Degree Graduates of Atlantic Cape Community College. Ceremonies hosted by WAYV Morning Co-hosts Mike Richman & Diane Mitchell, followed by career seminar & mentoring. WAYV co-hosts participated in the following graduation ceremonies on Saturday May 17 2014
4. Participation in, recruitment at, & promotion of Margate Career Days on April 11 2014. Equity Director of promotion Shannon Wray hosted a day—long seminar on Careers in Radio.
5. Participation in, recruitment at & promotion of South Jersey Job Fairs & Academic Career Fairs:
  - Monday April 22 2014 @ Hamilton Mall Egg Harbor Twp NJ
  - Monday September 15 2014 @ Bayport One 8025 Black Horse Pike W Atlantic City
6. Guest Lecture on Wednesday October 8 2014 by President/General Manager at Connecticut School of Broadcasting Cherry Hill New Jersey campus discussing careers in radio broadcasting.
7. Participation in Career Fair at St. Peters College in Jersey City NJ on April 15 2014. President/General Manager disseminated information about internships & careers in Atlantic City radio.
8. Annual Tours & Group Seminars with Communications & Broadcasting high school students at Atlantic City High School / WAJM-FM Radio:
  - Tuesday February 11 2014 (at offices & studios of Equity Communications)
  - Monday October 6 2014 (in Atlantic City High School Broadcasting classroom & student-run station WAJM-FM studios)

These events allow Equity Communications to distribute information about career opportunities at our nine radio stations. Resumes are collected for future reference when job openings occur. The results have been positive with over 56 resumes received from the above sources during the reporting period February 1 2014 – January 31 2015.