

**EEO PUBLIC FILE REPORT**

**WEZN-FM, WPLR, WYBC-FM,WFOX, WEBE, WICC**

December 1, 2021 - November 30, 2022

**Full Time Positions Filled**

| Full-Time Position(s) | Station(s)                                       | Position Title            | Date Filled | Recruitment Sources   | Number Interviewed    | Number Hired |
|-----------------------|--|---------------------------|-------------|---|-----------------------|--------------|
| 2                     | WEZN<br>WPLR<br>WFOX<br>WYBC<br>WEBE<br>WICC     | MARKETING CONSULTANT      | 7/27/2022   | Indeed<br>CONNOISSEUR MEDIA/STATION WEBSITES<br>RADIO ADS - ALL STATIONS<br>INTERNAL POSTING - EMPLOYEE REFERRAL<br>OTHER - SELF REFERRED | 6<br>1                | 1            |
| 1                     | WEZN<br><br>WPLR<br>WFOX<br>WYBC<br>WEBE<br>WICC | FULL-TIME SALES ASSISTANT | 3/28/2022   | INTERNAL POSTING - EMPLOYEE REFERRAL<br><br>STATION WEBSITES<br>INDEED<br>ALL ACCESS - Job Board  | 2<br><br>2<br>4<br>1  | 1            |
| 1                     | WEZN<br>WPLR<br>WFOX<br>WYBC<br>WEBE<br>WICC     | BUSINESS MANAGER          | 6/17/2022   | INDEED<br>ZIP RECRUITER<br>VACO<br>RADIO ADS - ALL STATIONS<br>INTERNAL POSTING - EMPLOYEE REFERRAL                                       | 2<br>0<br>1<br>0<br>0 | 1            |

**RECRUITMENT SOURCES**

**WEZN-FM, WPLR, WYBC-FM, WFOX, WEBE, WICC**

December 1, 2021 - November 30, 2022

| No. | Recruitment Source   | Contact  | Entitled to Notification |
|-----|--|--|--------------------------|
| 1   | Company: EEO Mailing List (attached)<br>Address:   | Name: EEO Mailing List (attached)<br>Phone:              | Y                        |
| 2   | Company: Connoisseur Websites<br>Address:  | Name:<br>Phone: 203-783-8200                             | Y                        |
| 3   | Company: Radio Advertising<br>Address: WEZN-FM, WPLR, WYBC-FM, WFOX, WEBE, WICC                                | Name: Kristin Okesson<br>Phone: 203-783-8200             | N                        |
| 4   | Company: WEBSITE<br>Address: WEZN-FM, WPLR, WYBC-FM, WFOX, WEBE, WICC  | Name: Meghan Boyd<br>Phone: 203-783-8229                 | N                        |
| 5   | Company: Allaccess.com<br>Address: 2130 Sawtelle Boulevard, Los Angeles, CA 90025                              | Name: Matt Parvis - Sales Manager<br>Phone: 310-914-0015 | N                        |
| 6   | Company: Craigslist.com<br>Address:  | Name: Craigslist A/R<br>Phone: 415-566-6934              | N                        |
| 7   | Company: Employee Referral<br>Address:   | Name: various<br>Phone:                                  | N                        |
| 8   | Company: Client Referral<br>Address:   | Name: various<br>Phone:                                  | N                        |
| 9   | Company: Internal Posting<br>Address:  | Name:<br>Phone:  | Y                        |
| 10  | Company: Career Builder<br>Address: <a href="mailto:Jim.Goff@careerbuilder.com">Jim.Goff@careerbuilder.com</a> | Name: Jim Goff<br>Phone: 770-349-2459                    | N                        |
| 11  | Company: <a href="#">LINKEDIN</a>  | NAME; various  | N                        |
| 12  | Company: <a href="#">RAMP</a>  | Name: various  | N                        |
|     | Company: Society of Broadcasting Engineers Website<br>Address:   | Name:  | N                        |

**EEO MAILING LIST**  
**WEZN-FM, WPLR, WYBC-FM, WFOX, WEBE, WICC**  
**CONNOISSEUR MEDIA - MILFORD, CT**

December 1, 2021 - November 30, 2022

| Contact         |             | COMPANY                                  | Address 1                     | Address 2                | City          | State | Zip        | Phone          | email  |
|-----------------|-------------|--|-------------------------------|--------------------------|---------------|-------|------------|----------------|--|
| FIRST           | LAST        |  |                               |                          |               |       |            |                |  |
| Simone          | Mason       | A Different Perspective, Inc.            | Whitneyville Station          | Suite 6653               | Hamden        | CT    | 06517      | (203)-288-8375 |  |
| Shannon McCann  | Ellen Econs | ACES                                     | 60 United Drive               |                          | North Haven   | CT    | 06473      |                |  |
| Pradnya         | Joshi       | Asian American Journalists Assoc.        | 235 Pinelawn Road             |                          | Melville      | LI    | 11747      | (631) 843-4000 |  |
|                 |             | Bethel AME                               | 110 Grove Street              |                          | Bridgeport    | CT    | 06604      |                |  |
|                 |             | Black Rock Library                       | 2705 Fairfield Avenue         |                          | Bridgeport    | CT    | 06605-3043 | (203) 576-7427 |  |
| Sandeep         | Tibrewal    | Bullard Havens Voc-Tech School           | Adult Education Department    | 500 Palisade Avenue      | Bridgeport    | CT    | 06610      | (203) 579-6314 | <a href="mailto:sandeep.tibrewal@ct.gov">sandeep.tibrewal@ct.gov</a>     |
| Kathleen        | Lubrica     | Butler Business School                   | 2710 North Avenue             |                          | Bridgeport    | CT    | 06604      | (203) 333-3601 |  |
|                 |             | Cardinal Shehan Center                   | Job Placement Office          | 1494 Main Street         | Bridgeport    | CT    | 06604      | (203) 336-4468 |  |
| Marvin          | Reed        | Hofstra University                       | Career Center                 | 140 Hofstra University   | Hempstead     | NY    | 11549-1400 | 516-463-6060   |  |
| Caren           | Lang        | Community Action Agency                  | Job Placement Office          | 781 Whalley Avenue       | New Haven     | CT    | 06515      | (203) 387-7700 | <a href="mailto:clang@caanh.net">clang@caanh.net</a>                     |
| Tamara          | Simpson     | Easter Seals/Goodwill                    | 95 Hamilton St                |                          | New Haven     | CT    | 06510      | 203-777-2000   |  |
|                 |             | Fairfield Library                        | 1080 Old Post Road            |                          | Fairfield     | CT    | 06430-5905 | (203) 256-3155 |  |
|                 |             | Fairfield Woods Branch Library           | 1147 Fairfield Woods Road     |                          | Fairfield     | CT    | 06432-3249 | (203) 255-7307 |  |
| Phyllis         | Rollinson   | First Congregational Church              | Park & Lewis                  |                          | Norwalk       | CT    | 06851      | 203-847-9551   | <a href="mailto:fcthegreen@snet.net">fcthegreen@snet.net</a>             |
| Career Services |             | Gateway Community Technical College      | Long Wharf Campus             |                          | New Haven     | CT    | 06511      | (203) 234-3325 |  |
| Career Services |             | Gateway Community Technical College      | North Haven Campus            |                          | New Haven     | CT    | 06473      | (203) 234-3325 |  |
| Novellete       | Peterkin    | George Washington Carver Foundation      | 7 Academy Street              |                          | Norwalk       | CT    | 06850      | 203-838-4305   |  |
| Christina       | Franzese    | Goodwill Industries of Western CT        | 165 Ocean Terrace             | P.O. Box 3366            | Bridgeport    | CT    | 06605      | (203) 581-5319 | <a href="mailto:cfraznese@goodwillct.org">cfraznese@goodwillct.org</a>   |
| Vanessa         | Johnson     | Grayling Associates, Inc.                | Publication Department        | 699 Bloomfield Avenue    | Bloomfield    | CT    | 06002-2462 | 860-286-7076   |  |
| Reginald        | Walker      | Hall Neighborhood House                  | 52 George Pipkin's Way        | 900 Lafayette Blvd.      | Bridgeport    | CT    | 06604      | 203-345-2027   | <a href="mailto:rwalker@hallhouse.org">rwalker@hallhouse.org</a>         |
| Nadine          | Krohley     | Housatonic Community College             | Career Services               |                          | Bridgeport    | CT    | 06604      | (203) 332-5000 | <a href="mailto:nkrohley@hcc.commet.edu">nkrohley@hcc.commet.edu</a>     |
|                 |             | Jewish Center for Community Service      | 4200 Park Avenue              |                          | Bridgeport    | CT    | 06604      | (203) 372-6567 |  |
| Sue             | Rosen       | Jewish Federation of Greater New Haven   | 360 Amity Road                |                          | Woodbridge    | CT    | 06526      |                |  |
| Madeline        | Primeau     | JobLink, Inc.                            | 75 Washington Ave             |                          | Bridgeport    | CT    | 06604-3802 | (203) 333-5129 |  |
| Richard         | Bishop      | Messiah Baptist Church                   | 210 Congress Street           |                          | Bridgeport    | CT    | 06604      |                |  |
| Donna           | Smith       | Middletown Ct. Works                     | 645 So. Main St               |                          | Middletown    | CT    | 06457      |                |  |
| Michael         | McKinley    | NAB                                      | Employment Clearing House     | 1771 N. Street NW        | Washington    | DC    | 20036      | 202-429-5413   |  |
| Career Services |             | National Assoc. of Black College Broadca | P.O. Box 3191                 |                          | Atlanta       | GA    | 30302      |                |  |
| Faye            |             | National Assoc. of Hispanic Journalists  | 1193 National Press Building  |                          | Washington    | DC    | 20045      | (202) 662-7145 |  |
|                 |             | National Associates of His. Journalists  | 529 14th Street, NW           |                          | Washington    | DC    | 20045      |                |  |
|                 |             | National Association of Black Journalist | 8701-A Adelphi Road           |                          | Hyattsville   | MD    | 20783      | 301-445-7100   |  |
| Career Services |             | National Urban League                    | 120 Wall Street               | 7th Floor                | New York      | NY    | 10005-3902 | (212) 558-5300 |  |
| Patrick         | Boland      | NCC Technical School                     | West Campus, Room B-6         | 188 Richards Avenue      | Norwalk       | CT    | 06854      | 203-857-7060   |  |
| Carrie          | Tate        | NEON                                     | 165 Flax Hill Rd.             |                          | Norwalk       | CT    | 06854      | (203) 854-1800 |  |
| Ralph           | Mastrony    | NEON                                     | 98 S. Main St                 |                          | Norwalk       | CT    | 06854      |                |  |
| Barbara         | Timmey      | New Haven Family Alliance                | 370 James St                  |                          | New Haven     | CT    | 06513      |                |  |
| Katharina       | Hurley      | New Haven Free Public Library            | 133 Elm Street                |                          | New Haven     | CT    | 06510-2057 | 203-946-8125   | <a href="mailto:khurley@nhfpl.org">khurley@nhfpl.org</a>                 |
| Gabor           | Kautzner    | New Haven Veterans Center                | 141 Captain Thomas Blvd.      |                          | West Haven    | CT    | 06516      | 203-932-9899   | <a href="mailto:gabor.kautzner@va.gov">gabor.kautzner@va.gov</a>         |
|                 |             | Newfield Library                         | 1230 Stratford Avenue         |                          | Bridgeport    | CT    | 06607-1325 |                |  |
|                 |             | Old Mill Library                         | 1677 East Main Street         |                          | Bridgeport    | CT    | 06608-1155 | (203) 576-7634 |  |
| Christa         | Homola      | Permanent Comm. on the Status of W.      | 18 Trinity Street             | 2nd Floor                | Hartford      | CT    | 06106-1628 | 860-240-8300   |  |
|                 |             | Workforce Alliance                       | 560 Ella Grasso Blvd.         |                          | New Haven     | CT    | 06519      | (203) 624-1493 |  |
| Deanna          | Fiorention  | Sacred Heart University                  | Career Services               | Park Avenue              | Fairfield     | CT    | 06430      | (203) 365-7644 |  |
| Jesse           | Coming      | Sarah Employment Services                | 245 Goose Lane                | Suite 101                | Guilford      | CT    | 06437      |                |  |
| Marie           | Leclere     | Shore Area Community Dev. Corp           | 651 State Street              |                          | Bridgeport    | CT    | 06604      |                |  |
| Kevin           | Ginyard     | SNET Custom Business Group               |                               | Two Science Park         | New Haven     | CT    | 06511      |                |  |
| Sreenath        | Sreenivasan | So. Asian Journalists Assoc.             | 2950 Broadway                 |                          | New York      | NY    | 10027      | (212) 854-5979 |  |
| Larry           | Alibozek    | State of CT - BOE & Svs. for the Blind   | 184 Windsor Avenue            | Suite A                  | Windsor       | CT    | 06095      | (860) 602-4000 |  |
| Ray             | O'Donnell   | Sterling House Community Center          | 2283 Main Street              |                          | Stratford     | CT    | 06497      | 203-378-2606   | <a href="mailto:info@sterlinghousecc.org">info@sterlinghousecc.org</a>   |
| Elaïne          | Balogh      | Stone Academy                            | Career Planning               | 1315 Dixwell Avenue      | Hamden        | CT    | 06514      |                |  |
|                 |             | Stratford Library                        | 2203 Main Street              |                          | Stratford     | CT    | 06615-5920 | (203) 385-4161 |  |
| Alice           | Deak        | SW CT Agency on Aging                    | 10 Middle Street              |                          | Bridgeport    | CT    | 06604      | (203) 333-9288 |  |
| Lynette         | Wood        | University of Bridgeport                 | 380 University Avenue         |                          | Bridgeport    | CT    | 06602      | (203) 576-4466 |  |
| Cathy           | Kevault     | University of Connecticut                | Department of Career Services | 233 Glenbrook Road, U-51 | Storrs        | CT    | 06269      | 860-486-2000   |  |
| Marclion        | Shilleh     | Urban League of Hartford                 | P.O. Box 320590               |                          | Hartford      | CT    | 06132-0590 | 860-527-0147   |  |
| Pat             | Targaglia   | Urban League of SW Fairfield Cty         | 46 Atlantic Street            |                          | Stamford      | CT    | 06901      | (203) 327-5810 |  |
| Lisa            | Hoover      | Stratford Family YMCA                    | 3045 Main Street              |                          | Stratford     | CT    | 06614      | 203-375-5844   | <a href="mailto:lhoover@cccymca.org">lhoover@cccymca.org</a>             |
| Barbara         | Vereen      | Youth Alternatives                       | 80 Pond St.                   |                          | New Haven     | CT    | 06511      |                |  |
|                 |             | YWCA of Greater Bridgeport               | 735 Fairfield Avenue          |                          | Bridgeport    | CT    | 06604      |                |  |
| Carmen          | Rodriguez   | ABCD                                     | Job Placement Office          | 1070 Park Avenue         | Bridgeport    | CT    | 06604      | (203) 366-8241 | <a href="mailto:carmenr@abcd.org">carmenr@abcd.org</a>                   |
| Claribel        | Coreano     | Alpha Community Services                 | c/o Central CT Coast YWCA     | 651 State Street         | Bridgeport    | CT    | 06604      | 203-338-9018   | <a href="mailto:ccoreano@cccymca.org">ccoreano@cccymca.org</a>           |
| Julie           | Kelly       | CT Gay Men's Chorus                      | P.O. Box 8824                 |                          | New Haven     | CT    | 06532      | (203) 777-2923 | <a href="mailto:info@ctgmc.org">info@ctgmc.org</a>                       |
| Tim G.          | Martelon    | CT School of Broadcasting                | 80 Ferry Boulevard            | Suite 201                | Stratford     | CT    | 06615      | 203-378-5155   | <a href="mailto:csbstratford@gqcsb.com">csbstratford@gqcsb.com</a>       |
| Kevin           | Reese       | CT School of Broadcasting                | Radio Park                    | 130 Birdseye Road        | Farmington    | CT    | 06032      | (860)-677-7577 | <a href="mailto:csbfarmington@gqcsb.com">csbfarmington@gqcsb.com</a>     |
| Treva           | Franks      | CTE                                      | Employment & Training         | 34 Woodland Avenue       | Stamford      | CT    | 06902      | 203-327-3260   | <a href="mailto:tfranks@ctecap.org">tfranks@ctecap.org</a>               |
| Keith           | Fuller      | Gateway Community Technical College      | 60 Sargent Drive              |                          | New Haven     | CT    | 06516      | 203-285-2144   | <a href="mailto:kfuller@gwcc.commet.net">kfuller@gwcc.commet.net</a>     |
| Robert          | Miles       | Gateway Community Technical College      | 60 Sargent Drive              |                          | New Haven     | CT    | 06516      | 203-285-2143   | <a href="mailto:rmiles@gwcc.commet.net">rmiles@gwcc.commet.net</a>       |
| Emily           | Hartwell    | Norwalk Housing Authority                | 24 1/2 Monroe Street          | P.O. Box 508             | South Norwalk | CT    | 06854      | (203) 838-8471 | <a href="mailto:ehartw@nornorwalkha.org">ehartw@nornorwalkha.org</a>     |
| Arlene          | Anderson    | University of New Haven                  | 300 Orange Street             |                          | West Haven    | CT    | 06516      | (203) 932-7208 | <a href="mailto:aanderson@newhaven.edu">aanderson@newhaven.edu</a>       |
| Gerry           | Prince      | Southern CT State University             | Career Services               | 501 Crescent Street      | New Haven     | CT    | 06515      | (203) 392-6536 | <a href="mailto:larsons6@southernct.edu">larsons6@southernct.edu</a>     |
| Adrian          | Pope        | Connecticut Job Corps Ctr.               | 455 Wintergreen Avenue        |                          | New Haven     | CT    | 06515      | (203)397-3775  | <a href="mailto:pope.adrian@jobcorps.org">pope.adrian@jobcorps.org</a>   |
| Halina          | Hollyway    | Career Resource Center Coordinator       | UCONN-STAMFORD                | One University Place     | Stamford      | CT    | 06901-2315 | (203) 251-9549 | <a href="mailto:halina.hollyway@uconn.edu">halina.hollyway@uconn.edu</a> |

**OUTREACH AND RECRUITMENT INITIATIVES**

**WEZN-FM, WPLR, WYBC-FM,WFOX, WEBE, WICC**

**December 1, 2021 - November 30, 2022**

| No. | Date                      | Initiative                           | Description  | Scope of Involvement  | Personnel Involved               |
|-----|---------------------------|--------------------------------------|--|---|----------------------------------|
| 1   | Ongoing / Meeting 2022    | Connecticut Broadcasters Association | Scholarship Committee Participation  | Serving on scholarship committee for Connecticut Broadcasters Association - reviewed scholarship applications and interviewed students. Opinions helped choose the recipients of CBA scholarships.  | Kristin Okesson<br>Maria Lashley |
| 2   | 04/12/22                  | Southern CT. College Fair            | The fair is to provide a productive way for you to meet and interact with prospective college students and their parents from throughout Southern Connecticut and to provide the students with information and resources as they embark on their college search. | Hosted at Fairfield County's premier venue The Hartford Healthcare Ampitheater and in conjunction with high schools of the regions The Southern CT College Fair provides the ultimate opportunity to connect with parents and their college bound students. We were onsite also to promote jobs in the broadcast industry. Provided details of possible careers in broadcasting from sales to marketing to on-air and support | Andy Alcosser                    |
| 3   | November 2021 to May 2022 | Zander - Winston Preparatory School  | WICC Lisa Wexler Show Intern   | Internship with The Lisa Wexler Show. Zander helped source show content and put audio packages together. Zander recived school credit   | Drew Carrano<br>Lisa Wexler      |
| 4   | May 2022 to June 2022     | Paul - Staples High School           | WICC Lisa Wexler Show Intern   | Internship with The Lisa Wexler Show. Mike helped source show content and put audio packages together. Mike recived school credit   | Drew Carrano<br>Lisa Wexler      |

|   |                       |                                   |   |   |                              |
|---|-----------------------|-----------------------------------|---|---|------------------------------|
| 5 | May 2022 to June 2022 | Kyle - Foran High School          | WPLR WFOX Chaz and AJ Morning Show Intern | <p>Internship with Marketing and Promotions. Kyle learned first hand how to market a radio station to a broad demographic, spending most of his time in the office and the studio. He worked closely with the morning show and the Marketing Dept. He learned to communicate effectively and how to send a coordinated message throughout our broadcast and web media. Kyle received school credit</p>  | Drew Carrano / Steve Soyland |
| 6 | May 2022 to June 2022 | Anna - Staples High School        | WEZN Anna and Raven Morning Show Intern   | <p>Internship with Marketing and Promotions. Anna learned first hand how to market a radio station to a broad demographic, spending most of his time in the office and the studio. He worked closely with the morning show and the Marketing Dept. She learned to communicate effectively and how to send a coordinated message throughout our broadcast and web media. Anna received school credit</p> | Drew Carrano / Steve Soyland |
| 7 | May 2022- Aug 2022    | Allyson - Sacred Heart University | Marketing and Promotions Intern           | <p>Internship with Marketing and Promotions. Anna learned first hand how to market a radio station to a broad demographic, spending most of her time in the office. She learned to communicate effectively and how to send a coordinated message throughout our broadcast and web media. She was instrumental in helping make our Great Bluefish Tournament on Earth a success.</p>                     | Drew Carrano / Steve Soyland |
| 8 | July to Aug 2022      | Jack Whittier - Curry College     | Star 99.9 Intern                          | <p>Internship with Star 99.9. Mike helped source show content with Kevin Begley in the afternoon and also worked with the Marketing and Promotions Depts. Learn various aspects of the radio industry. Mike received school credit</p>  |                              |

|    |                  |   |  |   |   |
|----|------------------|---|--|---|---|
| 9  | Aug-22           | Back to Business Job Fair                 | Hosted at The SoNo Collection and in conjunction with Connoisseur Media, The Southern Connecticut Back To Business Job Fair provides Connecticut businesses like yours the opportunity to reach Southern Connecticut's potential new employees.                  | Connoisseur Media set this event up in partnership with The SONO Collection and other local businesses to help jump-start the labor market in Southern Connecticut. Our radio stations had a booth at this fair also. We were looking to fill roles in sales and to find part-time marketing/promotions assistants. Information was disseminated through face to face contact and a display of job openings with Connoisseur Media CT | Andy Alcosser/Steve Soyland/Kendal Reed |
| 10 | 09/28/22         | Southern CT. College Fair                 | The fair is to provide a productive way for you to meet and interact with prospective college students and their parents from throughout Southern Connecticut and to provide the students with information and resources as they embark on their college search. | Hosted at Fairfield County's premier venue The Hartford Healthcare Ampitheater and in conjunction with high schools of the regions The Southern CT College Fair provides the ultimate opportunity to connect with parents and their college bound students. We were onsite also to promote jobs in the broadcast industry. Provided details of possible careers in broadcasting from sales to marketing to on-air and support         | Andy Alcosser                           |
| 11 | Sept to Dec 2022 | Sophia Vencitti - Sacred Heart University | WEZN Anna and Raven Morning Show Intern  | Internship with Marketing and Promotions. Anna learned first hand how to market a radio station to a broad demographic, spending most of his time in the office and the studio. He worked closely with the morning show and the Marketing Dept. She learned to communicate effectively and how to send a coordinated message throughout our broadcast and web media. Sofia received school credit                                     | Drew Carrano / Anna Zap                 |
| 12 | Sept to Dec 2022 | Isabella Gaydos - Sacred Heart University | WICC Melissa In The Morning Intern   | Internship with Marketing and Promotions. Isabella learned first hand how to market a radio station to a broad demographic, spending most of his time in the office and the studio. She worked closely with the morning show and the Marketing Dept. She learned to communicate effectively and how to send a coordinated message throughout our broadcast and web media. Isabella received school credit                             | Drew Carrano / Melissa Sheketoff        |

|    |         |   |                 |              |                 |
|----|---------|---|-----------------|--------------|-----------------|
| 13 | Ongoing | Recruitment/Advertising for All positions | EEO Recruitment | All Stations | Kristin Okesson |
|----|---------|---|-----------------|--------------|-----------------|