

EEO Public File Report
for the Period Ending January 2018

This report covers the following employment units:

WLVY-FM Elmira, New York
WOKN-FM Southport-Elmira, New York
WEHH-AM Elmira Heights-Horseheads, New York
WELM-AM Elmira, New York

- 1. In 2017, there were zero full time vacancies**
- 2. In spite of the lack of full time vacancies covered under this report, Tower Broadcasting continues to conduct an outreach program with various community groups and educational organizations in the event of a full time opening.**
- 3. A listing of Outreach Organizations is listed as follows:**

The New York State Job Bank, and NYS Dept of Labor
Elmira Business Institute, Elmira and Vestal, New York
All Access Trade Publication
Elmira College and Elmira College Radio Station
NYS Broadcasters Association
Mansfield University
Southern Tier BOCES
YWCA Elmira
Arnot Mall Job and College Fair
Horseheads Youth Bureau

- 4. Other outreach activities consisted of the following:**

On-going Help Wanted/EEO announcements on-air

A listing for future employees on indeed.com (50 referrals)

Job referral on various social media platforms.

Continual communication from management and management staff to potential applicants.

On site employment information during numerous live broadcasts on all stations, including, but not limited to the following:

Kids Safe Kids (Spring)

Wisner Market (16 weeks in Spring and Summer)

Chemung County Fair (summer) Seven days on site.

It is the policy of Tower Broadcasting Elmira to provide a fair and equal employment opportunity for all associates and job applicants regardless of race, color, religious creed, national origin, age, gender, marital status and other, in accordance with applicable federal, state and local law.

Tower Broadcasting hires and promotes individuals solely on the basis of their qualifications.

EEO Public File Report
for the Period Ending January 23, 2017

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Appendix 1

Station(s) Comprising Station Employment Unit:

WELM Elmira, NY

WEHH Elmira Heights-Horseheads, NY

WLVY, Elmira NY

WOKN-FM Southport-Elmira, NY

Annual EEO Public File Report

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations. WELM Elmira, NY, WEHH Elmira Heights-Horseheads NY, WLVY Elmira, NY and WOKN Southport-Elmira, NY.

The information contained in this Report covers the time period beginning January 22, 2016 up to and including January 22, 2017. (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer.

**EEO Public File Report
Tower Broadcasting Elmira
WEHH, WELM, WLVY, WOKN**

**Section 1:
Vacancy Information**

Job Title

Recruitment Sources

Account Executive
(no vacancies, but
constant recruitment)

as below

No Other Vacancies

as below

Tower Broadcasting conducts continual outreach efforts to recruit for sales and other employment opportunities as the need presents itself.

Recruitment Sources include the following:

Internal posting of employment opportunities on station Bulletin Board, e-mails and word of mouth

Broadcast of future employment opportunities by way of station, websites, and on-air.

An outreach program by way of e-mails, regular mail and conversations with the following regarding future openings:

Elmira College, Elmira New York (two referrals)

Corning Community College, Corning New York (one referral)

BOCES of New York and Pennsylvania (one referral)

The YMCA of Chemung County (no referrals)

Outreach advertising with the following:

Quarterly Announcements in All Access Dot Com. (one referral)

A listing with Indeed.com (80 referrals)

Further, Tower Broadcasting attends Job Fairs and out reach and outreach programs several times per year with the following:

Elmira College

Town of Horseheads Youth Bureau

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Section 1: Vacancy Information

	Full-time Positions Filed by Job Title	Recruitment Source of Hiree
1	Account Executive	Internal Posting, All Access
	Position eliminated	
2	Traffic Manager	Internal Posting

Total Number of Persons Interviewed During Applicable Period: 5

Appendix 2
Annual EEO Public File Report Form

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
1	All Access Website	5	1
2	TV and Radio Jobs Publication	0	
3	Star Gazette Classifieds 201 Baldwin Street Elmira, NY	0	
4	Job Fairs	0	
5	PPMG on Air Job Posting	0	
6	Elmira College Fair	0	
7	Various Intern Programs	0	

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities

1. PPMG has established an internship program that is designed to assist students from local educational institutions to acquire skills needed for broadcast employment. Interns receive academic credit for participation in the program.
2. PPMG has an established/ongoing training program designed to enable station personnel to acquire skills that could qualify them for higher level positions.
3. Provided EEO and anti-discrimination training to management level personnel.

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