



21 East Market St. Suite 101  
Corning, NY 14830

April 4, 2018

Lewis C. Pulley, Esq., Assistant Chief  
Policy Division, Media Bureau  
Federal Communications Commission  
445 12th Street, S.W.  
Washington, D.C. 20554

**Re: EEO Audit of WENI(AM), Corning, New York (FIN: 53610)**

Dear Sir or Madam:

Sound Communications, LLC ("Sound") hereby responds to the letter from the Commission's EEO Staff, dated February 26, 2018, informing Sound that the employment unit ("Unit") associated with WENI(AM), Corning, New York (Facility No. 53610) ("Station") has been randomly selected for an audit of its EEO program. Please note that the Unit consists of the following stations, in addition to the Station: WENI-FM, South Waverly, Pennsylvania (Facility No. 77925); WENY-FM, Big Flats, New York (Facility No. 14713); WENY(AM), Elmira, New York (Facility No. 71510); WGGO(AM), Salamanca, New York (Facility No. 9409); WGMM(FM), Corning, New York (Facility No. 19651); WKPQ(FM), Hornell, New York (Facility No. 5309); WMXO(FM), Olean, New York (Facility No. 19710); WOEN(AM), Olean, New York (Facility No. 19708); WQRS(FM), Salamanca, New York (Facility No. 9408); and WZKZ(FM), Alfred, New York (Facility No. 52126) (collectively, with the Station, "Stations"). This response is intended to cover all of the Stations.

Below in bold type are the requests from the EEO Staff, followed by Sound's responses.

**(3a) Provide the Unit's two most recent EEO public file reports and the each station's web address. Provide the date of each full-time hire listed in each report provided.**

Response: Attached as Exhibit 3A-1 is the Report covering the February 1, 2016 – January 31, 2017 period and attached as Exhibit 3A-2 is the Report covering the February 1, 2017 – January 31, 2018 period. The Station's website is magic927977.net. That website also serves as the website for WENI-FM, WENY(AM) and WENY-FM. The website for WGGO and WQRS is 98rockswqrs.com. The website for WGMM is 987gemfm.com. The website for WKPQ is kickincountry1053.com. The website for WMXO, WOEN and

WZKZ is mixwmxo.com. The Unit's most recent public file reports are included on each website. The date of each full-time hire is as follows:

- Account Executive (2016-17): February 15, 2016
- On-Air Talent/Production Director (2016-17): June 15, 2016
- Account Executive (2016-17): July 5, 2016
- On-Air Talent (2016-17): July 11, 2016
- On-Air Talent/Executive Assistant (2016-17): July 25, 2016
- On-Air Talent/Production Director (2016-17): September 26, 2016
- Account Executive (2016-17): December 1, 2016
- Account Executive (2017-18): April 17, 2017
- Account Executive (2017-18): July 17, 2017
- Account Executive (2017-18): October 2, 2017
- Account Executive (2017-18): January 2, 2018

**(3b) For each Unit full-time position filled during the period covered by the above EEO public file reports, provide dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position.**

Response: Attached as Exhibit 3B-1 are available documents supporting the recruitment undertaken for the Account Executive position filled on February 15, 2016. Attached as Exhibit 3B-2 are available documents supporting the recruitment undertaken for the On-Air Talent/Production Director position filled on June 15, 2016.<sup>1</sup> Attached as Exhibit 3B-3 are available documents supporting the recruitment undertaken for the for the Account Executive position filled on July 5, 2016.<sup>2</sup> Attached as Exhibit 3B-4 are available documents supporting the recruitment undertaken for the On Air Talent position filled on July 11, 2016. Attached as Exhibit 3B-5 are available documents supporting the recruitment undertaken for the On Air Talent/Executive Assistant position filled on July 25, 2016. Attached as Exhibit 3B-6 are available documents supporting the recruitment undertaken for the On Air Talent/Production Director position filled on September 26, 2016. There is no supporting documentation supporting the recruitment undertaken for the Station Manager position that was filled on October 26, 2016. This position was filled under exigent circumstances, as the person who formerly was in that position became available at about the same time that the position needed to be filled. Attached as Exhibit

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<sup>1</sup> The available documentation includes support confirming that this position was posted on Allaccess.com. That recruitment source was inadvertently omitted from the Unit's EEO Public File Report that was prepared as of January 31, 2017.

<sup>2</sup> The available documentation includes support confirming that this position was posted on TwinTiersHelpWanted.com. That recruitment source was inadvertently omitted from the Unit's EEO Public File Report that was prepared as of January 31, 2017.

3B-7 are available documents supporting the recruitment undertaken for the Account Executive position filled on December 1, 2016.<sup>3</sup>

Attached as Exhibit 3B-8 are available documents supporting the recruitment undertaken for the Account Executive position filled on April 17, 2017.<sup>4</sup> Attached as Exhibit 3B-9 are available documents supporting the recruitment undertaken for the Account Executive position filled on July 17, 2017.<sup>5</sup> Attached as Exhibit 3B-10 are available documents supporting the recruitment undertaken for the Account Executive position filled on October 2, 2017. Attached as Exhibit 3B-11 are available documents supporting the recruitment undertaken for the Account Executive position filled on January 2, 2018.<sup>6</sup>

- (3c) Provide the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time Unit vacancies filled during the period covered by the above-noted EEO public file reports.**

Response: The total number of interviewees and referral source for each interviewee for all full-time Unit vacancies filled during the 2016-17 and 2017-18 periods is provided within each such report, which are attached as Exhibits 3A-1 and 3A-2, respectively.

- (3d) Provide documentation of Unit recruitment initiatives during the time periods covered by the above-noted EEO public file reports. Specify the Unit personnel involved in each such recruitment initiative. Also, provide the total number of full-time employees of the Unit and state whether the population of the market in which the Unit operates is 250,000 or more. Based upon these two factors, determine and state whether the Unit is required to perform two or four initiatives within a two-year period.**

Response: Attached as Exhibit 3D-1 is available documentation associated with the Unit's participation in the "New Visions" Honors Academy (February-April 2016; key personnel:

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<sup>3</sup> The On-Air Talent position that was filled on January 9, 2017 was for a part-time position. Accordingly, it should not have been included on the Unit's EEO Public File Report that was prepared as of January 31, 2017.

<sup>4</sup> The available documentation includes support confirming that this position was posted on Allaccess.com. That recruitment source was inadvertently omitted from the Unit's EEO Public File Report that was prepared as of January 31, 2018. The On-Air Talent/Production Assistant position that was filled on March 29, 2017 was not an "open" position. Instead, the Unit hired this person and created a position for him. Accordingly, there should not have been an entry for this position on the Unit's EEO Public File Report that was prepared as of January 31, 2018.

<sup>5</sup> The available documentation includes support confirming that this position was posted on Allaccess.com. That recruitment source was inadvertently omitted from the Unit's EEO Public File Report that was prepared as of January 31, 2018.

<sup>6</sup> The log sheet being provided is representative of the ad for the Account Executive position that aired on the Station between November 1 – December 31, 2017.

General Manager). Attached as Exhibit 3D-2 is available documentation associated with the Unit's participation in a Career Day at SUNY-Geneseo (March 15, 2016; key personnel: On-Air Talent). Attached as Exhibit 3D-3 is available documentation associated with the Unit's attendance at the 2016 Regional Job Fair at Corning Community College (April 20, 2016; key personnel: General Manager and Operations Manager). Attached as Exhibit 3D-4 is available documentation associated with the Unit's participation in the "Principles of Selling" class at Corning Community College (April 20, 2016; key personnel: Sales Manager). Attached as Exhibit 3D-5 is available documentation associated with the Unit's provision of an internship program (Spring Semester 2017; key personnel: Programming, Production and Sales Departments).

Attached as Exhibit 3D-6 is available documentation associated with the Unit's attendance at the 2017 Regional Job Fair at Corning Community College (March 30, 2017; key personnel: General Manager and Operations Manager.) Attached as Exhibit 3D-7 is available documentation associated with the Unit's attendance at a Job Fair for Steuben County ARC (May 4, 2017; key personnel: Account Executive). Attached as Exhibit 3D-8 is available documentation associated with the Unit's provision of an internship program (Spring Semester 2018; key personnel: Operations Manager). Attached as Exhibit 3D-9 is available documentation associated with the Unit's provision of an internship program (Summer 2017; key personnel: Production Director).

The Unit currently has 21 full-time employees and the population of the markets in which the Unit operates is less than 250,000 in each case. Accordingly, the Unit is required to perform two initiatives within each two-year period. As indicated in the Reports and the attached documents, the Unit satisfied that requirement.

- (3e) Disclose any pending or resolved complaints involving the Station filed during the Station's current license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex.**

Response: There are no pending or resolved complaints involving the Unit filed during the Station's current license term before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the Unit on the basis of race, color, religion, national origin, or sex.

- (3f) From the first date of the Station's license term until the date of this letter, describe the responsibilities of each level of management for implementing Unit EEO policies and describe how the Unit has informed employees and job applicants of its EEO policies and program.**

Response: On a very regular basis, the Unit's Program Director, Operations Manager, Sales Manager, and General Manager meet to discuss various topics. These meetings usually cover employment and other EEO-related matters and all such officers are active in all recruitment initiatives. Ultimately, the Unit's General Manager is responsible for overseeing EEO compliance. The General Manager is responsible for providing information regarding the unit's EEO policies to employees and persons applying for new positions with the Unit. The Unit's EEO policy is stated on each job application, indicating that the Unit considers applicants for all positions without regard to race, color, religion, creed, gender, national origin, age, disability, marital or veteran status, sexual orientation or any other legally protected status. In addition, advertisements publicizing vacancies inform job applicants that Sound is an equal opportunity employer.

- (3g) From the first date of the Station's license term until the date of this letter, describe the Unit's efforts to analyze its EEO recruitment program to ensure that it is effective and address any problems found as a result.**

Response: The personnel referenced in the response to Item 3(f) meet regularly to discuss the recruitment sources that should be used to attract high-quality job applicants. As a result of these reviews, the Unit recognizes that although its recruitment program is effective, there is some room for improvement. The Unit always undertakes at least two recruitment initiatives during each two-year period, and strives to exceed that goal.

- (3h) From the first date of the Station's license term until the date of this letter, describe the Unit's efforts to analyze periodically measures taken to examine pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect, and if the Unit has one or more union agreements, describe how the Unit cooperates with each union.**

Response: Periodically, Sound's owners review all compensation packages for its employees to ensure that such packages are fair and comply with the Unit's compensation system. Each year at budget time, the Unit's General Manager and Sound's owners review the Unit's benefits, seniority practices, promotions and selection techniques to ensure that they provide equal opportunity and do not have a discriminatory effect. When positions are open, they are widely announced, including on the Stations themselves, which ensures that every employee has the opportunity to apply for a promotion or transfer to another department. The Unit's manager charged with reviewing the Stations' EEO program also periodically reviews the Unit's interview process and job application template to ensure that its hiring and interview guidelines are adequate.

The Unit has no agreements with any union.

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- (3i) **If your entity is a religious broadcaster and any of its full-time employees are subject to a religious qualification as described in our rules, so indicate this in your response to this letter and provide data as applicable to your EEO program.**

Response: Not applicable.

- (4) **Time Brokerage.**

Response: Not applicable.

Should you have any questions regarding the foregoing response, please contact our attorney, Mark B. Denbo, at 202-350-9656 or mdenbo@fccworld.com.

Sincerely,



Paige Christian  
Vice President and Secretary  
pchristian@stny.rr.com

Attachments

**EXHIBIT 3A-1**  
**2016-17 EEO Public File Report**

**Sound Communications, LLC**

**EEO Public File Report: 02/01/2016 – 01/31/2017**

**WENY(FM), WENI(AM), WENY(AM), WENI(FM), WGMM(FM), WKPQ(FM)  
WMXO(FM), WQRS(FM), WOEN(AM), WGGO(AM), WZKZ(FM)**

**Section 1: Vacancy Information**

<b>Vacancy</b>	<b>Recruitment Source Used to Fill Vacancy</b>	<b>Recruitment Sources Used</b>	<b>Hire Date</b>
Account Executive	Referral	AllAccess.com -Online Posting TwinTiersHelpWanted.com-OnlinePosting Regional Job Fair Career Day Live reads On-Air Advertisements Facebook.com	February 15, 2016
On-Air Talent/Production Director	Referral	On-Air Advertisements Live reads Career Day	June 15,2016
Account Executive	Referral	AllAccess.com -Online Posting Regional Job Fair Live reads On-Air Advertisements Facebook.com	July 5, 2016
On Air Talent	AllAccess.com -Online Posting	AllAccess.com -Online Posting Regional Job Fair Live reads On-Air Advertisements	July 11, 2016



On-Air Talent/Executive Assistant	AllAccess.com -Online Posting	AllAccess.com -Online Posting Regional Job Fair Live reads On-Air Advertisements	July 25,2016
On-Air Talent/Production Director	AllAccess.com -Online Posting	AllAccess.com -Online Posting Regional Job Fair Live reads On-Air Advertisements	September 26, 2016
Station Manager	Re-Hire	AllAccess.com -Online Posting Regional Job Fair Live reads On-Air Advertisements	October 26, 2016
Account Executive	On-Air Advertisement	Station Website Live reads On-Air Advertisements	December 1,2016
On-Air Talent	Referral	On-Air Advertisements Facebook.com	January 9, 2017

Sound Communications, LLC

EEO Public File Report: 02/01/2016 – 01/31/2017

WENY(FM), WENI(AM), WENY(AM), WENI(FM), WGMM(FM), WKPQ(FM)  
 WMXO(FM), WQRS(FM), WOEN(AM), WGGO(AM), WZKZ(FM)

Section 2: Recruitment Source Information

	Recruitment Source	Did Source Request Vacancy Notification?	Total Number of Interviewees Referred by Source
1	2016 Regional Job Fair Corning Community College 1 Academic Drive Corning, NY 14830	No	1
2	Genesee Valley Educational Partnership School-to-Work Career Day 27 Lackawanna Avenue Mt. Morris, NY 14510 (585) 658-7811	No	0
3	TwinTiersHelpWanted.Com Recruitment Ad <a href="https://regionalthelpwanted.com/twin-tiers-jobs/">https://regionalthelpwanted.com/twin-tiers-jobs/</a>	No	3
4	AllAccess.Com Recruitment Ad <a href="http://www.allaccess.com/">http://www.allaccess.com/</a>	No	8
5	Referral	No	3
6	On-Air Advertisements	No	5
7	Facebook.com	No	0
<b>Total Number of Interviewees over 12-Month Period:</b>			<b>20</b>

**Sound Communications, LLC**

**EEO Public File Report: 02/01/2016 – 01/31/2017**

**WENY(FM), WENI(AM), WENY(AM), WENI(FM), WGMM(FM), WKPQ(FM)  
WMXO(FM), WQRS(FM), WOEN(AM), WGGO(AM), WZKZ(FM)**

**Section 3: Recruitment Initiatives**

The stations participated in the following recruitment initiatives during the period covered by this report...

- Sound Communications LLC participated in a Tour for a Girl Scout Troop on February 1st, 2016.
- Sound Communications LLC participated in the “New Visions” Honors Academy of GST BOCES - Bush Campus Student Placement program on February 9th, 10th, 11th, 17th, March 29th, 30th, April 5th and 7th, 2016.
- Sound Communications LLC participated in a 4 (30 Minutes) sessions for Career day at the State University of New York at Geneseo on March 15th, 2016.
- Sound Communications LLC participated in a tour for students at Wellsville High School on April 14th, 2016.
- Sound Communications LLC participated in the 2016 Regional Job Fair at Corning Community College, 1 Academic Dr. Corning on April 20th, 2016.
- Sound Communications LLC’s Sales Manager participated in a presentation for the Corning Community College “Principles of Selling” class on April 20th, 2016.
- Sound Communications LLC participated in a tour for students at Wellsville Elementary School on May 11th, 2016.
- Sound Communications LLC participated in a one day student “Shadowing” program for a Whitesville High School student on December 6th, 2016.
- Sound Communications LLC participated in a Tour for a Girl Scout Troop on December 7th, 2016
- Sound Communications LLC is hosting an intern from Corning Community College for 8 hours a week which began on January 21st, 2017. His responsibilities are to learn the day to day operations of a radio station group with an emphasis in programming, production and sales.

**Additional Information:**

All applications remain on file for at least one year. Applicants are instructed to contact the General Manager at least once every three months for an update of available jobs.

The policy of Sound Communications, LLC is to promote from within the company's employee base whenever possible.

The Stations' employment application forms contain notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify the appropriate local, state or federal agency if they believe that they have been the victim of discrimination.

Appropriate notices are posted informing applicants and employees that the station is an Equal Opportunity Employer and of their right to notify an appropriate local, state or Federal agent if they believe that they have been the victims of discrimination

It is the stated policy of Sound Communications, LLC to encourage women and minorities to apply for all posted job opening. Company personnel have been instructed to refer interested parties to contact the office of the General Manager regarding any employment matters.

**EXHIBIT 3A-2**  
**2017-18 EEO Public File Report**

**Sound Communications, LLC**

**EEO Public File Report: 02/01/2017 – 01/31/2018**

**WENY(FM), WENI(AM), WENY(AM), WENI(FM), WGMM(FM), WKPQ(FM)  
WMXO(FM), WQRS(FM), WOEN(AM), WGGO(AM), WZKZ(FM)**

**Section 1: Vacancy Information**

<b>Vacancy</b>	<b>Recruitment Source Used to Fill Vacancy</b>	<b>Recruitment Sources Used</b>	<b>Hire Date</b>
Account Executive	Referral	Regional Job Fair Twintiershelpwanted.com Live reads On-Air Advertisements Facebook.com	April 17, 2017
On-Air Talent/Production Director	AllAccess.com -Online Posting	Regional Job Fair On-Air Advertisements AllAccess.com -Online Posting Live reads	March 29, 2017
Account Executive	On-Air Advertisements	Regional Job Fair Twintiershelpwanted.com Station Website Live reads On-Air Advertisements Facebook.com	July 17, 2017
Account Executive	Referral	Live reads On-Air Advertisements Station Website Facebook.com	October 2, 2017

Account Executive	On-Air Advertisement	Station Website Live reads On-Air Advertisements	January 2, 2018
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Sound Communications, LLC

EEO Public File Report: 02/01/2017 – 01/31/2018

WENY(FM), WENI(AM), WENY(AM), WENI(FM), WGMM(FM), WKPQ(FM)  
 WMXO(FM), WQRS(FM), WOEN(AM), WGGO(AM), WZKZ(FM)

**Section 2: Recruitment Source Information**

	<b>Recruitment Source</b>	<b>Did Source Request Vacancy Notification?</b>	<b>Total Number of Interviewees Referred by Source</b>
1	2017 Regional Job Fair Corning Community College 1 Academic Drive Corning, NY 14830	No	1
2	Internships	No	1
3	Job Fair for Steuben County ARC	No	0
4	AllAccess.Com Recruitment Ad <a href="http://www.allaccess.com/">http://www.allaccess.com/</a>	No	12
5	Twintiershelpwanted.com	No	2
6	Referral	No	4
7	On-Air Advertisements	No	4
8	Facebook.com	No	0
<b>Total Number of Interviewees over 12-Month Period:</b>			<b>24</b>



**Sound Communications, LLC**

**EEO Public File Report: 02/01/2017 – 01/31/2018**

**WENY(FM), WENI(AM), WENY(AM), WENI(FM), WGMM(FM), WKPQ(FM)  
WMXO(FM), WQRS(FM), WOEN(AM), WGGO(AM), WZKZ(FM)**

**Section 3: Recruitment Initiatives**

The stations participated in the following recruitment initiatives during the period covered by this report...

- Sound Communications LLC participated in judging two Sayre High School Debate competitions.
  
- Sound Communications LLC's General Manager, Sales Manager and Operations Manager participated in the 2017 Regional Job Fair at Corning Community College, 1 Academic Dr. Corning on March 30, 2017.
  
- Sound Communications LLC participated in a Tour for Cub Scout Pack 617 on April 4, 2017.
  
- Sound Communications LLC is hosting an intern from Corning Community College for 8 hours a week which ended on April 5, 2017. His responsibilities were to learn the day to day operations of a radio station group with an emphasis in programming, production and sales.
  
- A Sound Communications LLC Account Executive participated in a Job Fair for Steuben County ARC on May 4, 2017.
  
- Sound Communications LLC participated in a station tour for students from Whitesville Central School on September 13, 2017
  
- Sound Communications LLC participated in a station tour for Steuben County ARC clients and supervisors on October 11, 2017.
  
- Sound Communications LLC participated in a "Job Shadowing" program for Corning Painted Post High School on October 6, 2017 & October 20, 2017

- A Sound Communications LLC representative participated in an interview for a College Student to learn more about radio for his class project on November 21, 2017
  
- Sound Communications LLC's Operations Manager participated in an Internship program for a Corning Painted Post High School student. The student worked in the departments of On-air and Programing. The internship started on December 13, 2017
  
- Sound Communications LLC's General Manager participated in a one on one student interview, for a project on Radio management at Corning Community College.
  
- Sound Communications LLC's General Manager and Sales Manager meant with a Tennessee University student, for a Q&A about the radio business.
  
- Sound Communications LLC Production Director participated in an Summer College Internship program through SUNY Oswego. The internship was focused on the Programming Department.

**Additional Information:**

All applications remain on file for at least one year. Applicants are instructed to contact the General Manager at least once every three months for an update of available jobs.

The policy of Sound Communications, LLC is to promote from within the company's employee base whenever possible.

The Stations' employment application forms contain notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify the appropriate local, state or federal agency if they believe that they have been the victim of discrimination.

Appropriate notices are posted informing applicants and employees that the station is an Equal Opportunity Employer and of their right to notify an appropriate local, state or Federal agent if they believe that they have been the victims of discrimination

It is the stated policy of Sound Communications, LLC to encourage women and minorities to apply for all posted job opening. Company personnel have been instructed to refer interested parties to contact the office of the General Manager regarding any employment matters.

# **EXHIBIT 3B-1**

**Account Executive position filled on February 15, 2016**

Enter Keyword Here

Mid-Days with Meghan Weekdays 11-3

Login Register

# Magic

92.7/97.7fm

Simply Elmira-Corning's Best Music



**Megan**  
10:00am - 3:00pm  
Mid-Day with Megan  
Request A Song  
My Profile

HOME | ON AIR | MUSIC | NEWS | EVENTS | PHOTOS | PODCASTS | CONTESTS | CONNECT | CLUB | CONTACT



TwinTiersHelpWanted.com

More LOCAL Jobs

promo zone  
990px Banners Here

### LISTEN LIVE

# LISTEN LIVE

On your computer  
And

Get the TuneIn App for your Smart  
Phone - Search WENI-FM  
and take us with you.

Ask your Alexa to Play WENI-FM on  
TuneIn

### EMPLOYMENT OPPORTUNITIES

Looking for Account Managers for Sales

Looking for a fun place to work, not stuck at your desk, unlimited earning potential. Be part of an established team with coaches to help you succeed! (even a free gym membership)

**E-mail your resume today!!!!**

Sound Communications is an equal opportunity employer.

### FACEBOOK



The Morning Magic on...  
1,113 likes

Liked

Share

You and 41 other friends like this



### SCREEN QUEEN

Employer Summary



Sound Communications

Account Number 1350

TwinTiersHelpWanted.com

View as employer

Information Current Job Postings Recently Archived Job Postings

Archived Job Postings

Posted on TwinTiersHelpWanted.com

JOB TITLE	DATE CREATED	DATE ARCHIVED	VIEWS	CLICKS TO DETAILS	CLICKS TO WEBSITE	APPLICANTS	
Account Executive	09/02/2016	10/03/2016	5,700	57	2	5	Resend all ad responses
Sr. Account Executive	05/03/2016	06/03/2016	4,872	90	4	8	Resend all ad responses
Sr. Account Executive	01/25/2016	02/25/2016	5,293	48	5	5	Resend all ad responses
Sr. Account Executive	07/16/2015	09/16/2015	4,640	208	4	2	Resend all ad responses
Sr. Account Executive	04/01/2015	06/01/2015	9,413	111	0	15	Resend all ad responses
Sr. Account Executive	04/01/2015	05/02/2015	4,258	150	0	3	Resend all ad responses

Expired Job

Rerun this job

Sound Communications

None  
Today

Apply Now!

## Sr. Account Executive

Magic 92.7/97.7, Gem 98.7 and News Talk 1230/1450 have an immediate opening for a Senior Account Executive. If you're in sales you know how tough it is starting out, it seems like all the good accounts are taken. Well, here is your chance to get all the good accounts! If you are enthusiastic, goal oriented, driven and creative we want to talk to you. Sound Communications is an equal opportunity employer.

Apply Now!

Find similar jobs in:  
Advertising Sales

# **EXHIBIT 3B-2**

**On- Air Talent/Production Director position filled on June  
15, 2016**



Frank Acomb &lt;wenyfranklyspeaking@gmail.com&gt;

**Fw: JUST posted up on All Access**

1 message

jamie evans <jamieevans17@yahoo.com>  
Reply-To: jamie evans <jamieevans17@yahoo.com>  
To: Frank Acomb <wenyfranklyspeaking@gmail.com>

Mon, Feb 15, 2016 at 2:39 PM

Sent from Yahoo Mail on Android

On Mon, Feb 15, 2016 at 11:12 AM, Chris Russell  
<radioguy99@gmail.com> wrote:

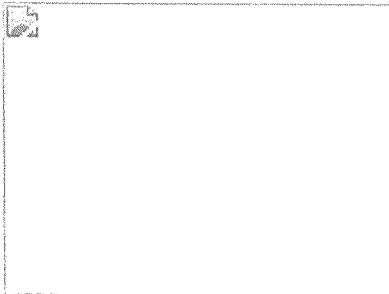
Sound Communications, the leading radio group in the Western NY / Southern Tier region with multiple properties in several rated markets, is seeking a dynamic on air / production / voice talent for not only a market-leading Classic Hits station, but additional opportunities for other markets as well. This is an IMMEDIATE OPENING - and Classic Hits, Country, and HOT AC experience preferred, but not necessary - you should be able to "fit the demo" in both a rated and unrated market.

Special consideration given for potential applicants residing in 100 miles of the Corning / Elmira area...market-competitive compensation package and some cool fringe benefits, too. A valid driver's license and a good driving record are required. There are no moving expenses paid for this position.

Send your resume, references, salary expectations and MP3 audio aircheck (no longer than 2 minutes scoped) to: wnyradio@mail.com and mark your email subject as "A SOUND HIRE!"

Sound Communications is an Equal Opportunity Employer by choice. Women and minorities are STRONGLY encouraged to apply.

--

**Chris Russell****PD / On Air****WMXO-FM / WQRS-FM/ WOEN-AM / WGGO-AM****Sound Communications****Olean, NY (#222)****716-375-7703**



# **EXHIBIT 3B-3**

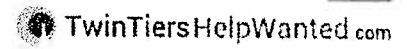
**Account Executive position filled on July 5, 2016**

Employer Summary



Sound Communications

Account Number 13-50



View as employer

Information   Current Job Postings   Recently Archived Job Postings

Archived Job Postings

Postings on TwinTiersHelpWanted.com

	JOB TITLE	DATE CREATED	DATE ARCHIVED	VIEWS	CLICKS TO DETAILS	CLICKS TO WEBSITE	APPLICANTS	
	Account Executive	09/02/2018	10/03/2018	5 700	57	2	8	Resend all ad responses
	Sr Account Executive	05/03/2016	08/03/2016	4 672	50	4	3	Resend all ad responses
	Sr Account Executive	01/25/2016	02/25/2016	5 283	48	5	5	Resend all ad responses
	Sr Account Executive	07/16/2015	09/16/2015	4 640	208	4	1	Resend all ad responses
	Sr Account Executive	04/01/2015	08/01/2015	9 413	111	0	15	Resend all ad responses
	Sr Account Executive	04/01/2015	05/02/2015	4 258	150	0	5	Resend all ad responses

Expired Job

[Rerun this job](#)

Sound Communications

None

Today

[Apply Now!](#)

## Sr. Account Executive

Magic 92.7/97.7, Gem 98.7 and News Talk 1230/1450 have an immediate opening for a Senior Account Executive. If you're in sales you know how tough it is starting out, it seems like all the good accounts are taken. Well, here is your chance to get all the good accounts! If you are enthusiastic, goal oriented, driven and creative we want to talk to you. Sound Communications is an equal opportunity employer.

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[Advertising](#) [Sales](#)

# **EXHIBIT 3B-4**

**On-Air Talent position filled on July 11, 2016**



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### Forum rules

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## 2 On Air Openings NOW. Start next week! Sound Communications

EDIT X V

jtdaniels

Posts: 16  
Joined: Thu Mar 14, 2013 6:47 am

By jtdaniels » Tue Aug 23, 2016 11:21 am



Sound Communications in Olean NY WMXO FM WQRS FM WOEN AM WGGD AM- has 2 full time openings right now. If you have a passion for radio come grow with us at Sound Communications!

**Position 1 Program Director/Airshift-** Duties include day to day programming on Hot AC WMXO Mix 101.5 and an airshift. Other responsibilities include- Production, Write, develop, and execute station promotions, Fill-in host for other shows as needed, Broadcast live from remote locations. This position has growth potential which will include overseeing other stations in the cluster. Previous radio programming experience is a must. This position is open right now. Rush your stuff to jamieevans17@yahoo.com Questions please call 607 742 2599

**Position 2 On Air Personality-** Duties Include On Air Shift on Hot AC WMXO Mix 101.5. Must be able to connect with the audience on air and through social media. Other responsibilities include Fill in host for other shows as needed. Broadcast live from remote locations, ability to produce commercials. Rush your stuff to jamieevans17@yahoo.com Questions please call 607 742 2599

Must have a valid driver's license and fully insured vehicle.

Sound Communications is an equal opportunity employer.

1 post • Page 1 of 1

# **EXHIBIT 3B-5**

**On Air Talent/Executive Assistant position filled on July 25,  
2016**

# Morning Host Needed at Sound Communications WMXO-FM

## Forum rules

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## Morning Host Needed at Sound Communications WMXO-FM

EDIT X V

jtdaniels

By jtdaniels » Wed Jul 13, 2016 12:53 pm

Posts: 16  
Joined: Thu Mar 14, 2013 6:47 am



MIX 101.5 WMXO-FM Olean NY (Sound Communications) has an immediate opening for a morning host.

If you have- A positive attitude, Strong social media skills. Can choose content that connects with the audience and a desire to have fun while waking up the Twin Tiers and St Bonaventure Collegat We'd like to talk to you. This position has the potential for you to move up quickly into an APD roll.

Send your stuff to jameeevans17@yahoo.com OR Give him a call. He'd love to speak to you! 607 742 2599

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## Forum rules

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## 2 On Air Openings NOW. Start next week! Sound Communications

EDIT \* V

jtdaniels

Posts: 16  
Joined: Thu Mar 14, 2013 6:47 am

By jtdaniels • Tue Aug 23, 2016 11:21 am



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Must have a valid driver's license and fully insured vehicle.

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# **EXHIBIT 3B-6**

**On Air Talent/Production Director position filled on  
September 26, 2016**

# Morning Host Needed at Sound Communications WMXO-FM

## Forum rules

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## Morning Host Needed at Sound Communications WMXO-FM

By jtdaniels • Wed Jul 13, 2016 12:53 pm

**jtdaniels**

Posts: 16  
Joined: Thu Mar 14, 2013 6:47 am



MIX 101.5 WMXO-FM Olean NY (Sound Communications) has an immediate opening for a morning host.

If you have- A positive attitude, Strong social media skills. Can choose content that connects with the audience and a desire to have fun while waking up the Twin Tiers and St Bonaventure College! We'd like to talk to you. This position has the potential for you to move up quickly into an AFD roll

Send your stuff to [jameevans17@yahoo.com](mailto:jameevans17@yahoo.com) OR Give him a call. He'd love to speak to you! 607 742 2599

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# **EXHIBIT 3B-7**

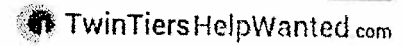
**Account Executive position filled on December 1, 2016**

Employer Summary



Sound Communications

Account Number 1360



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Archived Job Postings

Posted on TwinTiersHelpWanted.com

JOB TITLE	DATE CREATED	DATE ARCHIVED	VIEWS	CLICKS TO DETAILS	CLICKS TO WEBSITE	APPLICANTS	
Account Executive	09/02/2016	10/03/2016	5700	57	2	6	Resend all ad responses
Sr Account Executive	05/03/2016	06/03/2016	4672	90	4	8	Resend all ad responses
Sr Account Executive	01/25/2016	02/25/2016	5293	48	5	5	Resend all ad responses
Sr Account Executive	07/16/2015	09/16/2015	4640	208	4	2	Resend all ad responses
Sr Account Executive	04/01/2015	06/01/2015	9413	111	0	15	Resend all ad responses
Sr Account Executive	04/01/2015	05/02/2015	4258	150	0	3	Resend all ad responses

Expired Job

Rerun this job

Sound Communications

Full Time  
Immediately  
Corning, NY  
Today

Apply Now!

## Get a list of accounts!

### Account Executive

Kickin Country 105.3, Magic 92.7/97.7, Gem 98.7 and News Talk 1230/1450 have an immediate opening for a Senior Account Executive. If you're in sales you know how tough it is starting out, it seems like all the good accounts are taken. Well, here is your chance to get all the good accounts! If you are enthusiastic, goal oriented, driven and creative we want to talk to you. Sound Communications is an equal opportunity employer.

Apply Now!

Find similar jobs in:  
Management

Subject: christopher eden Account Executive Applicant

From: EmployerSupport@regionalhelpwanted.com

To: sbjamin@yahoo.com

Date: Saturday, September 3, 2016, 1:52:12 AM EDT



Sound Communications  
September 3, 2016

Account #: 13-50

Jamie,

A **new applicant** has responded to the Job Posting for:  
**Account Executive**

View the **response** now: [REDACTED] The **resume** is also **attached** to this message in its original format and as a **PDF**.

[Review all applicants](#) for **Account Executive**

Thanks for using TwinTiersHelpWanted.com!

Call (800) 365-8630, option 1 or [Send an email](#) to Customer Service



[REDACTED].pdf  
69.9kB



[REDACTED].docx  
17.7kB

Subject: jessicalynn1125@gmail.com Account Executive Applicant

From: EmployerSupport@regionalhelpwanted.com

To: sbjamin@yahoo.com

Date: Tuesday, September 6, 2016, 10:56:35 PM EDT



Sound Communications  
September 7, 2016

Account #: 13-50

Jamie,

A new applicant has responded to the Job Posting for:  
**Account Executive**

View the **response** now [redacted]. The **resume** is also **attached** to this message in its original format and as a **PDF**.

[Review all applicants](#) for **Account Executive**

Thanks for using TwinTiersHelpWanted.com!

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[redacted].pdf  
31.1kB



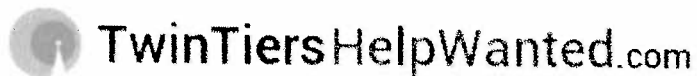
[redacted]@gmail.com.docx  
16.1kB

Subject: Blythe Beecher Account Executive Applicant

From: EmployerSupport@regionalthelpwanted.com

To: sbjamin@yahoo.com

Date: Wednesday, September 7, 2016, 2:30:00 PM EDT



Sound Communications  
September 7, 2016

Account #: 13-50

Jamie,

A **new applicant** has responded to the Job Posting for:  
**Account Executive**

View the **response** now: [REDACTED] The **resume** is also **attached** to this message in its original format and as a **PDF**.

Cover Letter:

To the hiring manager,

My name is Blythe Clemens and I writing you because of my interest in the guest relations manager position. I am an outgoing and love interacting with people. My former position as Salon manager and dog groomer has given me experience with client relations and client satisfaction. My hardworking and "can do" attitude puts me in position to succeed. All of my experience and work ethic makes me a great candidate for the position.

I look forward to hearing from you.

Thank you,

Blythe Clemens

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Call (800) 365-8630, option 1 or [Send an email](#) to Customer Service



[REDACTED].pdf  
85.1kB



[REDACTED].docx  
64.4kB

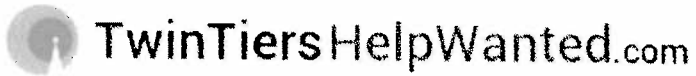


Subject: Stephanie A. Brenzo Account Executive Applicant

From: EmployerSupport@regionalhelpwanted.com

To: sbjamin@yahoo.com

Date: Thursday, September 8, 2016, 11:43:59 AM EDT



Sound Communications  
September 8, 2016

Account #: 13-50

Jamie,

A **new applicant** has responded to the Job Posting for:  
**Account Executive**

View the **response** now [redacted] the **resume** is also **attached** to this message in its original format and as a **PDF**.

[Review all applicants](#) for **Account Executive**

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# **EXHIBIT 3B-8**

**Account Executive position filled on April 17, 2017**



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## Sales your thing? C'mon it's almost spring!!

### Forum rules

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1 post • Page 1 of 1

### Sales your thing? C'mon it's almost spring!!

EDIT X J

jtdaniels

By jtdaniels • Wed Feb 08, 2017 7:59 am

Posts: 16  
Joined: Thu Mar 14, 2013 8:47 am



Perfect time to get to Western New York- Spring is close!!

#### Account Executive:

Are you self-motivated, organized, creative, and a money motivated team player? We would like to talk to you. Sound Communications is hiring an Account Executive to work in the Olean NY area for our 3 station cluster. Experience is a big plus but we are willing to train the right person.

Day to day duties will include:

- Prospecting and relationship building
- Setting face to face appointments
- Thoroughly analyzing customer needs
- Strategically selling compelling concepts to key local and regional decision makers

This is a full time sales position and is available now. Interested candidates should send a resume and salary requirements to [soundradiojobs@gmail.com](mailto:soundradiojobs@gmail.com) asap.

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# **EXHIBIT 3B-9**

**Account Executive position filled on July 17, 2017**

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## Market leading 50K Watt Country Morning Show needed! NOW!

### Forum rules

You can only post the job opening once in any 24 hour period. Please print your job opening for EOE records. Job openings will remain visible for 14 days. Do not post in this forum if you are looking for work. Please, go to Situations Wanted to post your availability. No voiceover, voicetracking, or other business plugs, please!

Search this topic...

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### Market leading 50K Watt Country Morning Show needed! NOW!

[\\*EDIT](#) [✖](#) [▼](#)

**jtdaniels**

Posts: 16  
Joined: Thu Mar 14, 2013 6:47 am

8 PM

D by jtdaniels » Mon Apr 10, 2017 5:52 am

If you love today's country music, if you're a team player, if you're entertaining and can create compelling content that relates to adults 25-54, if you can manage social media and most importantly if you have the ability to host a fast paced morning show, we want to talk to you now

Sound Communications / WKPQ FM Kickin Country 105.3 Hornell NY has a rare morning opening. Responsibilities include, but are not limited to: perform daily morning show, updating station social media page, ensuring that promotions and contests are executed properly, operating the control board, commercial production work, personal appearances at station events and remote broadcasts.

Applicants should have at least three years of professional radio experience and a family-friendly approach, with the ability to represent the station in a positive manner both on and off the air. If you're a proven talent with a track record of creating entertaining content with a clear understanding for social media, please send resumes, airchecks and social media examples to [jameevans17@yahoo.com](mailto:jameevans17@yahoo.com). Feel free to call 607 742 2599

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## Immediate Morning Opening 50K Watt Hot Country Station

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### Immediate Morning Opening 50K Watt Hot Country Station

jtdaniels

By jtdaniels • Wed Apr 12, 2017 8:56 am

Posts: 16  
Joined: Thu Mar 14, 2013 6:47 am



If you love today's country music, if you're a team player, if you're entertaining and can create compelling content that relates to adults 25-54, if you can manage social media and most importantly if you have the ability to host a fast paced morning show, we want to talk to you now

Sound Communications / WKPQ FM Kickin Country 105.3 Hornell NY has a rare morning opening. Responsibilities include, but are not limited to: perform daily morning show, updating station social media page, ensuring that promotions and contests are executed properly, operating the control board, commercial production work, personal appearances at station events and remote broadcasts.

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# **EXHIBIT 3B-10**

**Account Executive position filled on October 2, 2017**

Enter Keyword Here

Go

Mid Days with Meghan Weekdays 11-3

Login

Register

# Magic

92.7/97.7fm

Simply Elmira-Corning's Best Music



**Megan**  
10:00am - 3:00pm  
Mid-Day with Megan  
Request A Song  
My Profile

- HOME
- ON AIR
- MUSIC
- NEWS
- EVENTS
- PHOTOS
- PODCASTS
- CONTESTS
- CONNECT
- CLUB
- CONTACT



TwinTiersHelpWanted.com

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# LISTEN LIVE

On your computer  
And

Get the TuneIn App for your Smart  
Phone - Search WENI-FM  
and take us with you.

Ask your Alexa to Play WENI-FM on  
TuneIn

### EMPLOYMENT OPPORTUNITIES

Looking for Account Managers for Sales  
Looking for a fun place to work, not stuck at your desk, unlimited earning potential. Be  
part of an established team with coaches to help you succeed! (even a free gym  
membership)

**E-mail your resume today!!!!**  
Sound Communications is an equal opportunity employer.

### FACEBOOK



The Morning Magic on...  
1712 likes

Liked

Share

You and 41 other friends like this



### SCREEN QUEEN



# **EXHIBIT 3B-11**

**Account Executive position filled on January 2, 2018**

# Spot Audit By Contract

Contracts # From 360977175 To 360977175  
As of Thursday, Mar 29 2018

Instructions: The current version of your contract should be revision 1. If spots from previous revisions of this contract exist, please contact your Marketron service department.

Contract #: 360977175 Advertiser: HOUSE PROMOS Contract End Date: 12/31/17  
Revision: 1

Revision	Line #	SpotId	Spot State	Spot \$	Line Start Date	Sch Date/Time	Air Date/Time	Makegood
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# Sales Order

Stations: WENY-WENI-AM, WENY-WENI-FM, WGMM-FM, WKPQ-FM  
 Buyer: \_\_\_\_\_  
 Tax Schedule: \_\_\_\_\_ (None)  
 Contract Name: MG/GM/KPQ/RECRUITMENT-01  
 Agency Commission %: 0  
 Contract#: 360977175  
 Billing Cycle: Standard  
 Start Date: 11/01/17 End Date: 12/31/17  
 Salesperson: 485SBENJ Comm %: 20  
 Revenue Type: LOCAL DIRECT Type: Cash  
 Makegood Policy: Within Contract Dates  
 Advertiser: HOUSE PROMOS  
 Address: PO BOX 1047  
 City: CORNING State: NY Zip: 14830  
 Phone: (607) 962-4646  
 Product Name: RECRUITMENT PROMO  
 Competitive Code: 0-NONCOMPETITIVE

## WENY-WENI-AM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	11/01/17	12/31/17		12:00 AM	11:59 PM	30	7	7	7	7	7	7	7	49	D	0.00	0	0.00	6
=== CANCELED ===																			

TOTAL GROSS \$0.00, NET \$0.00

## WENY-WENI-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	11/01/17	12/31/17		12:00 AM	11:59 PM	30	7	7	7	7	7	7	7	49	D	0.00	427	0.00	6

TOTAL GROSS \$0.00, NET \$0.00

## WGMM-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	11/01/17	12/31/17		12:00 AM	11:59 PM	30	7	7	7	7	7	7	7	49	D	0.00	427	0.00	6

TOTAL GROSS \$0.00, NET \$0.00

## WKPQ-FM

No	DATES		Alt wks	TIMES		LEN	DISTRIBUTION								RATE	TOTALS		PTY	
	START	END		START	END		M	T	W	T	F	SA	SU	Per Wk		D/W	SPOTS		\$\$
1	11/01/17	12/31/17		12:00 AM	11:59 PM	30	7	7	7	7	7	7	7	49	D	0.00	427	0.00	6

TOTAL GROSS \$0.00, NET \$0.00

Billing Projections: By Month

	Nov 17	Dec 17
CA	0.00	0.00
ST	0.00	0.00

Print Spot Prices

TOTAL SPOTS ..... 1281  
GROSS TOTAL \$ ..... 0.00  
ADJUSTED SPOTS ..... 1281  
ADJUSTED TOTAL \$ ..... 0.00

APPROVE    DECLINE

- 485bcocc, 10/31/17 @11:01AM
- General Manager
- Sales Manager
- Local Sales Manager

**EXHIBIT 3D-1**  
**“New Visions” Honors Academy**



Frank Acomb &lt;wenyfranklyspeaking@gmail.com&gt;

---

**Fw: Student Placements**

1 message

---

**jamie evans** <jamieevans17@yahoo.com>  
To: Frank Acomb <wenyfranklyspeaking@gmail.com>

Fri, Feb 5, 2016 at 9:57 AM

Sent from Yahoo Mail on Android

On Fri, Feb 5, 2016 at 9:43 AM, Paul Richmond  
<PRICHMON@gstboces.org> wrote:

Hi Jamie.

Just sending confirmation about Logan Baker and Reilly Collins coming up two spend a few days with you on February 9, 10, 11 and 17<sup>th</sup>, from 9:15-10:45.

I attached the evaluation form and you can send it back with them or email/mail it to me.

They have a copy as well if you don't get a chance to print this out.


Thanks much and we will get together soon!!

-Paul

**Paul Richmond**

GST BOCES - Bush Campus  
New Visions Honors Academy  
Innovation, Leadership and Business Instructor

---

 **Evaluation Form for mentor supervisors.doc**  
35K



Frank Acomb &lt;wenyfranklyspeaking@gmail.com&gt;

---

**Fw: New Visions**

1 message

---

jamie evans <jamieevans17@yahoo.com>  
Reply-To: jamie evans <jamieevans17@yahoo.com>  
To: Frank Acomb <wenyfranklyspeaking@gmail.com>

Mon, Mar 14, 2016 at 4:12 PM

Jamie Evans  
General Manager  
607 937 8181  
MAGIC - WENY/WENI 92.7/97.7  
GEM -WGMM 98.7  
WENYam/WENIam 1230/1450  
Kickin' Country WKPQ 105.3

On Monday, March 14, 2016 12:55 PM, Paul Richmond <PRICHMON@gstboces.org> wrote:

Hi Jamie.

As always, so nice speaking with you.  
The two students are Ben Clark and Joe Rutan.

They will visit on March 29<sup>th</sup>, 30<sup>th</sup> and then April 5<sup>th</sup> and 7<sup>th</sup>.  
They will be there from 12:15 – 1:45 PM

Thank you again so much and I will send out a reminder later next week!!!

-Paul

Paul Richmond  
GST BOCES - Bush Campus  
New Visions Honors Academy  
Innovation, Leadership and Business Instructor

**Evaluation Form-New Visions Innovation, Leadership and Business**

Name of student: \_\_\_\_\_

Rotation Site: \_\_\_\_\_

Name of Mentor: \_\_\_\_\_

Please rate the student's performance on a scale from 1 (poor, unacceptable) to 5 (outstanding, professional). Please be as honest as possible, as this is a great learning tool for the students. Please sign/date below and send back with the student or mail to:

**Paul Richmond- GST BOCES-BUSH Campus Building 12, 459 Philo Road, Elmira, NY 14903.**

Thank you for your support and participation in the New Visions Honors Academy Program. If you have any questions please email or call me: [prichmon@gstboces.org](mailto:prichmon@gstboces.org) / 607-742-8051

	Professional/ Outstanding	Good	Satisfactory	Needs improvement	Poor/ unacceptable
Attendance/ Punctuality	5	4	3	2	1
Attitude	5	4	3	2	1
Appearance	5	4	3	2	1
Interest in Learning	5	4	3	2	1
Interactions with students and educational professionals	5	4	3	2	1

**Additional Comments/Suggestions (Please be specific):**

Signature: \_\_\_\_\_

Date: \_\_\_\_\_





*Thank you*

FOR BEING A MENTOR FOR THE  
NEW VISIONS INNOVATION, LEADERSHIP  
AND BUSINESS PROGRAM

Dear Tamie,

Thank for the opportunity and allowing us to see what a typical day is like at your radio station. The most interesting part was being able to sit and listen to an interview between Frank and a Texas Senator. Thank you again for taking your time to educate us on the radio industry.

Sincerely,

Ben Clark and  
Joey Kutan

# **EXHIBIT 3D-2**

**Career Day at SUNY-Geneseo (March 15, 2016)**

Genesee Valley Educational Partnership  
*success stories written here*

8250 State Street Road  
 Batavia, New York 14020  
 (585) 344-7711 or 658-7711

27 Lackawanna Avenue  
 Mt. Morris, New York 14510  
 (585) 658-7811 or 344-7811

Ally Henry  
 Alm

March 17, 2016

Mr. Lee Richey  
 WKPQ Kickin Country 105.3  
 112 Main Street  
 Hornell, NY 14843

Dear Mr. Richey,

On behalf of the students attending the Sophomore Career Day, I would like to thank you for participating as a presenter on Tuesday, March 15, 2016. Your time taken from a busy schedule to share information about your career is appreciated. From the feedback that we received, students and teacher chaperones learned valuable information in making future career decisions.

Enclosed you will find a survey. We are asking you to share your experiences in participating in our Career Day. A self-addressed, stamped envelope is provided for you to send us your feedback.

Thank you for your support. We look forward to continued opportunities to work with you in the future.

Sincerely,

*Susan Wells*

Susan Wells  
 Work Experience  
 Coordinator

**Guidelines for the Career Day Speaker and Student Questions** are enclosed for your reference as you prepare your presentation. Also enclosed is information on the New York State Common Core Standards. Would you please share with your students how you use some of these standards in your career?

**Registration:** Please use the main entrance to Welles Hall and you will find the registration table by the door. There we will have your nametag and room location. Our staff and student guides are there to greet you. The students will show you where to leave your coat, get a cup of coffee and then escort you to your room. Our student guides can assist you in bringing things in from your car. For dropping off materials, etc. you may leave your car temporarily in the circle. Parking will be in Lot B.

All of the rooms are equipped with overhead projectors. If you are doing a presentation, you need to bring your own laptop computer. The school will not be able to provide one for you. We will have an IT person on hand to help if necessary. Please call ahead of time (658-7841) and we will try to make any other accommodations for you. All rooms do have a chalkboard and/or whiteboard.


**Teacher Facilitator:** Each presentation room will be hosted by a teacher from one of the participating schools. His/her duties include: assisting you with your technology needs, greeting students/checking schedules and handling evaluation forms at the end of each presentation.

If we are closed for a snow day and need to postpone Career Day we will try to reach you by phone to notify you of this. It is planned that Wednesday, March 18, 2015 will be the make-up day. Please let us know if know if this is a problem for you. If you should need to reach us the morning of the event please call (585) 750-8747.

Refreshments will be available all morning in Room 111. We are very happy to be bringing such a wonderful group of presenters to our sophomores. If you have any questions, please call me at (585) 658-7841.

See you March 17<sup>th</sup>.

Sincerely yours,



Susan Wells

Work Experience Coordinator

Enclosures: Guidelines for the Career Day Speaker  
Student Questions for a Career Day Speaker  
NYS Common Core Standards Form

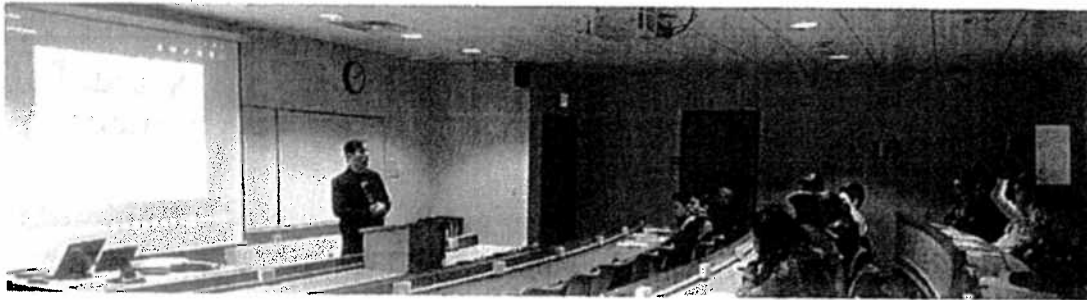
Kickin' Country 105.3 WKPC  
Page Liked · March 15 ·

At SUNY Geneseo ·

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to 6 shows at the same time!

Viewing history for this page is available on the 105.3 WKPC Facebook page.  
in the right column.


Viewing history for this page is available on the 105.3 WKPC Facebook page.  
in the right column.

Kickin' Country 105.3 WKPI  
Page Liked · March 15 ·

At SUNY Geneseo.

Like Comment Share

Dylan Zambito

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Switch Now & Watch  
ncc.com  
Store up to 150 hours of HD programming  
to 6 shows at the same time!



Photo from Kickin' Country 105.3 WKPI  
in Timeline Photos

I think this the best kicking country I  
if I don't listen to any other station  
March 18, 2016 ·

Like Comment



Matt Tuller

5 Good country music on all the time  
and always talking about local events in  
the area.

October 18, 2015 ·

Like Comment



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Cam

Like



David Nail

Like



First Arena

Like

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More  
Facebook © 2016



Like Comment Share

Karen Rice



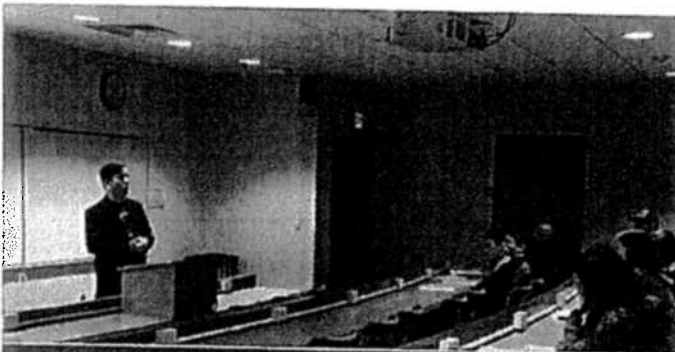
Write a comment...



Kickin' Country 105.3 WKPQ added 2 new photos — at  
SUNY Geneseo.

March 15 at 1:58pm · Geneseo ·

Lee Richey will be back tomorrow morning...after spending this morning  
talking to students at SUNY Geneseo about Radio, and a career in  
broadcasting.



Like Comment Share

4

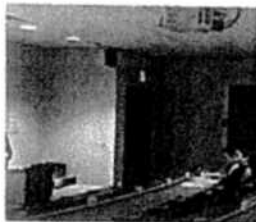
1 share



Write a comment...

Chat (43)

Photos taken at SUNY Geneseo by my friends



See More

Spo

Go F  
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# **EXHIBIT 3D-3**

**2016 Regional Job Fair at Corning Community College  
(April 20, 2016)**



Frank Acomb &lt;wenyfranklyspeaking@gmail.com&gt;

---

**2016 Job Fair! Wednesday, April 20 11:30 am-2:00 pm**

1 message

---

**Nicole Brown** <nbrown8@coming-cc.edu>

Wed, Mar 2, 2016 at 2:29 PM

Bcc: wenyfranklyspeaking@gmail.com

Good Afternoon,

It's that time of the year again! Corning Community College is hosting the 2016 Job Fair on Wednesday, **April 20 from 11:30 am-2:00 pm** (set up will start at 10:00 am). We only have space for 50-60 employers, so **register as soon as you can!** This event will be open to students and the community. I have added the registration link below to fill out.

Please put on the registration form how many representatives you will be bringing along to the job fair for lunch purposes!

Also, please at least fill out the job form for CCC students/alumni with your current or future job openings (top of registration form). You can also post your job orders with NY Job Bank to enhance potential candidates.

If you have any questions please do not hesitate to ask!

Registration Deadline: Friday, April 1

<https://www.coming-cc.edu/job-fair-registration>

Thank you,  
Nicky

---

Nicky Brown  
Job Developer  
CCC Academic and Workforce Development Center  
318 Madison Avenue  
Elmira, NY  
607-936-5513



Frank Acomb &lt;wenyfranklyspeaking@gmail.com&gt;

---

**2016 Job Fair**

1 message

---

**Nicole Brown** <nbrown8@coming-cc.edu>  
Bcc: wenyfranklyspeaking@gmail.com

Wed, Mar 2, 2016 at 2:44 PM

My apologies, I thought the form had the address for the location. This year the Job Fair will be at Coming Community College in the gymnasium.

1 Academic Drive  
Coming, NY 14830

It was decided last year that there would no longer be a Regional Job Fair. Coming Community College has decided that we would start holding our larger job fair again to replace it!

Nicky

—  
Nicky Brown  
Job Developer  
CCC Academic and Workforce Development Center  
318 Madison Avenue  
Elmira, NY  
607-936-5513



Frank Acomb &lt;wenyfranklyspeaking@gmail.com&gt;

---

**2016 Job Fair**

1 message

---

**Nicole Brown** <nbrown8@corning-cc.edu>

Mon, Apr 11, 2016 at 3:01 PM

Cc: "Haradon, Carol (LABOR)" &lt;carol.haradon@labor.ny.gov&gt;, Jeanne Eschbach &lt;eschbach@corning-cc.edu&gt;

Bcc: wenyfranklyspeaking@gmail.com

We are a week and a half away from the 2016 Job Fair! I just wanted to go through a couple of things with you before the event:

**Set up is at 10:00 am-** I have included a link to our campus map below. Drop off and registration will be at the front of the gymnasium (the door that faces the baseball/soccer/softball field). There will also be coffee and hot tea available in the morning.

Once you have dropped off your things you can then park in Lot I.

[https://www.corning-cc.edu/sites/default/files/Coming\\_Community\\_College\\_Map\\_2000.png](https://www.corning-cc.edu/sites/default/files/Coming_Community_College_Map_2000.png)

Unfortunately we do not have outlets in the gym, but we do have WIFI this year (CCCAir)!

Also, there will be no table cloths provided at this event, if you have your own please bring them!

Lunch will be served between 11:00 am and 2:00 pm (buffet style: variety of wraps, chips, cookies, water). Attendees will be allowed through the doors at 11:30 am. The food will be set up in the same area as where you registered in the morning.

I will be out of the country from Thursday, April 14th to Tuesday, April 19th. I will be available to answer questions up until 2:00 p.m. on Wednesday, April 13th. If you have any questions or concerns while I am away please contact Carol Haradon at carol.haradon@labor.ny.gov (937- 8337 ext 1127).

Thank you and I look forward to seeing all of you on Wednesday, April 20th!

Nicky

--

Nicky Brown  
Job Developer  
CCC Academic and Workforce Development Center  
318 Madison Avenue  
Elmira, NY  
607-936-5513



Frank Acomb &lt;wenyfranklyspeaking@gmail.com&gt;

---

**2016 Job Fair**

2 messages

---

**Nicole Brown** <nbrown8@coming-cc.edu>  
Bcc: wenyfranklyspeaking@gmail.com

Tue, Apr 12, 2016 at 11:59 AM

I have attached CCC's Job Fair link from Facebook below. If your organization has a Facebook page please share! Also, it might help with advertisement if you were to promote this event on your webpage as well!

<https://www.facebook.com/CorningCommunityCollege/>

I will see you all on Wednesday, April 20th!

Nicky

--

Nicky Brown  
Job Developer  
CCC Academic and Workforce Development Center  
318 Madison Avenue  
Elmira, NY  
607-936-5513

---

**Nicole Brown** <nbrown8@coming-cc.edu>

Tue, Apr 12, 2016 at 12:17 PM

Cc: "Lefelhoc, Nichole" <nlefelho@mansfield.edu>, Michael Blasic <mblasic@elmira.edu>, "Haradon, Carol (LABOR)" <carol.haradon@labor.ny.gov>

Bcc: wenyfranklyspeaking@gmail.com

Sorry for the multiple emails, but here are a few more links that we shared the Job Fair to:

- Facebook: <https://www.facebook.com/CorningCommunityCollege/posts/10153307606076292>
- Twitter: [https://twitter.com/coming\\_cc/status/719914217529286656](https://twitter.com/coming_cc/status/719914217529286656)
- LinkedIn (on university page): <https://www.linkedin.com/edu/school?id=20184>
- Also shared the Star-Gazette article in a Facebook post which had 3,672 views last time I checked. That was just our link to it, I think the article itself probably got more views from other sources. <https://www.facebook.com/CorningCommunityCollege/posts/10153291091111292>

Here is the link to share:

<https://www.coming-cc.edu/events/job-fair>

--

Nicky Brown  
Job Developer  
CCC Academic and Workforce Development Center  
318 Madison Avenue  
Elmira, NY  
607-936-5513

**SUBSCRIBE FOR \$19.99/YR**

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([HTTP://OFFERS.STARGAZETTE.COM/SPECIALOFFER?](http://offers.stargazette.com/specialoffer?GPS-SOURCE=BENBARJANUARY&UTM_MEDIUM=NANOBAR&UTM_SOURCE=BOUNCE-EXCHANGE&UTM_CAMPAIGN=JANUARY&UTM_CONTENT=NANOBAR)

**SOURCE=BENBARJANUARY&UTM\_MEDIUM=NANOBAR&UTM\_SOURCE=BOUNCE-EXCHANGE&UTM\_CAMPAIGN=JANUARY&UTM\_CONTENT=NANOBAR)**

## Job fair today at CCC

Lois Wilson, [lwilson@stargazette.com](mailto:lwilson@stargazette.com) Published 2:02 p.m. ET April 4, 2016 | Updated 12:05 p.m. ET April 20, 2016



(Photo: Getty Images/Stockphoto)

Corning Community College will host a job fair 11:30 a.m. to 2 p.m. today, April 20, at the gymnasium of the main campus at 1 Academic Drive in Corning.

More than 60 regional employers, all with immediate openings, will participate at this event, according to a news release from the college.

The job fair is open to the public. It is co-sponsored by Corning Community College, CCC Student Association, the New York State Department of Labor, and CSS Workforce New York.

"Opportunities span the spectrum from entry-level to professional," Jeanne Eschbach, CCC director of Workforce Education and Academic Pathways, said in a statement. "Recruiters are looking to fill positions in industries such as healthcare, manufacturing, education, human services and hospitality."

[Q&A: How will New York's \\$15 minimum wage work?](#)

(<http://www.stargazette.com/story/news/local/new-york/2016/04/01/q-how-nys-15-wage-work/82532200/>)

Job seekers are encouraged to bring multiple copies of their resume.

To see a complete list of participating employers, visit [corning-cc.edu/events/job-fair](https://www.corning-cc.edu/events/job-fair) (<https://www.corning-cc.edu/events/job-fair>).

[Employers added solid 215,000 jobs in March](#)

(<http://www.stargazette.com/story/money/2016/04/01/employers-added-solid-215000-jobs-march/82492494/>)

Read or Share this story: <http://stargaz.t/1RUzmDd>



Gmail



Frank Acomb &lt;wenyfranklyspeaking@gmail.com&gt;

---

**2016 Job Fair**

1 message

**Nicole Brown** <nbrown8@coming-cc.edu>

Wed, Apr 20, 2016 at 7:44 PM

Bcc: wenyfranklyspeaking@gmail.com

Good Evening,

I just wanted to thank you all for attending the 2016 Job Fair. Personally, I think we had a great turn out for this event (385 attendees). This was the first time in at least 6 or 7 years where we held this large of a job fair at CCC. I hope you were able to find good candidates for possible job openings! As some of you may know, this was my last event with CCC and it was a great ending. I hope to come into contact with many of you in my next adventure with The Arc of Chemung! With that being said, I am not sure who will be leading next years job fair, but your information is being passed along. Once again, thank you for attending and I hope you guys felt it was as good as I did!

Please pass this along to those who attended and were not on my distribution list!

Nicky

—

Nicky Brown  
Job Developer  
CCC Academic and Workforce Development Center  
318 Madison Avenue  
Elmira, NY  
607-936-5513



# **EXHIBIT 3D-4**

**“Principles of Selling” class at Corning Community College  
(April 20, 2016)**



Frank Acomb &lt;wenyfranklyspeaking@gmail.com&gt;

---

**Fwd: Discuss April 20 appearance in Principles of Selling class**

1 message

---

**Scott Benjamin** <sbjamin@yahoo.com>

Wed, Apr 20, 2016 at 12:02 PM

To: "wenyfranklyspeaking@gmail.com" &lt;wenyfranklyspeaking@gmail.com&gt;

Sent from my iPhone

Begin forwarded message:

**From:** Denis Sweeney <dsweeney@sweenenterprises.com>  
**Date:** April 10, 2016 at 10:28:47 AM EDT  
**To:** scott benjamin <sbjamin@yahoo.com>  
**Subject:** Discuss April 20 appearance in Principles of Selling class

Hi Scott,

As a follow-up to our conversation from last week, is there a good time that we can talk (either this week or next wee) about your April 20 guest speaking appearance in my Principles of Selling class at CCC? My schedule is very random, but afternoons seem to be the best time to talk.

My class, which is currently 12 students, meets from 9:40 - 10:35 am at the Corning Community College Spencer Hill Campus in classroom building room C-203. My goal in having you and others speak to my class is to inform my students about the many sales opportunities that are available right here in our backyard and, if they decide to pursue a career in sales, how they could earn a nice living in this area.

I was hoping that you could discuss your career in sales, but also your role in managing a sales team. Some of the things to mention could be:

- \* How you recruit, select, and train a sales force.
- \* What you do to lead, manage, supervise, motivate and reward your salespeople.
- \* How you evaluate the performance and effectiveness of your salespeople.

I look forward to hearing from you as to a good time we can talk.

Also, I've attached a copy of the campus map to give you an idea where the classroom building might be. There are some reserved visitor parking spots available right in front of the classroom

building.

Again, thank you for doing this presentation for me. I know the students will benefit greatly from someone who has been and continues to be successful in sales.

*Denis*

Denis Sweeney

*Sweeney Enterprises LLC*

77 Davis Street

Corning, NY 14830

607.769.5145

sweenenterprises.com

Like us at [Facebook.com/SweeneyEnterprises](https://www.facebook.com/SweeneyEnterprises)

Follow us on Twitter and Snapchat @sweenenterprise

[Youtube.com/SweeneyEnterprises1](https://www.youtube.com/SweeneyEnterprises1)

---

 **Directions to CCC.pdf**  
486K

# Chapter 11 – Sales Management and Sales 2.0

## Learning Outcomes

1. Discuss the key considerations in developing and implementing effective sales strategies.
2. Understand the recruitment, selection, and training processes involved in developing the salesforce.
3. Identify key activities in directing the salesforce by leading, managing, supervising, motivating, and rewarding salespeople.
4. Explain the different methods for evaluating the performance and effectiveness of sales organizations and individual salespeople.
5. Describe how sales organizations are using Sales 2.0 to co-create value with customers.

## Chapter Outline

- I. **Introduction**
- II. **Sales Management Overview**
  - A. Sales Management Process
  - B. Sales Management Positions
  - C. Sales Management Best Practices
- III. **Developing and Implementing Effective Sales Strategies**
  - A. Sales Strategy
    1. *Account Targeting Strategy*
    2. *Relationship Strategy*
    3. *Selling Strategy*
    4. *Sales Channel Strategy*
  - B. Sales Structure
    1. *Specialization*
    2. *Centralization*
    3. *Span of Control versus Management Levels*
    4. *Line versus Staff Positions*
    5. *Designing the Sales Organization*
    6. *Geographic Sales Organization*
    7. *Product Sales Organization*
    8. *Market Sales Organization*
    9. *Functional Sales Organization*
- IV. **Developing the Salesforce**
  - A. The Recruitment and Selection Process
    1. *Planning for Recruitment and Selection*

2. *Locating Prospective Candidates*
3. *Evaluation and Hiring*

**B. Sales Training**

1. *Assess Sales Training Needs*
2. *Set Training Objectives*
3. *Evaluate Training Alternatives*
4. *Design the Sales Training Program*
5. *Perform Sales Training*
6. *Conduct Follow-up and Evaluations*

**V. Directing the Salesforce**

- A. Sales Leadership Approaches
- B. The Role of Power
- C. Salesforce Communications
- D. Motivation and Reward Systems

**VI. Determining Salesforce Effectiveness and Performance**

**VII. Evaluating Sales Organization Effectiveness**

- A. Sales Organization Audit
- B. Sales Analysis
- C. Cost and Profitability Analysis

**VIII. Evaluating Salesperson Performance**

- A. Criteria for Evaluating Salesperson Performance
- B. Outcome-Based Evaluations
- C. Behavior-Based Evaluations
- D. Performance Evaluation Methods

**IX. Sales 2.0**

- A. Customer Relationship Management (CRM)
- B. Web 2.0 Products

**Exercises**

*Developing Professional Selling Knowledge*

1. **According to research, what are the characteristics of the best sales organizations?**

The research suggests that the best sales organizations:

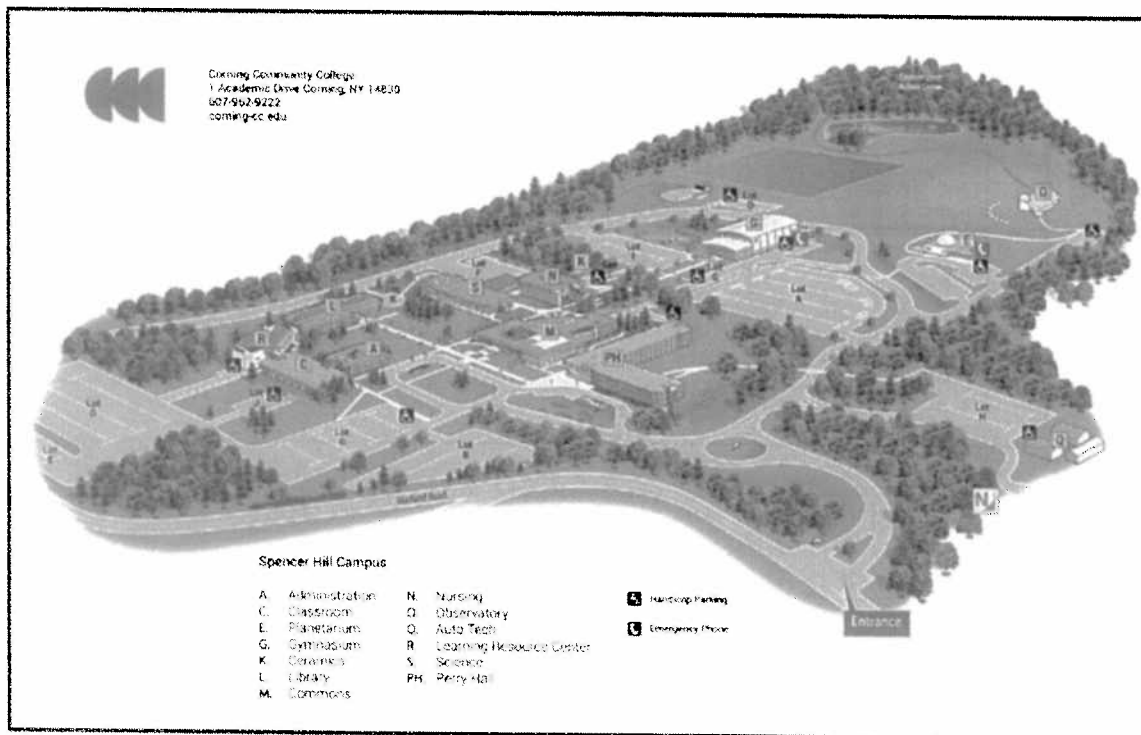
1. Create a customer-driven culture throughout the sales organization and firm.
2. Recruit and hire the best sales talent.

## Directions to Corning Community College:

From West: Take I-86, exit 46. Turn right onto Route 414S and proceed to Denison Parkway (Route 352). Turn left onto Denison Parkway. After two blocks, turn right on Chemung Street. Continue up the hill for approximately two miles. CCC will be on the right. Turn at the large stone sign.

From East: Take I-86, exit 47. Turn right at exit, then left (west) onto Route 352. At Chemung Street, turn left and continue up the hill for approximately 2 miles. CCC will be on the right. Turn at the large stone sign.

Using the campus map below, you may park in Lot C. The meeting is in the Classroom Building (building C on the map), top floor, room C-203.



# **EXHIBIT 3D-5**

**Internship Program – Spring 2017**

INTERN APPLICATION FORM

Name [REDACTED]

fresh.      soph.   ✓  

Address [REDACTED]

Phone [REDACTED]

City Corning NY

Zip 14830

Number of previous internship credits earned: 0

Number of credits requested for internship: 4

Semester of participation Spring 2017

Overall GPA: [REDACTED] GPA in communication courses:

If internship is taken in conjunction with a course, please list the course:

Below please list the communication courses you have taken and the grade received:

- Public Speaking 1080 \_\_\_\_\_
- Speech 1060 Interpersonal Communication \_\_\_\_\_
- ENG 1010 + 1020 \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

Social Security Number [REDACTED]

Faculty Advisor [REDACTED]

Consent RH



# **EXHIBIT 3D-6**

**2017 Regional Job Fair at Corning Community College  
(March 30, 2017)**



Frank Acomb <wenyfranklyspeaking@gmail.com>

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## Job Fair Registration

1 message

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Corning Community College <hendrickson@corning-cc.edu>

Wed, Mar 8, 2017 at 10:08 AM

To: wenyfranklyspeaking@gmail.com

Thank you for your registration to the Regional Job Fair. Confirmation, with directions, will be sent soon to the email address you provided.

For your records, here is what you submitted on Wednesday, March 8, 2017 - 10:07am:

Employer Name: Sound Communications LLC

Employer Description: Sound Communications is a Radio Group based out of Corning . The stations consist of Magic 92.7/97.7 WENY - Gem 98.7 WGMM - Kickin' Country 105.3 WKPQ -News Talk 1230/1450 & 106.9FM WENY - KZ 101.9 WZKZ - The Mix 101.5 WMXO - 98 Rocks WQRS - WOEN - WGGO

Employer Website: <http://magic927977.net/>

Types of Job Openings Available: Sales Representatives , Production Directors

Number of representatives: 2

–Contact Information–

First Name: Frank

Last Name: Acomb

Email: wenyfranklyspeaking@gmail.com

Phone: 6073776481

Loretta Hendrickson

Retention Specialist

Retention and Educational Planning

Corning Community College

1 Academic Drive

Corning, NY 14830

Phone: 607-962-9228

Fax: 607-962-9246

hendrickson@corning-cc.edu



Frank Acomb <wenyfranklyspeaking@gmail.com>

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## Regional Job Fair 2017: Reminder- Internships

1 message

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Megan Mletzko <mmletzko@coming-cc.edu>

Mon, Mar 20, 2017 at 3:46 PM

Cc: Loretta Hendrickson <hendrickson@coming-cc.edu>, Jennifer Sellers <jseller2@coming-cc.edu>

Bcc: wenyfranklyspeaking@gmail.com

Hello!

At Corning Community College, our students are always looking for ways to build on their education through internships. With the Regional Job Fair just weeks away we thought this would be a wonderful opportunity for employers that were interested in having interns be able to recruit those students at the same time potential employees.

We would like to identify those employers who have or are interested in providing our students here at Corning Community College with internship opportunities. For the job fair we would like our students to be able to visually identify those employers, so if you are interested in having a CCC student intern, please let us know as soon as possible.

I have attached our Employer Handbook for Internships to help with any questions you may have as well. For more in depth questions regarding internships please contact our Coordinator of Applied Learning, Jennifer Sellers at jseller2@coming-cc.edu.

Again, please let us know as soon as possible if your business would like to be identified for internships.

Best,

Meg

**Megan Mletzko, MS. Ed**  
**Educational Planner-Perkins Grant**  
Retention & Educational Planning Department  
Corning Community College  
1 Academic Drive  
Corning, NY 14830  
607-962-9157

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 **Employer Handbook-Internships.docx**  
63K



Frank Acomb <wenyfranklyspeaking@gmail.com>

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## Regional Job Fair 2017: Attendance Confirmation/Information

2 messages

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Megan Mletzko <mmletzko@coming-cc.edu>  
Cc: Loretta Hendrickson <hendrickson@coming-cc.edu>  
Bcc: wenyfranklyspeaking@gmail.com

Thu, Mar 23, 2017 at 11:44 AM

Hello!

Thank you for participating in this years Regional Job Fair. We are very excited to have you and anticipate that it will be fantastic event! I wanted to provide you with some important information as well as have you confirm your attendance. So a simple REPLY ALL to this email would be greatly appreciated.

The fair is next Thursday, March 30th from 12pm-3pm in the Gymnasium at Corning Community College. Below is the Employer timeline.

### March 30th

10am-Start time for employers arrival and set up.

11:15am-Lunch for employers and volunteer staff. (refreshments will be available from 10am throughout the day)

12pm-3pm Job Fair

### Things to be aware of...

1. We will provide you with a table (8ft) and chairs, you will need to bring your own table cover.
2. We do have Wifi access and that information will be on each employer table.
3. Unfortunately, there are no readily accessible outlets so please make sure any battery powered laptops or cell phones are charged.

\*\*I have attached a campus map that highlights the direction you must go in to get to the location of the gym and then to park.

\*\*PLEASE NOTE that you MUST use the employer drop off point first where we will have volunteers to assist you unloading your materials. THEN you can park in the designated employer parking area. To re-enter into the gym after parking you MUST then again return to the drop off area. This is the ONLY designated area for employers to enter and leave the gym. Again, there will be plenty of volunteers on hand for any assistance needed or questions.

**Megan Mletzko, MS. Ed**  
**Educational Planner-Perkins Grant**  
Retention & Educational Planning Department  
Corning Community College  
1 Academic Drive



Frank Acomb <wenyfranklyspeaking@gmail.com>

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## Regional Job Fair 2017: Employers-THANK YOU!

1 message

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**Megan Mletzko** <mmletzko@coming-cc.edu>  
Cc: Loretta Hendrickson <hendrickson@coming-cc.edu>  
Bcc: wenyfranklyspeaking@gmail.com

Mon, Apr 3, 2017 at 9:35 AM

Wow! What an event we had at the 2017 Regional Job Fair!

Coming Community College and our Regional Job Fair partners, CSS Workforce, NYS Department of Labor, GST Boces as well as our media sponsor WETM want to thank you for your participation.

We are still going through the numbers for attendance as well as the feedback on evaluations but the initial feedback has been overwhelmingly positive. Again, thank you for making this years job fair such a success!

We at CCC wanted to let you know that you are still able to post open jobs at your business/organization through the link I have below. You follow the link and fill out the free job posting and that is where are students go to search for jobs while they are working hard on achieving their degree. Loretta Hendrickson, Retention Specialist here at CCC can assist you with any questions regarding the form and how it works. You can contact Loretta via email at hendrickson@coming-cc.edu or by calling 607-962-9228.

CCC Student Jobs Posting Form

Thank You!

Meg

**Megan Mletzko, MS. Ed**  
**Educational Planner-Perkins Grant**  
Retention & Educational Planning Department  
Corning Community College  
1 Academic Drive  
Corning, NY 14830  
607-962-9157

# **EXHIBIT 3D-7**

**Job Fair for Steuben County ARC (May 4, 2017)**



Frank Acomb <wenyfranklyspeaking@gmail.com>

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## Fw: Career Fair - Mock Interviews 5/4/17

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terra ebert <tebert21@yahoo.com>

Thu, Jul 6, 2017 at 1:17 PM

Reply-To: terra ebert <tebert21@yahoo.com>

To: Frank Acomb <wenyfranklyspeaking@gmail.com>

Hey Frank,

Please see below for the job fair info.

Let me know if you need anything else.

*Terra Ebert, Account Executive - Sound Communications*

WKPQ - Kickin' Country 105.3, WENY-FM-Magic 92.7, WGMM-Gem 98.7, WZKZ - 101.9, WMXO- The Mix 101.5, WQRS 98 Rocks 98.3

office: 607-968-8133

fax: 607-968-8142

cell: 585-797-7719

email: tebert21@yahoo.com

mail: 112 Main St. Hornell, NY 14843

On Friday, April 21, 2017 10:15 AM, Beverly Matern <BMATERN@gstbooces.org> wrote:

Hi Terra. Thanks again for everything. The address for Arc of Steuben is 1 Arc Way, Bath, NY 14810. The building is located sort of behind and next to the big Simmons Rockwell dealership on State Route 54, just outside of town.

According to Google maps, you would head east on I-86 and take Bath Exit 38, follow signs for State Route 54. You'll see Simmons Rockwell on your left. Turn left onto Arc Way and you'll see the Arc of Steuben.

Their phone number is 607-776-4146, just in case.

You will be contacted by my colleague, Ellie Vaughan, prior to the event for confirmation.

Thanks Terra and have a wonderful day!

Bev

**Beverly Matern**

Transitions Specialist

GST BOCES

9579 Vocational Drive - Building 10

Painted Post, NY 14870

**EXHIBIT 3D-8**  
**Internship Program – Spring 2018**





Frank Acomb &lt;wenyfranklyspeaking@gmail.com&gt;

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**Internship**

5 messages

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[REDACTED]  
To: wenyfranklyspeaking@gmail.com

Tue, Nov 21, 2017 at 11:02 AM

Hello Frank,

A month or so ago I came in and talked to you about possibly doing an internship with you. My schedule is still pretty packed as the second semester hasn't started yet. But I was wondering what my time commitment was going to look like as I do run shows and other things at both the high school and middle school because I'm in sound manager within the drama program and my skills are trusted among all the staff here.

Thank you so much for letting me do this with you. If you would like I copy of my resume, I can get that to you. If it works with my schedule I'd like to start sooner than later.

[REDACTED]  
Sent from my iPhone

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Frank Acomb <wenyfranklyspeaking@gmail.com>

Mon, Dec 4, 2017 at 9:47 AM

To: [REDACTED]

Hey [REDACTED]  
Sorry I forgot about this email! I'm glad you left a message last week to spark my memory. I think it would be easier to talk over the phone to get it all figured out. You can call the office, or my cellphone (607-377-6481) . Talk to you soon

Frank

[Quoted text hidden]

--

Frank Acomb  
Operations Manager  
Magic 92.7/97.7 WENY - Gem 98.7 WGMM - Kickin' Country 105.3 WKPQ  
-News Talk 1230/1450 & 106.9FM WENY - KZ 101.9 WZKZ - The Mix 101.5  
WMXO - 98 Rocks WQRS - WOEN - WGGO  
Host of "Frankly Speaking"  
Weekdays 6a-9a on NewsTalk 1230/1450AM & 106.9FM WENY  
Sound Communications  
21. East Market St. Suite 101  
Corning, NY 14830  
(607) 937-8181

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To: Frank Acomb <wenyfranklyspeaking@gmail.com>

Tue, Dec 5, 2017 at 1:04 PM

Hey Frank,  
I found a better estimate of the time of my study halls after I looked at my schedule. They go from 12:39- 2:15. So the time I could be there would be more around 12:50-2:05 ish.

Thank you again,  
[REDACTED]

Sent from my iPhone

[Quoted text hidden]

# **EXHIBIT 3D-9**

**Internship Program – Summer 2017**

Summer 2017

COLLEGE INTERNSHIP / [REDACTED]

[REDACTED] interned with us over the summer. She participated in a variety of activities.

Her main function was to run the Buffalo Bisons games and board-op, consisting of airing the feed and playing the appropriate commercials during the game.

She ran board-op for several remote broadcasts that we performed at various locations.

She voiced a number of Public Service Announcements for the Community Calendar and did very well on those projects. I've attached the audio from that compilation.

[REDACTED] also participated in The Promotions Dept. Assisting in arranging remote broadcasts and appearances...helping in the gathering together and packaging of promotional items and various gear to be distributed to listeners at the locations of our station events.