

EEO PUBLIC FILE REPORT

FOR THE 12-MONTH PERIOD ENDING 02/01/23-01/31/24

Prepared by: James L. Leven

(Licensee/Permittee)

Community Broadcasters, LLC

This report covers the following employment unit:

<u>Call Sign</u>	<u>Facility ID Number</u>	<u>Type of Station</u>	<u>Location City, State</u>	<u>LMA</u>
WBDR	43748	CHR	Copenhagen, NY	
WTOJ	11625	AC	Carthage, NY	
WOTT	166014	Rock	Calcium, NY	
WATN	11624	Talk	Watertown, NY	
WEFX	30799	Country	Henderson, NY	

A. The following is a list of all vacancies for full-time jobs during the previous 12 months:

<u>Job Title</u>	<u>Date of Opening</u>	<u>Date Filled</u>
Account Manager	2/1/2023	
Account Manager	2/2/2023	

- B. During the previous 12 months, the following recruitment sources were contacted as vacancies for full-time jobs opened. Those with an asterisk (*) were organizations that requested to be contacted as job openings occurred: All sources were contacted for each position.

<u>Recruitment Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone Number</u>
1) On Air	199 Wealtha Ave. Watertown, NY	Sandy	(315)782-1240
2) Indeed.com			
3) All Access		allaccess.com	
4) GWNC Chamber of Commerce	1241 Coffeen St., Watertown, NY 13601		(315)788-4400
5) InsideRadio.com			
6) New York State Department of Labor	Endicott ,NY	Marcel Lamb	(607)741-5012
7) The Workplace – Job Center,	1000 Coffeen Street, Watertown		(315)786-3651

- C. The following is a list of the sources which provided the hiree for each position listed in Section A:

<u>Job Title</u>	<u>Recruitment source</u>
Account Manager	On Air Recruitment
Account Manager	WorkPlace Job Center - Job Fair

- D. During the previous 12 months, there were a total of 5 people interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:

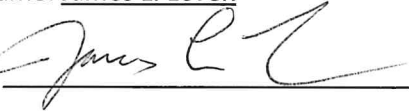
<u>Recruitment Source</u>	<u>Total No. of Interviewees</u>
On air recruitment	4
The Work Place Job Center	1

- E. During the last 12 months, the station employment unit engaged in the following initiatives :
- Johnny Spezzano from WBDR 106.7 read to the students at Carthage Elementary, and spoke about broadcast careers. Feb., 2023
 - Community Broadcasters, LLC, ran radio ads on all 5 stations from Feb 1st, 2023 to December 31st, 2023. The on air spots were for recruitment for account managers.
 - The Work Place 7th Annual Career Jam, May 25th, 2023 at the Watertown Municipal Arena. Community Broadcasters participated in speaking to 8th grade students about careers in all aspects of radio.
 - The Work Place Job Center, 11th Annual Jeff –Lewis Job Fair, at the Hilton Garden Inn – October 3rd, 2023. All 5 stations participated and spoke to attendees about recruitment for account managers.
 - The Work Place 2nd Annual Spring Job Fair, at the Hilton Garden Inn – March 28th, 2023. All 5 stations participated and spoke to attendees about recruitment for account managers.
 - Workforce Connections Job and Career Day, Thursday, May 25th, 2023. Community Broadcasters participated and spoke to High School Seniors from local school districts about a broadcast career and other aspects of radio as a job career.
 - Johnny Spezzano from WBDR went to General Brown School December 18, 2023 to do a motivational speech to the students about giving back and broadcast careers.
 - Lance Hale promoted and walked the North Country Heart Walk on Saturday, April 29th, 2023 held at the Jefferson Community College.
 - Lance Hale was involved with the DPAO/STYX Concert on Thursday, June 1st at Watertown Fairgrounds Arena.
 - Hosted/Supported troops at the Mountainfest on Fort Drum , Friday, June 16th, 2023
 - Hosted Hospice Radio-Thon on Tuesday, April 25th, 2023
 - Hosted Children’s Miracle Radio-Thon Wednesday, November 1st – Friday, November 3rd, 2023 raising over \$120,000.00
 - Hosted City Council Debate on Monday, June 19th, 2023
 - Hosted City Council Debate on Tuesday, October 17th, 2023
 - Hosted City Mayoral Debate on Wednesday, October 18th, 2023
 - Johnny Spezzano spoke to the Students at LaFargeville Central on October 24th, 2023 about podcast and career opportunities in broadcasting.

- Johnny Spezzano helped kickoff reading initiative that places books in the hands of all students K-8th grade at Case Middle School, Watertown, also spoke about careers opportunities in broadcasting on January 8th, 2024

Typed Name: James L. Leven

Signed: _____

A handwritten signature in black ink, appearing to read 'James L. Leven', written over a horizontal line.

Title: President

Date: 01/31/24

Telephone No (315)782-1240

Community Broadcasters, LLC

This station employment unit has 1 full-time employee. Community Broadcasters, LLC is an equal opportunity employer.

1/31/24 WSLB/WQTK/WLFK

