

LRS RADIO, LLC EEO PUBLIC FILE REPORT

This report covers vacancy recruitment data for the period February 1, 2020 through January 31, 2021.

LRS Radio, LLC, operates stations WBAZ-FM, WBEA-FM, WEHM-FM AND WEHN-FM, and is an Equal Opportunity Employer.

1. Employment Unit: LRS Radio, LLC

2. Unit Members (Stations and Communities of License): WBAZ-Bridgehampton NY
WBEA- Southold NY
WEHM-Manorville NY
WEHN-East Hampton NY

3. EEO Contact Information for Unit Member:

<u>Mailing Address:</u> Long Island Radio Broadcasting 760 Montauk Highway, IC Watermill, NY 11976	<u>Telephone Number:</u> 631-267-7800 <u>Contact Person/Title:</u> Denise Cusimano/Market Controller <u>E-Mail Address:</u> dcusimano@libbroadcasting.com
---	--

4. List of Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

<u>Job Title</u>	<u>Recruitment Source</u>
Account Executive	Word of Mouth
Account Executive	Word of Mouth
Account Executive	Word of Mouth
Programming Assistant	Inter-Office Posting

5A: Job Title: Account Executive

Referral Source of Hire: Word of Mouth

Recruitment Source	Contact	Address	# of Interviews Conducted	Recruitment Source Requested Notification
Inter-Office Posting	Stefan Rybak	Water Mill, NY	0	No
NYS Dept of Labor	1-888-4-NYSDOL	168-46 91st Avenue Jamaica NY 11432	0	No
NYS State Unemployment	Marion Blewas 1-888-4-NYSDOL	134 East Main St Riverhead NY 11901	0	No

Suffolk Community	Mary	Speonk-Riverhead Rd		
	631-548-2500	Riverhead NY 11901	0	No
Word of Mouth			1	No
Indeed.com			0	No
Craigslist.com			0	No
On-Air Recruitment Spots			3	No

5B. Job Title: Account Executive			Referral Source of Hire: Word of Mouth	
Recruitment Source	Contact	Address	# of Interviews Conducted	Recruitment Source Requested Notification
Inter-Office Posting	Stefan Rybak	Water Mill, NY	0	No
NYS Dept of Labor	1-888-4-NYSDOL	168-46 91st Avenue Jamaica NY 11432	0	No
NYS State Unemployment	Marion Blewas 1-888-4-NYSDOL	134 East Main St Riverhead NY 11901	0	No
Suffolk Community	Mary 631-548-2500	Speonk-Riverhead Rd Riverhead NY 11901	0	No
Word of Mouth			2	No
Indeed.com			0	No
Craigslist.com			0	No
On-Air Recruitment Spots			4	No

5C. Job Title: Account Executive			Referral Source of Hire: Word of Mouth	
Recruitment Source	Contact	Address	# of Interviews Conducted	Recruitment Source Requested Notification
Inter-Office Posting	Stefan Rybak	Water Mill, NY	0	No
NYS Dept of Labor	1-888-4-NYSDOL	168-46 91st Avenue Jamaica NY 11432	0	No
NYS State Unemployment	Marion Blewas 1-888-4-	134 East Main St Riverhead NY 11901	0	No

NYSDOL

Suffolk Community	Mary 631-548-2500	Speonk-Riverhead Rd Riverhead NY 11901	0	No
Word of Mouth			1	No
Indeed.com			1	No
Craigslist.com			0	No
On-Air Recruitment Spots			3	No

5D. Job Title: Programming Assistant

Referral Source of Hire: Inter-Office Posting

Recruitment Source	Contact	Address	# of Interviews Conducted	Recruitment Source Requested Notification
Inter-Office Posting	Stefan Rybak	Water Mill, NY	1	No
NYS Dept of Labor	1-888-4-NYSDOL	168-46 91st Avenue Jamaica NY 11432	0	No
NYS State Unemployment	Marion Blewas 1-888-4-NYSDOL	134 East Main St Riverhead NY 11901	0	No
Suffolk Community	Mary 631-548-2500	Speonk-Riverhead Rd Riverhead NY 11901	0	No
Word of Mouth			0	No
Indeed.com			0	No
Craigslist.com			0	No
On-Air Recruitment Spots			0	No

6. Total number of Interviewees Referred:

For the period February 1, 2020 to January 31, 2021, this employment unit interviewed 16 candidates for full-time vacancies.

7. Supplemental Recruitment Initiatives:

a. Diversity, Discrimination and Inclusion Training

LRS holds annual Employment Discrimination and Sexual Harassment training, conducted by Paychex. Topics include:

{00174824;v2}

- an explanation of sexual harassment consistent with guidance issued by the N.Y. Department of Labor in consultation with the N.Y. Division of Human Rights
- examples of conduct that would constitute unlawful sexual harassment
- information concerning the federal and state statutory provisions concerning sexual harassment and remedies available to victims of sexual harassment
- information concerning employees' rights of redress and all available forums for adjudicating complaints
- information addressing conduct by supervisors and any additional responsibilities for such supervisors
- providing a notice to employees that contains the employer's sexual harassment policy and a copy of the information presented at the sexual harassment prevention training

b. Mentorship Program

The LRS General Manager regularly mentors staff to help improve their performance and experience at the station, including with sales, presentations, client appointments and general day-to-day experience at the station. LRS management also regularly encourages its staff to present reports and ideas at meetings, lead teams, and develop programs for the stations.

c. Training Programs Designed to Improve Job Skills

LRS regularly encourages employees to participate in programs designed to improve job skills, however due to the COVID 19 pandemic, was unable to participate during this EEO reporting period.

d. Internship Program

LRS has a longstanding internship program, however, due to the COVID 19 pandemic, was unable to host interns during this EEO reporting period. LRS intends to resume the program as soon as it is safe to do so.