

**VOX COMMUNICATIONS GROUP LLC
BERKSHIRE BROADCASTING CO., INC.**

EEO Public File Report
(For the period 12/01/2015 to 11/30/2016)

Pittsfield, Massachusetts Employment Unit
WBEC (AM), Pittsfield, Massachusetts (Facility Id. No. 2714)
WUPE (AM), Pittsfield, Massachusetts (Facility Id. No. 71436)
WBEC-FM, Pittsfield, Massachusetts (Facility Id. No. 71437)
WNAW (AM), North Adams, Massachusetts (Facility Id. No. 4823)
WUPE-FM, North Adams, Massachusetts (Facility Id. No. 4821)
WSBS (AM), Great Barrington, Massachusetts (Facility Id. No. 4820)

Full-Time Job Title	Date Position Opened	Date Position Filled	Recruitment Source for each Hiree, indicate if source requested job vacancy notice	Recruitment Source by number from list below for each Interviewee, indicate if source requested job vacancy notice
#1 Sales Rep-WUPE AM/FM & WNAW	11/4/15	1/3/2016	#3 Berkshire Job Works	5 interviews 3,3,3,3,12
#2 Sales Rep-WSBS	12/31/15	2/2/16	#12 Gamma/Berkshire on air & website	3 interviews 12,3,3
#3 On Air Talent- WBEC-FM	3/7/16	4/1/2016	#11 Internal Candidate	1 interview #11 Internal
#4 Sales Rep, WUPE AM & FM & WNAW	3/28/16	5/16/16	#11 Reference & Internal	4 interviews 11, 12, 3, 3
#5 Sales Rep, WUPE AM & FM & WNAW	11/7/16	n/a	n/a	n/a

RECRUITMENT SOURCES

****SOURCE #1**

BERKSHIRE COMMUNITY COLLEGE
1350 WEST ST.
PITTSFIELD, MA 01201
STUDENT AFFAIRS
TEL: 499-4660
CONTACT: John Cornman
Tel: 236-1611
E-MAIL: jcornman@berkshirecc.edu

****SOURCE #2**

GLADYS ALLEN BRIGHAM CENTER
165 EAST STREET
PITTSFIELD, MA 01201
TEL: 442-5174
E-MAIL: marthar@brighamcenter.org

****SOURCE #3**

BERKSHIRE JOB WORKS
160 NORTH ST.
PITTSFIELD, MA 01201
TEL: 499-2220 x 111
E-MAIL: bemanuel@berkshireworks.org

****SOURCE #4**

THE NEW SCHOOL OF RADIO
7 Harriman Campus Rd.
ALBANY, NY 12206
TEL: 518 438-7682
Cathy Taylor
E-MAIL: ctaylor@nsrt.org

****SOURCE #5**

MILDRED ELLEY
505 EAST ST.
PITTSFIELD, MA 01201
TEL: 499-8618

FAX: 442-2269
Contact: Jillian Fleming
E-MAIL: jfleming@mildred-fleming.edu
****SOURCE #6**
MCCANN TECH
70 Hodges Class Rd.
No. Adams, MA 01247
Kathy Millard/Principal
TEL: 413 663-5383x 104
FAX: 413 664-9424
E-MAIL: kmillard@mccanntech.org

****SOURCE #7**
UMASS CAREER SERVICE NETWORK
AMHERST, MA 01002
413-545-2224
fax: 1413 545-4426
e-mail: CCNhelp@acad.umass.edu

****SOURCE #8**
MCLA
HR DEPT
375 CHURCH ST.
NORTH ADAMS, MA 01247
413-662-5373
E-MAIL: hr@mcla.edu or susan.bailey@mcla.edu

****SOURCE #9**
MASSACHUSETTS BROADCASTERS ASSOCIATION
43 RIVERSIDE AVE
PMB 401, MEDFORD, MA 02155
PHONE: 800-471-1875
FAX: 800-471-1876
<http://www.massbroadcasters.org>

****SOURCE #10**
BERKSHIRE CREATIVE
75 North Street, Suite 360
Pittsfield, MA 01201
E-MAIL: info@berkshirecreative.org
(413)822-8324

****SOURCE #11**

PROFESSIONAL REFERENCES AND
INTERNAL CANDIDATES

SOURCE #12

VOX BERKSHIRE RADIO GROUP
On Air Announcements/Website posting
Email: jobs@live959.com/jobs@wupe.com
FAX: 413 442-1590 -Pittsfield
FAX: 413 528-2162 – Gt. Barrington
FAX: 413 662-2143 – No. Adams

SOURCE #13

BERKSHIRE EAGLE
75 S. CHURCH ST.
PITTSFIELD, MA 01201
TEL: 496-6305
FAX: 499-3419

SOURCE #14

PITTSFIELD GAZETTE
38 WEST ST.
PITTSFIELD, MA 01201
CONTACT: JONATHAN LEVIN
TEL: 443-2010
FAX: 443-2445

SOURCE #15

ALL ACCESS
28955 Pacific Coast Highway
Suite 210
Malibu, CA 90265
Tel: 310-457-6616
WEB PAGE JOB SITE: www.allaccess.com

SOURCE #16

Craig's List
On Line Webiste

SOURCE #17

Westfield State University
 Career Center
 577 Western Avenue
 Westfield, MA 01086
 413.572.5206
 413.572.5475 fax

A: Initiative: Internet Program

Gamma/Berkshire Broadcasting uses its station's websites to provide general information about its job vacancies including what skills and qualifications are needed to fill the specific positions. Each station's website provides an employment opportunity section which includes information about job fairs and other employment outreach efforts in which the stations are participating as well as links to regional help wanted job sites.

**TOTAL NUMBER OF INTERVIEWEES BY EACH
 RECRUITMENT SOURCE 2016**

Yearly Period Beginning: 12/1/2015 Ending: 11/30/2016

Total Number of Persons Interviewed for Full-time Vacancies: 17

SOURCE	TOTAL # INTERVIEWED	TOTAL # HIRED
SOURCE #1		
BERKSHIRE COMMUNITY COLLEGE		
PITTSFIELD, MA 01201		
SOURCE #2		
GLADYS ALLEN BRIGHAM CENTER		
PITTSFIELD, MA 01201		
SOURCE #3		
BERKSHIRE WORKS	8	1
PITTSFIELD, MA 01201		
SOURCE #4		
THE NEW SCHOOL OF BROADCASTING		
ALBANY, NY		

SOURCE #5		
MILDRED ELLEY		
PITTSFIELD, MA 01201		
SOURCE #6		
MCCANN TECH		
No. Adams, MA 01247		
SOURCE #7		
UMASS CAREER SERVICE NETWORK		
AMHERST, MA 01002		
SOURCE #8		
MCLA		
NORTH ADAMS, MA 01247		
SOURCE #9		
MASS. BROADCASTERS ASSOCIATION		
MEDFORD, MA 02155		
SOURCE #10		
BERKSHIRE CREATIVE		
Pittsfield, MA 01201		
SOURCE #11	2	1
PROFESSIONAL REFERENCES AND		
INTERNAL CANDIDATES		
SOURCE #12	3	1
GAMMA BERKSHIRE RADIO GROUP		
SOURCE #13		
BERKSHIRE EAGLE		
PITTSFIELD, MA 01201		
SOURCE #14		
PITTSFIELD GAZETTE		
PITTSFIELD, MA 01201		
SOURCE #15		
ALL ACCESS		
Malibu, CA 90265		

SOURCE #16		
Craig's List		
On Line Webiste		
SOURCE #17		
Westfield State University		
Westfield, MA 01086		

NAME OF PERSON TO CONTACT FOR MORE INFORMATION:

Todd Lee
Operations Manager
413-499-3333
todd@wupe.com

DESCRIPTION OF SUPPLEMENTAL OUTREACH

INITIATIVES SHEET-YEAR 2016

Continuation of an internship program. This internship program is designed to educate students about careers in radio broadcasting. Any student is eligible to apply for the internships. The internships are available for the spring, summer, and fall semesters. Each candidate is interviewed by the stations' Operations Manager. The number of interns selected depends upon the number of applicants and the projected workload during the internship period. Management at the stations works with administrators at local schools to locate eligible and interested students. Some of the duties an intern may perform include, but are not limited to the following: music research, on-air board operation, clerical work, phone answering, accompanying announcers on remote broadcasts, assisting with promotion duties, commercial writing, production of commercials, music scheduling, call screening and scheduling of guests.

During the Spring Gamma/Berkshire Broadcasting provided an internship to Lauren Cornell, a student at Berkshire Arts & Technology Charter Public School in Adams, Ma. This internship ran from February 16, 2016 through May 12, 2016. Lauren completed 80 hours within the Internship.

Gamma/Berkshire Broadcasting participated in a Virtual Job Fair with The Massachusetts Broadcasters Association March 7 through March 11, 2016. Applicants were invited to submit resumes on line at www.broadcastersvirtualjobfair.com. The Virtual Job Fair was promoted on all of our radio stations with at least 5 promos a day from 3/1/2016 until 3/10/2016.

Gamma/Berkshire Broadcasting participated in a Job Fair with Berkshire Works on September 21, 2016 from 9am until 1pm at The Crown Plaza in Pittsfield. The Job Fair was promoted on all of our radio stations with at least 6 promos a day from 9/5/2016 until 9/20/2016. Attending and representing Gamma/Berkshire Radio Group: Todd Lee, Operations Manager and Victoria Spenser, Sales Manager.

Gamma/Berkshire Radio Group provides training to current employees involved in office, sales, promotion and news departments which enables them to gain specific skills needed for promotion. One employee were trained and promoted for the sales department during this time period.