

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

**EEO Public File Report
(For the period 12/01/2013 to 11/30/2014)**

**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 Air Talent-WBEC-FM | 1/31/2014 | 2/18/14 | #11 Professional Reference/Internal Candidate | 5 interviews (in person & phone) 3,4,9,11, 16 |
| #2 News Director, Gamma Broadcasting | 12/31/13 | 2/3/14 | #11 Professional Reference/Internal Candidate | 3 interviews(in person & phone) 11,16, 17 |
| #3 Sales Rep, WUPE/WBEC | 4/30/2013 | 5/16/14 | #11 Professional Reference/Internal Candidate | 5 interviews (in person) 11, 11, 12, 17, 17 |
| #4 Station Manager & Sales –WNAW AM | 1/31/14 | 2/17/14 | #11 Professional Reference/Internal Candidate | Professional exemption |
| #5 Sales Rep-WSBS | 6/27/14 | 7/7/14 | #11 Professional Reference/Internal Candidate | 5 interviews 12,12, 17,17,17 |
| | | | | |
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| | | | | |
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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 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
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

NORTH ADAMS TRANSCRIPT
NO. ADAMS, MA
TEL: 413 663-9456

SOURCE #16

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

SOURCE #17

Craig's List
On Line Webiste

SOURCE #18

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

A: Initiative: Internet Program

Vox Communications 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 page or 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 2013**

Yearly Period Beginning: 12/1/2013 Ending: 11/30/2014

Total Number of Persons Interviewed for Full-time Vacancies: 18

| 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 PITTSFIELD, MA 01201 | 1 | |
| SOURCE | TOTAL # INTERVIEWED | TOTAL # HIRED |
| SOURCE #4 | 1 | |
| 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 | 1 | |
| MASS. BROADCASTERS ASSOCIATION | | |
| MEDFORD, MA 02155 | | |
| | | |
| SOURCE #10 | | |
| BERKSHIRE CREATIVE | | |
| Pittsfield, MA 01201 | | |
| | | |
| SOURCE #11 | 4 | 4 |
| PROFESSIONAL REFERENCES AND | | |
| INTERNAL CANDIDATES | | |
| | | |
| SOURCE #12 | | |
| VOX BERKSHIRE RADIO GROUP | 3 | 1 |
| | | |
| SOURCE #13 | | |
| BERKSHIRE EAGLE | | |
| PITTSFIELD, MA 01201 | | |
| | | |
| SOURCE #14 | | |
| PITTSFIELD GAZETTE | | |
| PITTSFIELD, MA 01201 | | |
| SOURCE | | |
| SOURCE #15 | TOTAL # | TOTAL # HIRED |
| | INTERVIEWED | |
| NORTH ADAMS TRANSCRIPT | | |
| NO. ADAMS, MA | | |
| | | |
| SOURCE #16 | | |

| | | |
|----------------------------|---|---|
| ALL ACCESS | 2 | |
| Malibu, CA 90265 | | |
| | | |
| SOURCE #17 | 6 | |
| Craig's List | | 0 |
| On Line Webiste | | |
| | | |
| SOURCE #18 | | |
| 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 2014

Continuation of an internship program. This internship program is designed to educate students about careers in radio broadcasting. The stations offer unpaid internships for school credit to. 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.

Vox Berkshire Radio Group/Gamma Broadcasting participated in a Job Fair with Berkshire Works on September 24, 2014 from 9am until 1pm noon at The Crown Plaza in Pittsfield. The Job Fair was promoted on all of our radio stations with at least 7 promos a day from 9/8/2014 until 9/23/2014. Attending and representing Vox Berkshire Radio Group/Gamma Broadcasting: Todd Lee, Operations Manager and Victoria Spenser, Sale Manager.

On October 7th, 2014, Operations Manager, Todd Lee participated in an EEO Webinar, Recruiting, Hiring, and Papering: The FCC's EEO Rule for Broadcasters with Lauren Lynch Flick of Pillsbury Winthrop Shaw Pittman, LLP sponsored by the Massachusetts Broadcasters Association.

Vox 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.