

## **Equity Communications LP Response to March 21, 2022 EEO Audit Letter**

In response to the Equal Employment Opportunity (“EEO”) audit letter directed to WGBZ-FM ID #37475 dated March 21, 2022, Equity Communications LP (“Equity”), the licensee of WGBZ (now WAIV) hereby provides its answers to the questions contained in that audit letter. The numbering of the answers below corresponds to the numbering of the questions in the audit letter. The station employment unit (“Unit”) that includes WAIV (formerly WGBZ) is comprised of the following stations:

WAYV(FM)	Facility ID 3125	Atlantic City, NJ
WAIV (FM)	Facility ID 37475	Cape May Courthouse, NJ (formerly WGBZ)
WZXL(FM)	Facility ID 70260	Wildwood, NJ
WZBZ(FM)	Facility ID 1306	Pleasantville, New Jersey
WTTH(FM)	Facility ID 40030	Margate, New Jersey
WEZW(FM)	Facility ID 32201	Wildwood Crest, New Jersey
WMID(AM)	Facility ID 1307	Atlantic City, New Jersey
WCMC(AM)	Facility ID 70260	Wildwood, New Jersey

### **1. EEO Contact Information:**

Gary Fisher    President/Partner  
Equity Communications LP  
8025 Black Horse Pike #100-102  
West Atlantic City, NJ 08232  
Phone: 609 484-8444 x 317  
Fax: 609 646-6331  
Email: [gfisher@equitycommunications.net](mailto:gfisher@equitycommunications.net)

### **2. Audit Data Requested**

#### **(a)    Fewer than Five Full Time Employees**

N/A

#### **(b)    Public File Reports; Etc.**

##### **(i)    Public File Reports**

The two most recent EEO Public File Reports for Equity covering the period February 1, 2020 – January 31, 2021 and February 1, 2021 – January 31, 2022 (collectively, the “Public File Reports”) are attached. These public file reports have been uploaded to the website of each station in the Unit.

(ii) Website Addresses

The web address for the website of each station in the Unit is listed below:

WAYV(FM): 951wayv.com  
WAIV(FM): 951wayv.com (formerly WGBZ)  
WZXL(FM): wzxl.com  
WZBZ(FM): 993thebuzz.com  
WTTH(FM): 961wtth.com  
WEZW(FM): classicoldieswmid.com  
WMID(AM): classicoldieswmid.com  
WCMC(AM): classicoldieswmid.com

(iii) Positions Filled; Announcements

No positions were filled during the reporting periods covered by the Public File Reports. The following fulltime positions were recruited for during those periods:

1. February 1, 2020 – January 31, 2021 reporting period. Three positions – Assistant Digital Sales Manager and two Digital Specialist/Digital Account Executive positions – were recruited for during this reporting period but remained unfilled at the end of the reporting period. A position was deemed “filled” when an offer was extended & the applicant accepted the offer.
2. February 1, 2021 – January 31, 2022 reporting period. Three positions – Receptionist/ Office Manager and two Digital Specialist/Digital Account Executive positions – were recruited for during this reporting period but remained unfilled at the end of the reporting period. A position was deemed “filled” when an offer was extended & the applicant accepted the offer.
3. For each of the Employment Unit’s open fulltime positions recruited for during the periods covered by the Public File Reports, copies of notices, advertisements and job postings announcing these positions are attached. All notices were sent to each of Equity’s referral organizations. Equity’s EEO Source List & Master Recruitment List is attached to the appended Public File Reports.

(iv) Total Number of Interviewees

No vacancies were filled during the reporting periods covered by the Public File Reports. The total number of interviewees for each vacancy and the referral sources of each interviewee for each fulltime vacancy during the

covered time periods are reflected in the attached Public File Reports. We were unable to fill our open positions during the 2021 and 2022 reporting periods due to the debilitating economic effects of the covid-19 pandemic combined with the State of New Jersey-ordered business shut-down and stay-at-home orders

(v) Recruitment Initiatives

The total number of fulltime employees of the Unit is 12. Member stations in the Unit operate in the Atlantic City-Hammonton, New Jersey Metropolitan Statistical Area which has a population of 274,534 (2020 Census).

Documentation regarding on-air recruitment efforts during the time period covered by the attached Public File Reports is attached and specific recruitment initiatives are described in the reports.

1. Information regarding Equity's internship program (described further below) can be found in the Public File Reports. Equity managers and department heads included in this initiative include Gary Fisher, President/Partner; Shannon Wray, Director of Promotion; Steve Raymond, Program Director; Phil Nappen, Digital Coordinator; and Rob Garcia, Operations Director.
2. Information regarding Equity's participation in events and programs sponsored by educational institutions is contained in the Public File Reports.
3. Information regarding Equity's participation in programs designed to promote outreach generally and not limited to filling specific vacancies can also be found in the supplements to the Public File Reports. Equity personnel involved in this initiative include the individuals listed above.
4. Equity's participation in other activities that are designed to distribute information about EEO opportunities in radio can be found in the Public File Reports. Equity personnel involved in this initiative include the individuals listed above.
5. In addition, Equity has a six-part plan of outreach and communications procedures to reach all population groups & make them aware of all part-time and full-time openings as they become available without regard to color, race, gender, sexual orientation or religious belief. Since most Company employees provide services to all stations efforts are commonly performed in behalf of all Equity stations as follows;

- A. Market-wide dissemination of information about fulltime and part-time openings via on-air announcements; paid radio trade journal advertisements; online advertising via stations' websites and professional job posting services; posting of notices in online networking platforms; outreach to local high school and college teachers, placement offices and counseling centers, and networking with appropriate job sources and community groups.
- B. Sending notices to local community groups via mail, fax, email and e-blasts. Through our ongoing membership in local Atlantic County, New Jersey and Cape May County, New Jersey chambers of commerce and development of relationships with local recruitment organizations, high schools and colleges we have seen our referral list grow every year. An updated EEO Resource List and Master Recruitment List is attached to each annual EEO report.
- C. Internship program designed to train local high school and college students and aspiring community broadcasters in skills and experience needed for employment in broadcasting. The internship program is ongoing and is advertised on member station websites, through on-air announcements and via social media. Internships usually last from two to four months, start out in Promotions and then progress to other departments such as On-Air, Sales, Production and Copywriting. All facets of day-to-day operations in radio are covered and Equity internships stress hands-on involvement with the individual departments. Participants summarize their experiences in term papers submitted to their schools for academic credit. The Equity internship program is more fully explained in the Internship Job Description attached to the individual reports. During the last two reporting periods (2020 and 2021) five (3) interns participated in the program and one of the three interns graduated to paid employment with the Company.
- D. Easy Accessibility to local applicants, walk-ins, referrals and other job seekers who visit or contact Equity Communications or who visit any of the Company's local community events seeking information on employment.
- E. Educational Outreach through Teaching at Atlantic County Community College. In the Fall and Spring semesters of 2020 and 2021 Equity's Promotion Director continued teaching a weekly college-level course about Careers in Broadcasting and Communications on campus at Atlantic County Community College. The twelve-week programs – offered twice a year - cover all aspects of working in broadcasting in various departments,



offering real-world hands-on training in Programming, Promotion, Public Relations and Radio/Digital Sales. During the two reporting years covered by this EEO audit, two former students have been hired by Equity for part-time positions that may lead to fulltime employment.

- F. Hands-on Experience Assisting Atlantic City Mayor Marty Small in his live weekly one-hour broadcasts. The Mayor of Atlantic City hosts a one-hour weekly talk and discussion program on WTTH and WZBZ every Saturday and Sunday morning at 9am titled “In the Mix with Mayor Marty Small.” The show covers local community programs of interest to the local populace as well as delivering profiles of local community leaders from Atlantic City. Aspiring broadcasting students from local high schools, vocational institutes and colleges are invited to attend the broadcast to assist with managing equipment and technical operations, screening and recording phone calls and preparing material for broadcast. The show is now in its fifth year of broadcasting

(vi) Discrimination Complaints

No complaints involving the Unit alleging unlawful discrimination in its employment practices on the basis of race, color, religion, national origin or sex were made during the reporting periods covered by the Public File Reports.

(vii) Management EEO Responsibilities and Compliance

Equity is an Equal Opportunity employer with a diverse non-discriminatory workplace encouraging females and minorities to apply for all openings. These policies are stated in Equity’s Corporate Policy Manual and Employee Handbook, which is provided to all employees and available in the Company’s Public Inspection Files. A copy of the Handbook is always available upon request and is attached to this Response. Every fulltime employee signs an acknowledgement on Page 31 of the Manual confirming his or her understanding of and promise to comply with the Company’s non-discrimination policies. The Company’s department heads and hiring managers are reminded about the Company’s EEO program and policies in monthly staff meetings to ensure its effectiveness. Equity informs job applicants of its EEO policies in various ways, including via broadcast announcements as described in the attached Public File Reports. The stations’ President/Partner and General Manager and each Equity department head are responsible for implementing diversity hiring and recruitment activities within each department. The President/Partner ensures compliance with FCC outreach directives via meetings with each potential fulltime hire as well as all part-time hires. He also explains the Equity anti-discrimination policy in the Equity

handbook which each employee is expected to understand and sign. Equity Operations Director and Program Director regularly review our diversity policies with programming and production staff members.

The Equity Communications Policy Manual states Equity's commitment to "base employment decisions on factors such as experience, character, and ability and not upon such factors as race, religion, color, sex, age, national origin, or any other non-job related trait or characteristic" and specifically asks for its employees "cooperation and assistance in Equity's efforts to recruit, hire, and promote qualified women and minorities."

(viii) Analysis of EEO Program

In accordance with Section 73.2080(c)(3), the Employment Unit makes the following efforts to analyze its EEO recruitment program to ensure that it is effective and to address any problems found as a result of this analysis. (1) The Company asks each department head to encourage their employees to notify them of any instances of conduct inconsistent with our policies; (2) the President/General Manager regularly reviews the Company's diversity policies in monthly department head meetings; and (3) the Equity anti-discrimination policies are posted in common areas and on bulletin boards throughout the facility as visible reminders to all employees.

(ix) Analysis of Employment Practices

Equity makes the following efforts to periodically analyze its measures for examining pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure they provide equal opportunity and do not have a discriminatory effect. The President and General Manager assesses each potential situation for appropriate policy implementation when it comes to promotions, seniority, compensation, and other personnel matters. Department heads are regularly consulted about these matters when they pertain to individual employees under their direction.

Equity has no union agreements and no union contracts.

(x) Religious Broadcaster

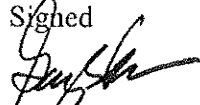
N/A

Note: None of Equity's stations is subject to a time brokerage agreement.

DECLARATION OF EEO ADMINISTRATOR

I, Gary Fisher President/Partner of Equity Communications LP Atlantic City, New Jersey hereby declare under penalty of perjury under the laws of the United States of America that the forgoing response to the FCC EEO Staff's Audit Letter dated March 21, 2022 is true and correct and that I executed this declaration on this 6<sup>th</sup> day of July 2022.

Signed



Gary Fisher

President/Partner

Equity Communications LP

## **ATTACHMENTS**

2020 Public File Report (Section 2(b)(i))

2021 Public File Report (Section 2(b)(i))

Copies of notices, advertisements & job postings announcing vacant positions (Section 2(b)(iii)(3))

Documentation Regarding On-Air Recruitment Initiatives (Section 2(b)(v))

Corporate Policy Manual & Employee Handbook (Section 2(b)(vii))

**ATTACHMENT 1**

**2020 Public File Report**

## EEO Hiring & Recruitment Report

February 1 2020 – January 31 2021

This report covers full-time vacancy recruitment data, hiring activity & community / employment outreach for Equity Communications LP during the period February 1 2020 – January 31 2021....

- I.     **Employment Unit is:**     Equity Communications LP Atlantic City  
  New Jersey
- II.    **Unit Member Stations:**    WAYV (FM) Atlantic City NJ  
  WaiV (FM) Cape May Courthouse NJ  
  WZXL (FM) Wildwood NJ  
  WZBZ (FM) Pleasantville  
  WGBZ (FM) Cape May Courthouse NJ  
  WTTH (FM) Margate NJ  
  WEZW (FM) Wildwood Crest NJ  
  WMiD (AM) Atlantic City NJ  
  WCMC (AM) Wildwood NJ
- III.   **EEO Contact Information:** Gary Fisher   President/Partner  
  Equity Communications LP  
  8025 Black Horse Pike #100-102  
  West Atlantic City NJ 08232  
  Phone:         609 484-8444 x 317  
  Fax:         609 646 6331  
  Email:        [gfisher@equitycommunications.net](mailto:gfisher@equitycommunications.net)
- IV.    **Fulltime Job Vacancies within Employment Unit for Reporting Period:**

<u>Job Title</u>	<u>Recruitment Source Referring Applicants</u>
Assistant Digital Sales Manager	AC Help Wanted . com           2
	All Access Radio Website       2
	Cape May Herald Gazette       1
	DigiDaily Newsletter          3
	Equity Communications.net     5
	Indeed postings               4
	Linked In postings           3
	RadioDiscussions.com         3
	NewJerseyHelpWanted.com     1
	Station websites               3
	On Air Announcements        3
	Stockton Community College   1
	Taylor on Radio NOW Newsletter 2
	WAJM Students & Faculty       2
	Zip Recruiter                 3

Digital Specialists /		
Digital Account Executives	AC Help Wanted . com	2
	AC Press	4
	DigiDaily Newsletter	5
	Employee References	6
	RadioDiscussions.com	1
	Hamilton Mall Job Fair	2
	NewJerseytHelpWanted.com	2
	Stockton Community College	2
	On-Air Announcements	7
	WAJM Atlantic City High School	3
	Zip Recruiter	5

For the purposes of this Report a person was deemed "interviewed" when he or she was interviewed either in-person or over the telephone. A position was deemed "filled" not when an offer was extended but when hiree accepted the offer. These positions remained open at the end of the reporting period.....

**V. Master Recruitment Source & EEO Distribution List used by Equity Communications to Recruit for the period February 1 2020 – January 31 2021:**

ACC Community College	1535 Bacharach Blvd.	Atlantic City NJ 08401	609-343-4800
AC Help Wanted.com	9100 East Pomona Drive	Englewood CO 80112	845-445-8398
All Access Radio Web Site	28955 Pacific Highway	Malibu CA 90265	310-457-6616
Atlantic City Career Center	1433 Bacharach Blvd.	Atlantic City NJ 08401	609-441-3294
Atlantic City High School	1400 N. Albany Avenue	Atlantic City NJ 08401	609-343-7300
Atlantic City Weekly	Bayport One	Atlantic City NJ 08232	609-646-4848
Atl Cty Comm College	Route 322	Mays Landing NJ 08330	609-343-5109
Bergen Community College	400 Paramus Road	Paramus NJ 07652	201-447-7171
Cape May Herald Nsp	PO Box 400	Rio Grande NJ 08242	609-886-8600
Conn. School of Bdestg	1 Cherry Hill #203	Cherry Hill NJ 08002	856-755-1200
Engineering Society (SBE)	9102 N. Meridian #150	Indianapolis IN 46260	317-846-9000
Gazette Cape May Nsp	PO Box 619	Northfield NJ 08225	609-383-8994
Hispanic Resource Center NJ	913 Sewell Avenue	Asbury Park NJ 07712	732-774-3282
Inside Radio Classifieds	PO Box 442	Littleton NH 03561	800-640-8852
NAACP of South Jersey	1100 Atlantic Avenue	Atlantic City NJ 08401	609-555-1400
New Jersey Dept of Labor	44 White Horse Pike #A	Hammonton NJ 08037	609-561-8800
National Radio Talent System	PO Box 1927	Boone NC 28607	828-262-1502
New Jersey Employment Svc	3810 New Jersey Avenue	Wildwood NJ 08260	609-729-0997
Radio Engineering Magazine	9800 Metcalf	Overland Park, KS 66212	913-341-1300
Radio World Newspaper	5825 Shawnee Road	Alexandria VA 22312	703-852-4600
Stockton Community College	PO Box 195	Pomona NJ 08240	609-652-4617
Taylor on Radio Newsletter	39250 Sussex Drive	Nashville TN 37205	818-591-6815
Trenton Times Newspaper	PO Box 847	Trenton NJ 08605	609-989-5507
Urban League of Philadelphia	136 W. Gerard Avenue	Philadelphia PA 19123	215-451-5005
WAJM Atl Cty High School	1300 Atlantic Avenue	Atlantic City NJ 08401	609-343-7200

None of the above-listed organizations requested notice of vacancies.

VI. SUPPLEMENTAL (Non-Vacancy-Related) OUTREACH RECRUITMENT INITIATIVES UNDERTAKEN BY EQUITY COMMUNICATIONS LP FOR THE PERIOD FEBRUARY 1 2020 – JANUARY 31 2021

1. *Production & broadcast of 1-minute announcements providing information about careers in radio broadcasting & specific employment opportunities at Equity Communications stations.* A script of these announcements is attached along with a typical affidavit of one month's scheduling ....
2. *Internship program designed to train local high school & college students & aspiring community broadcasters in skills & experience needed for employment in broadcasting.* The internship program is ongoing & is advertised on member station websites, through on-air announcements. Internships usually last from two to four months, start out in Promotions & then progress to subsequent opportunities to explore other departments such as On-Air, Sales, Production & Copywriting. All facets of day-to-day operations in radio are covered & Equity internships stress hands-on involvement with the individual departments. Participants summarize their experiences in term papers submitted to their schools for academic credit. The internship program is administered by Equity's Promotion Director & President/Partner.....
3. *Equity Communications Open House Career Day.* On Monday November 9 Equity opened the doors to its offices & studios to host an all-day Career Day Open House. Applicants were invited in to view day-to-day operations, visit the studios of member stations & meet with on-air broadcasters & department heads to discuss careers in broadcasting. Prospective employees & interns were provided with information regarding possible future opens within Equity Communications. Applications were completed & resumes were accepted.....
4. *Educational Outreach through Teaching at Atlantic County Community College.* In the Fall 2020 semester Equity's Promotion Director began teaching a weekly college-level course about Careers in Broadcasting & Communications. This twelve-week program covered all aspects of working in broadcasting in various departments & offered real-world hands-on training in Programming, Promotion & Digital Sales. Two former students have been hired by Equity for part-time positions that may lead to fulltime employment...
5. *Hands-on Experience Assisting Atlantic City Mayor Marty Small in his weekly broadcasts.* The Mayor of Atlantic City hosts a one-hour weekly talk & discussion program on WTTH WZBZ & WGBZ every Saturday morning at 9am titled "In the Mix." The show covers local programs of interest to community residents & profiles local community leaders from Atlantic City. Aspiring broadcasting students are invited in to assist with managing equipment, screening phone calls & preparing material for broadcast...



## EEO Outreach Announcement

Approximately 90 seconds – All stations

Equity Communications LP is committed to a policy of equal employment opportunities in staffing our digital marketing company & eight radio stations: WAYV - WAIV – WZXL – WTTH - WZBZ – WMiD - WCMC – WEZW & Digital Advertising Made Easy. We provide notification of all fulltime & parttime openings at our stations to a wide range of colleges, universities, organizations, agencies, associations, publications, social media & job search platforms. We also broadcast notices of job openings over the air when they occur. We hope to insure a diverse group of applicants – in particular female & minority candidates – are made aware of our job openings as they occur. Candidates are invited to apply for positions by mail or in person to Equity Communications Bayport One Suite 100 West Atlantic City New Jersey 08232. Applications can also be submitted via email to g fisher at equity communications dot net. Organizations & associations wishing to receive notifications of future job openings as they occur are encouraged to contact us in the same manner. All resumes & applications received by Equity Communications are retained for future reference for when job openings occur. More information about specific job openings can be obtained at each station's individual website. Equity Communications LP is an Equal Opportunity Employer.



Equity Communications LP  
 Bayport One Suite 100  
 8025 Black Horse Pike  
 West Atlantic City NJ 08232  
 Phone: 609-484-8444  
 Fax: 609-646-6331  
 production@equitycommunications.net  
 Visit: wzxl.com

# INVOICE

NUMBER: 95262

WZXL-FM ATLANTIC CITY, NJ

INVOICE DATE: 12/31/20

PAGE: 1 TYPE: Complete

ACCOUNT: 37911

CONTRACT: 30393

PRODUCT:

ACCT EXEC: HOUSE

Special Handli: No Special Instr

EEO COMMUNITY OUTREACH

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

## WZXL-FM Times for 11/30/20-12/27/20

Day/Date	Time	Len	Rate	Product	Comments
Mn 11/30	C 12:49a	60	\$0.00		
Mn 11/30	A 5:49a	60	\$0.00		
Tu 12/01	B 11:50p	60	\$0.00		
We 12/02	C 12:49a	60	\$0.00		
We 12/02	A 5:49a	60	\$0.00		
Th 12/03	B 10:50p	60	\$0.00		
Fr 12/04	A 5:50a	60	\$0.00		
Sa 12/05	D 8:51a	60	\$0.00		
Sa 12/05	D 1:51p	60	\$0.00		
Sa 12/05	B 11:50p	60	\$0.00		
Su 12/06	C 1:49a	60	\$0.00		
Su 12/06	D 11:43p	60	\$0.00		
Mn 12/07	C 2:50a	60	\$0.00		
Mn 12/07	A 5:50a	60	\$0.00		
Tu 12/08	B 10:49p	60	\$0.00		
We 12/09	C 12:50a	60	\$0.00		
We 12/09	A 5:50a	60	\$0.00		
Th 12/10	B 11:50p	60	\$0.00		
Fr 12/11	A 5:51a	60	\$0.00		
Sa 12/12	D 7:51a	60	\$0.00		
Sa 12/12	D 7:51p	60	\$0.00		
Sa 12/12	B 10:51p	60	\$0.00		
Su 12/13	C 2:49a	60	\$0.00		
Su 12/13	D 10:30p	60	\$0.00		
Mn 12/14	C 1:50a	60	\$0.00		
Mn 12/14	A 5:50a	60	\$0.00		
Tu 12/15	B 11:50p	60	\$0.00		
We 12/16	C 1:50a	60	\$0.00		
We 12/16	A 5:51a	60	\$0.00		
Th 12/17	B 10:51p	60	\$0.00		
Fr 12/18	A 5:51a	60	\$0.00		
Sa 12/19	D 6:51a	60	\$0.00		
Sa 12/19	D 8:51a	60	\$0.00		
Sa 12/19	B 11:51p	60	\$0.00		

This invoice prepared from Official Station Program Logs  
 Exact times shown are accurate within ten minutes

My commission expires

Wicks Broadcast Solutions, LLC. Laz E-Forms™



Equity Communications LP  
 Bayport One Suite 100  
 8025 Black Horse Pike  
 West Atlantic City NJ 08232  
 Phone: 609-484-8444  
 Fax: 609-646-6331  
 production@equitycommunications.net  
 Visit: wzxl.com

# INVOICE

NUMBER: 95262

WZXL-FM ATLANTIC CITY, NJ

INVOICE DATE: 12/31/20

PAGE: 2 TYPE: Complete

ACCOUNT: 37911

CONTRACT: 30393

PRODUCT:

ACCT EXEC: HOUSE  
 Special Handli: No Special Instr

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

EEO COMMUNITY OUTREACH

Day/Date	Time	Len	Rate	Product	Comments
Su 12/20	C 12:50a	60	\$0.00		
Su 12/20	D 11:44p	60	\$0.00		
Mn 12/21	C 2:50a	60	\$0.00		
Mn 12/21	A 5:50a	60	\$0.00		
Tu 12/22	B 10:51p	60	\$0.00		
We 12/23	C 2:50a	60	\$0.00		
We 12/23	A 5:50a	60	\$0.00		
Th 12/24	B 11:50p	60	\$0.00		
Fr 12/25	A 5:49a	60	\$0.00		
Sa 12/26	D 6:51a	60	\$0.00		
Sa 12/26	D 8:51p	60	\$0.00		
Sa 12/26	B 10:51p	60	\$0.00		
Su 12/27	C 2:49a	60	\$0.00		
Su 12/27	D 11:19p	60	\$0.00		

Contract #0030393 11/30/20 to 12/27/20

A: 12/31 12 60's No Charge	\$0.00
B: 12/31 12 60's No Charge	\$0.00
C: 12/31 12 60's No Charge	\$0.00
D: 12/31 12 60's No Charge	\$0.00

Total Charge: \$0.00

BALANCE OF INVOICE #95262 \$0.00

This invoice prepared from Official Station Program Logs  
 Exact times shown are accurate within ten minutes

My commission expires

Wicks Broadcast Solutions, LLC. Laz E-Forms

12/31/20



WZBZ-FM - Equity Communications LP  
 Bayport One Suite 100-102 - 8025 Black Horse Pike  
 West Atlantic City NJ 08232

Phone: 609-484-8444 Fax: 609-646-6331  
 production@equitycommunications.net Visit: 993thebuzz.com

WZBZ/WGBZ is Simulcast

EEO COMMUNITY OUTREACH

# INVOICE

NUMBER: 95263

WZBZ/WGBZ ATLANTIC CITY, NJ

INVOICE DATE: 12/31/20

PAGE: 1 TYPE: Complete

ACCOUNT: 37911

CONTRACT: 27264

PRODUCT:

ACCT EXEC: HOUSE  
 Special Handli: No Special Instr

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

## WZBZ-FM Times for 11/30/20-12/27/20

Day/Date	Time	Len	Rate	Product	Comments
Mn 11/30	C 12:16a	60	\$0.00		
Mn 11/30	A 5:16a	60	\$0.00		
Tu 12/01	C 3:16a	60	\$0.00		
Tu 12/01	B 10:18p	60	\$0.00		
We 12/02	A 4:16a	60	\$0.00		
Th 12/03	B 11:20p	60	\$0.00		
Fr 12/04	C 12:17a	60	\$0.00		
Fr 12/04	B 10:18p	60	\$0.00		
Sa 12/05	A 5:17a	60	\$0.00		
Sa 12/05	D 8:55a	60	\$0.00		
Sa 12/05	D 10:58p	60	\$0.00		
Su 12/06	D 11:20p	60	\$0.00		
Mn 12/07	C 1:17a	60	\$0.00		
Mn 12/07	A 4:17a	60	\$0.00		
Tu 12/08	C 1:17a	60	\$0.00		
Tu 12/08	B 11:19p	60	\$0.00		
We 12/09	A 5:17a	60	\$0.00		
Th 12/10	B 10:20p	60	\$0.00		
Fr 12/11	C 4:17a	60	\$0.00		
Fr 12/11	B 11:20p	60	\$0.00		
Sa 12/12	A 4:17a	60	\$0.00		
Sa 12/12	D 8:55a	60	\$0.00		
Sa 12/12	D 10:28p	60	\$0.00		
Su 12/13	D 10:22p	60	\$0.00		
Mn 12/14	C 12:17a	60	\$0.00		
Mn 12/14	A 5:17a	60	\$0.00		
Tu 12/15	C 4:17a	60	\$0.00		
Tu 12/15	B 10:20p	60	\$0.00		
We 12/16	A 4:17a	60	\$0.00		
Th 12/17	B 11:20p	60	\$0.00		
Fr 12/18	C 12:17a	60	\$0.00		
Fr 12/18	B 10:21p	60	\$0.00		
Sa 12/19	A 4:17a	60	\$0.00		
Sa 12/19	D 7:48a	60	\$0.00		

This invoice prepared from Official Station Program Logs  
 Exact times shown are accurate within ten minutes

My commission expires

THE



WZBZ-FM - Equity Communications LP  
 Bayport One Suite 100-102 - 8025 Black Horse Pike  
 West Atlantic City NJ 08232

Phone: 609-484-8444 Fax: 609-646-6331

production@equitycommunications.net Visit: 993thebuzz.com

WZBZ/WGBZ is Simulcast

EEO COMMUNITY OUTREACH

# INVOICE

NUMBER: 95263

WZBZ/WGBZ ATLANTIC CITY, NJ

INVOICE DATE: 12/31/20

PAGE: 2 TYPE: Complete

ACCOUNT: 37911

CONTRACT: 27264

PRODUCT:

ACCT EXEC: HOUSE

Special Handli: No Special Instr

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

Day/Date	Time	Len	Rate	Product	Comments
Sa 12/19 D	9:56a	60	\$0.00		
Su 12/20 D	7:21p	60	\$0.00		
Mn 12/21 C	12:17a	60	\$0.00		
Mn 12/21 A	4:17a	60	\$0.00		
Tu 12/22 C	1:16a	60	\$0.00		
Tu 12/22 B	11:20p	60	\$0.00		
We 12/23 A	5:16a	60	\$0.00		
Th 12/24 B	10:20p	60	\$0.00		
Fr 12/25 C	4:16a	60	\$0.00		
Fr 12/25 B	11:21p	60	\$0.00		
Sa 12/26 A	4:16a	60	\$0.00		
Sa 12/26 D	8:31a	60	\$0.00		
Sa 12/26 D	11:28p	60	\$0.00		
Su 12/27 D	10:21p	60	\$0.00		

Contract #0027264 11/30/20 to 12/27/20

EEOC COMMUNITY CENTER

A: 12/31 12 60's No Charge

\$0.00

B: 12/31 12 60's No Charge

\$0.00

C: 12/31 12 60's No Charge

\$0.00

D: 12/31 12 60's No Charge

\$0.00

Total Charge:

\$0.00

BALANCE OF INVOICE #95263

\$0.00

This invoice prepared from Official Station Program Logs  
 Exact times shown are accurate within ten minutes

My commission expires

Wicks Broadcast Solutions, LLC. Laz E-Forms™

12/31/20



Equity Communications LP  
 Bayport One Suite 100  
 8025 Black Horse Pike  
 West Atlantic City NJ 08232  
 Phone: 609-484-8444  
 Fax: 609-646-6331  
 production@equitycommunications.net  
 Visit: 961WTTH.com

# INVOICE

NUMBER: 95264

WTTH ATLANTIC CITY, NJ

INVOICE DATE: 12/31/20

PAGE: 1

TYPE: Complete

ACCOUNT: 37911

CONTRACT: 23264

PRODUCT:

ACCT EXEC: HOUSE

Special Handli: No Special Instr

EEO COMMUNITY OUTREACH

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

## WTTH-FM Times for 11/30/20-12/27/20

Day/Date	Time	Len	Rate	Product	Comments
Mn 11/30	C 12:50a	60	\$0.00		
Mn 11/30	A 5:50a	60	\$0.00		
Tu 12/01	C 3:50a	60	\$0.00		
Tu 12/01	B 10:29p	60	\$0.00		
We 12/02	A 5:50a	60	\$0.00		
Th 12/03	B 11:29p	60	\$0.00		
Fr 12/04	C 12:51a	60	\$0.00		
Fr 12/04	B 10:48p	60	\$0.00		
Sa 12/05	A 5:48a	60	\$0.00		
Sa 12/05	D 8:45p	60	\$0.00		
Sa 12/05	D 10:45p	60	\$0.00		
Su 12/06	D 11:30p	60	\$0.00		
Mn 12/07	C 2:50a	60	\$0.00		
Mn 12/07	A 4:51a	60	\$0.00		
Tu 12/08	C 1:51a	60	\$0.00		
Tu 12/08	B 11:29p	60	\$0.00		
We 12/09	A 5:51a	60	\$0.00		
Th 12/10	B 10:48p	60	\$0.00		
Fr 12/11	C 1:50a	60	\$0.00		
Fr 12/11	B 11:48p	60	\$0.00		
Sa 12/12	A 4:48a	60	\$0.00		
Sa 12/12	D 8:45p	60	\$0.00		
Sa 12/12	D 10:46p	60	\$0.00		
Su 12/13	D 8:29p	60	\$0.00		
Mn 12/14	C 12:51a	60	\$0.00		
Mn 12/14	A 5:51a	60	\$0.00		
Tu 12/15	C 4:51a	60	\$0.00		
Tu 12/15	B 10:30p	60	\$0.00		
We 12/16	A 4:50a	60	\$0.00		
Th 12/17	B 11:48p	60	\$0.00		
Fr 12/18	C 1:50a	60	\$0.00		
Fr 12/18	B 10:30p	60	\$0.00		
Sa 12/19	A 5:48a	60	\$0.00		
Sa 12/19	D 7:45p	60	\$0.00		

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My commission expires



Equity Communications LP  
 Bayport One Suite 100  
 8025 Black Horse Pike  
 West Atlantic City NJ 08232  
 Phone: 609-484-8444  
 Fax: 609-646-6331  
 production@equitycommunications.net  
 Visit: 961WTTH.com

# INVOICE

NUMBER: 95264

WTTH ATLANTIC CITY, NJ

INVOICE DATE: 12/31/20

PAGE: 2

TYPE: Complete

ACCOUNT: 37911

CONTRACT: 23264

PRODUCT:

ACCT EXEC: HOUSE

Special Handli: No Special Instr

EEO COMMUNITY OUTREACH

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

Day/Date	Time	Len	Rate	Product	Comments
Sa 12/19	D 10:45p	60	\$0.00		
Su 12/20	D 11:29p	60	\$0.00		
Mn 12/21	C 2:51a	60	\$0.00		
Mn 12/21	A 4:51a	60	\$0.00		
Tu 12/22	C 12:50a	60	\$0.00		
Tu 12/22	B 11:29p	60	\$0.00		
We 12/23	A 5:50a	60	\$0.00		
Th 12/24	B 10:30p	60	\$0.00		
Fr 12/25	C 3:50a	60	\$0.00		
Fr 12/25	B 11:29p	60	\$0.00		
Sa 12/26	A 4:47a	60	\$0.00		
Sa 12/26	D 7:46p	60	\$0.00		
Sa 12/26	D 10:46p	60	\$0.00		
Su 12/27	D 7:30p	60	\$0.00		

Contract #0023264 11/30/20 to 12/27/20

EEO COMMUNITY CENTER

A: 12/31 12 60's No Charge

\$0.00

B: 12/31 12 60's No Charge

\$0.00

C: 12/31 12 60's No Charge

\$0.00

D: 12/31 12 60's No Charge

\$0.00

Total Charge:

\$0.00

BALANCE OF INVOICE #95264

\$0.00

This invoice prepared from Official Station Program Logs  
 Exact times shown are accurate within ten minutes

My commission expires

Wide Broadcast Solutions, LLC. Laz E-Forms

12/31/20



WMID/WCMC/WEZW is  
Classic Oldies WMID-FM

Equity Communications LP  
Bayport One Suite 100  
8025 Black Horse Pike  
West Atlantic City NJ 08232  
Phone: 609-484-8444  
Fax: 609-646-6331  
production@equitycommunications.net  
Visit: Classicoldieswmid.com

# INVOICE

NUMBER: 95265

WMID/WCMC/WEZW ATLANTIC CITY NJ

INVOICE DATE: 12/31/20

PAGE: 1

TYPE: Complete

ACCOUNT: 37911

CONTRACT: 23264

PRODUCT:

ACCT EXEC:

HOUSE

Special Handli: No Special Instr

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

## WMID-AM Times for 11/30/20-12/27/20

Day/Date	Time	Len	Rate	Product	Comments
Mn 11/30	C 12:44a	60	\$0.00		
Mn 11/30	A 5:44a	60	\$0.00		
Tu 12/01	C 3:44a	60	\$0.00		
Tu 12/01	B 10:44p	60	\$0.00		
We 12/02	A 4:44a	60	\$0.00		
Th 12/03	B 11:44p	60	\$0.00		
Fr 12/04	C 12:44a	60	\$0.00		
Fr 12/04	B 11:44p	60	\$0.00		
Sa 12/05	A 4:44a	60	\$0.00		
Sa 12/05	D 11:45a	60	\$0.00		
Sa 12/05	D 10:44p	60	\$0.00		
Su 12/06	D 10:44p	60	\$0.00		
Mn 12/07	C 2:44a	60	\$0.00		
Mn 12/07	A 4:44a	60	\$0.00		
Tu 12/08	C 12:44a	60	\$0.00		
Tu 12/08	B 10:44p	60	\$0.00		
We 12/09	A 5:44a	60	\$0.00		
Th 12/10	B 10:45p	60	\$0.00		
Fr 12/11	C 3:44a	60	\$0.00		
Fr 12/11	B 10:45p	60	\$0.00		
Sa 12/12	A 4:44a	60	\$0.00		
Sa 12/12	D 3:45p	60	\$0.00		
Sa 12/12	D 9:45p	60	\$0.00		
Su 12/13	D 6:45p	60	\$0.00		
Mn 12/14	C 12:44a	60	\$0.00		
Mn 12/14	A 5:44a	60	\$0.00		
Tu 12/15	C 3:44a	60	\$0.00		
Tu 12/15	B 10:45p	60	\$0.00		
We 12/16	A 4:44a	60	\$0.00		
Th 12/17	B 11:44p	60	\$0.00		
Fr 12/18	C 12:44a	60	\$0.00		
Fr 12/18	B 10:45p	60	\$0.00		
Sa 12/19	A 5:44a	60	\$0.00		
Sa 12/19	D 11:45a	60	\$0.00		

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Exact times shown are accurate within ten minutes

My commission expires





WMID/WCMC/WEZW is  
Classic Oldies WMID-FM

Equity Communications LP  
Bayport One Suite 100  
8025 Black Horse Pike  
West Atlantic City NJ 08232  
Phone: 609-484-8444  
Fax: 609-646-6331  
production@equitycommunications.net  
Visit: Classicoldieswmid.com

EEO COMMUNITY OUTREACH

# INVOICE

NUMBER: 95265

WMID/WCMC/WEZW ATLANTIC CITY NJ

INVOICE DATE: 12/31/20

PAGE: 2

TYPE: Complete

ACCOUNT: 37911

CONTRACT: 23264

PRODUCT:

ACCT EXEC: HOUSE

Special Handli: No Special Instr

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

Day/Date	Time	Len	Rate	Product	Comments
Sa 12/19 D	9:45p	60	\$0.00		
Su 12/20 D	9:42a	60	\$0.00		
Mn 12/21 C	2:44a	60	\$0.00		
Mn 12/21 A	4:44a	60	\$0.00		
Tu 12/22 C	12:44a	60	\$0.00		
Tu 12/22 B	10:45p	60	\$0.00		
We 12/23 A	5:44a	60	\$0.00		
Th 12/24 B	11:45p	60	\$0.00		
Fr 12/25 C	5:44a	60	\$0.00		
Fr 12/25 B	11:45p	60	\$0.00		
Sa 12/26 A	4:44a	60	\$0.00		
Sa 12/26 D	1:46p	60	\$0.00		
Sa 12/26 D	10:45p	60	\$0.00		
Su 12/27 D	8:45p	60	\$0.00		

Contract #0023264 11/30/20 to 12/27/20

EEO COMMUNITY OUTRCH

A: 12/31 12 60's No Charge

\$0.00

B: 12/31 12 60's No Charge

\$0.00

C: 12/31 12 60's No Charge

\$0.00

D: 12/31 12 60's No Charge

\$0.00

Total Charge:

\$0.00

BALANCE OF INVOICE #95265

\$0.00

This invoice prepared from Official Station Program Logs  
Exact times shown are accurate within ten minutes

My commission expires

Wicks Broadcast Solutions, LLC. Laz E-Forms™

12/31/20

**ATTACHMENT 2**

**2021 Public File Report**

## EEO Hiring & Recruitment Report

February 1 2021 – January 31 2022

This report covers full-time vacancy recruitment data, hiring activity & community / employment outreach for Equity Communications LP during the period February 1 2021 – January 31 2022....

- I. Employment Unit:** Equity Communications LP  
Atlantic City New Jersey
- II. Unit Member Stations:** WAYV (FM) Atlantic City NJ  
WAIV (FM) Cape May Courthouse NJ  
WZXL (FM) Wildwood NJ  
WZBZ (FM) Pleasantville NJ  
WTTH (FM) Margate City NJ  
WEZW (FM) Wildwood Crest NJ  
WMIJ (AM) Atlantic City NJ  
WCMC (AM) Wildwood NJ
- III. EEO Contact Information:** Gary Fisher President/Partner  
Equity Communications LP  
8025 Black Horse Pike #100-102  
West Atlantic City NJ 08232  
Phone: 609 484-8444 x 317  
Fax: 609 646 6331  
Email: [gfisher@equitycommunications.net](mailto:gfisher@equitycommunications.net)

**IV. Fulltime Job Vacancies within Employment Unit for Reporting Period:**

<u>Job Title</u>	<u>Recruitment Source Referring Applicants</u>
Receptionist & Office Manager	AC Help Wanted . com 2
	All Access Radio Website 2
	Cape May Herald Gazette 1
	DigiDaily Newsletter 3
	Equity Communications.net 5
	Indeed postings 4
	Linked In postings 3
	RadioDiscussions.com 3
	NewJerseyHelpWanted.com 1
	Station websites 3
	On Air Announcements 3
	Stockton Community College 1
	Taylor on Radio NOW Newsletter 2
	WAJM Students & Faculty 2
	Zip Recruiter 3

Digital Specialists /		
Digital Account Executives	AC Help Wanted . com	2
	AC Press	4
	DigiDaily Newsletter	5
	Employee References	6
	RadioDiscussions.com	1
	Hamilton Mall Job Fair	2
	NewJerseytHelpWanted.com	2
	Stockton Community College	2
	On-Air Announcements	7
	WAJM Atlantic City High School	3
	Zip Recruiter	5

For the purposes of this Report a person was deemed "interviewed" when he or she was interviewed either in-person or over the telephone. A position was deemed "filled" not when an offer was extended but when hiree accepted the offer. These positions remained open at the end of the reporting period.....

**V. Master Recruitment Source & EEO Distribution List used by Equity Communications to Recruit for the period February 1 2020 – January 31 2021:**

ACC Community College	1535 Bacharach Blvd.	Atlantic City NJ 08401	609-343-4800
AC Help Wanted.com	9100 East Pomona Drive	Englewood CO 80112	845-445-8398
All Access Radio Web Site	28955 Pacific Highway	Malibu CA 90265	310-457-6616
Atlantic City Career Center	1433 Bacharach Blvd.	Atlantic City NJ 08401	609-441-3294
Atlantic City High School	1400 N. Albany Avenue	Atlantic City NJ 08401	609-343-7300
Atlantic City Weekly	Bayport One	Atlantic City NJ 08232	609-646-4848
Atl City Comm College	Route 322	Mays Landing NJ 08330	609-343-5109
Bergen Community College	400 Paramus Road	Paramus NJ 07652	201-447-7171
Cape May Herald Nsp	PO Box 400	Rio Grande NJ 08242	609-886-8600
Cape May County Chamber	13 Crest Haven Road	Cape May Courthouse NJ	609-465-5017
Conn. School of Bdstg	1 Cherry Hill #203	Cherry Hill NJ 08002	856-755-1200
Engineering Society (SBE)	9102 N. Meridian #150	Indianapolis IN 46260	317-846-9000
Equity Communications	websites & facebook pages	W. Atlantic City N 08232	609-484-8444
Gazette Cape May Nsp	PO Box 619	Northfield NJ 08225	609-383-8994
Hispanic Resource Center NJ	913 Sewell Avenue	Asbury Park NJ 07712	732-774-3282
Inside Radio Classifieds	PO Box 442	Littleton NH 03561	800-640-8852
NAACP of South Jersey	1100 Atlantic Avenue	Atlantic City NJ 08401	609-555-1400
New Jersey Dept of Labor	44 White Horse Pike #A	Hammonton NJ 08037	609-561-8800
National Radio Talent System	PO Box 1927	Boone NC 28607	828-262-1502
New Jersey Employment Svc	3810 New Jersey Avenue	Wildwood NJ 08260	609-729-0997
Radio World Magazine	5825 Shawnee Road	Alexandria VA 22312	703-852-4600
Stockton Community College	1001 Vera King Drive	Galloway NJ 08205	609-652-4617
Trenton Times Newspaper	PO Box 847	Trenton NJ 08605	609-989-5507
Urban League of Philadelphia	136 W. Gerard Avenue	Philadelphia PA 19123	215-451-5005
WAJM Atl Cty High School	1300 Atlantic Avenue	Atlantic City NJ 08401	609-343-7200

None of the above-listed organizations requested notice of vacancies.

**VI. SUPPLEMENTAL (Non-Vacancy-Related) OUTREACH RECRUITMENT INITIATIVES UNDERTAKEN BY EQUITY COMMUNICATIONS LP FOR THE PERIOD FEBRUARY 1 2021 – JANUARY 31 2022**

1. *Production & broadcast of 1-minute announcements providing information about careers in radio broadcasting & specific employment opportunities at Equity Communications stations.* A script of these announcements is attached along with a typical affidavit of one month's scheduling ....
2. *Internship program designed to train local high school & college students & aspiring community broadcasters in skills & experience needed for employment in broadcasting.* The internship program is ongoing & is advertised on member station websites, through on-air announcements. Internships usually last from two to four months, start out in Promotions & then progress to subsequent opportunities to explore other departments such as On-Air, Sales, Production & Copywriting. All facets of day-to-day operations in radio are covered & Equity internships stress hands-on involvement with the individual departments. Participants summarize their experiences in term papers submitted to their schools for academic credit. The internship program is administered by Equity's Promotion Director & President/Partner. Five interns participated during 2021...
3. *Equity Communications Open House Career Day.* On Monday November 9 Equity opened the doors to its offices & studios to host an all-day Career Day Open House. Applicants were invited in to view day-to-day operations, visit the studios of member stations & meet with on-air broadcasters & department heads to discuss careers in broadcasting. Prospective employees & interns were provided with information regarding possible future opens within Equity Communications. Applications were completed & resumes were accepted.....
4. *Educational Outreach through Teaching at Atlantic County Community College.* In the Spring & Fall 2021 semesters Equity's Promotion Director continued teaching a weekly college-level course about Careers in Broadcasting & Communications on campus at Atlantic County Community College. The twelve-week program covered all aspects of working in broadcasting in various departments & offered real-world hands-on training in Programming, Promotion & Radio / Digital Sales. Two former students have been hired by Equity for part-time positions that may lead to fulltime employment...
5. *Hands-on Experience Assisting Atlantic City Mayor Marty Small in his weekly broadcasts.* The Mayor of Atlantic City hosts a one-hour weekly talk & discussion program on WTHH WZBZ & WGBZ every Saturday morning at 9am titled "In the Mix." The show covers local programs of interest to community residents & profiles local community leaders from Atlantic City. Aspiring broadcasting students from local high schools, vocational institutes & colleges are invited to attend the broadcast to assist with managing equipment & technical aspects, screening phone calls & preparing material for broadcast...

6. *Equity Communications Radio & Digital Sales Open House & Job Fair.* On Tuesday October 12 Equity hosted a day-long sales & career Open House at Linwood Country Club. Over 100 attendees learned of opportunities in Equity's Sales & Marketing departments.

## EEO Outreach Announcement

Approximately 90 seconds – All stations

Equity Communications LP is committed to a policy of equal employment opportunities in staffing our digital marketing company & eight radio stations: WAYV - WAiV – WZXL – WTTH - WZBZ – WMiD - WCMC – WEZW & Digital Advertising Made Easy. We provide notification of all fulltime & parttime openings at our stations to a wide range of colleges, universities, organizations, agencies, associations, publications, social media & job search platforms. We also broadcast notices of job openings over the air when they occur. We hope to insure a diverse group of applicants – in particular female & minority candidates – are made aware of our job openings as they occur. Candidates are invited to apply for positions by mail or in person to Equity Communications Bayport One Suite 100 West Atlantic City New Jersey 08232. Applications can also be submitted via email to g fisher at equity communications dot net. Organizations & associations wishing to receive notifications of future job openings as they occur are encouraged to contact us in the same manner. All resumes & applications received by Equity Communications are retained for future reference for when job openings occur. More information about specific job openings can be obtained at each station's individual website. Equity Communications LP is an Equal Opportunity Employer.



Equity Communications LP  
 Bayport One Suite 100  
 8025 Black Horse Pike  
 West Atlantic City NJ 08232  
 Phone: 609-484-8444  
 Fax: 609-646-6331  
 production@equitycommunications.net  
 Visit: wzxl.com

# INVOICE

NUMBER: 98483

WZXL-FM ATLANTIC CITY, NJ

INVOICE DATE: 12/31/21

PAGE: 1 TYPE: Complete

ACCOUNT: 37807

CONTRACT: 30393

PRODUCT:

ACCT EXEC: HOUSE

Special Handli: No Special Instr

EEO COMMUNITY OUTREACH

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

## WZXL-FM Times for 11/29/21-12/26/21

Day/Date	Time	Len	Rate	Product	Comments
Mn 11/29 F	12:50a	60	\$0.00		
Mn 11/29 F	2:50a	60	\$0.00		
Tu 11/30 F	1:49a	60	\$0.00		
Tu 11/30 F	5:49a	60	\$0.00		
We 12/01 F	12:49a	60	\$0.00		
We 12/01 F	2:49a	60	\$0.00		
Th 12/02 F	1:49a	60	\$0.00		
Th 12/02 F	5:49a	60	\$0.00		
Fr 12/03 F	12:49a	60	\$0.00		
Fr 12/03 F	2:49a	60	\$0.00		
Sa 12/04 F	5:49a	60	\$0.00		
Sa 12/04 F	10:50p	60	\$0.00		
Su 12/05 F	1:49a	60	\$0.00		
Su 12/05 F	11:43p	60	\$0.00		
Mn 12/06 F	5:50a	60	\$0.00		
Mn 12/06 F	10:50p	60	\$0.00		
Tu 12/07 F	1:50a	60	\$0.00		
Tu 12/07 F	10:50p	60	\$0.00		
We 12/08 F	12:50a	60	\$0.00		
We 12/08 F	5:50a	60	\$0.00		
Th 12/09 F	1:50a	60	\$0.00		
Th 12/09 F	11:51p	60	\$0.00		
Fr 12/10 F	12:50a	60	\$0.00		
Fr 12/10 F	5:50a	60	\$0.00		
Sa 12/11 F	2:50a	60	\$0.00		
Sa 12/11 F	10:51p	60	\$0.00		
Su 12/12 F	12:49a	60	\$0.00		
Su 12/12 F	2:49a	60	\$0.00		
Mn 12/13 F	12:50a	60	\$0.00		
Mn 12/13 F	2:50a	60	\$0.00		
Tu 12/14 F	2:50a	60	\$0.00		
Tu 12/14 F	5:51a	60	\$0.00		
We 12/15 F	12:51a	60	\$0.00		
We 12/15 F	2:50a	60	\$0.00		

This invoice prepared from Official Station Program Logs  
 Exact times shown are accurate within ten minutes

My commission expires

Wicks Broadcast Solutions, LLC. Laz E-Forms™





Equity Communications LP  
 Bayport One Suite 100  
 8025 Black Horse Pike  
 West Atlantic City NJ 08232  
 Phone: 609-484-8444  
 Fax: 609-646-6331  
 production@equitycommunications.net  
 Visit: wzxl.com

# INVOICE

NUMBER: 98483

WZXL-FM ATLANTIC CITY, NJ

INVOICE DATE: 12/31/21

PAGE: 2 TYPE: Complete

ACCOUNT: 37807

CONTRACT: 30393

PRODUCT:

ACCT EXEC: HOUSE

Special Handli: No Special Instr

EEO COMMUNITY OUTREACH

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

Day/Date	Time	Len	Rate	Product	Comments
Th 12/16 F	2:50a	60	\$0.00		
Th 12/16 F	5:50a	60	\$0.00		
Fr 12/17 F	12:50a	60	\$0.00		
Fr 12/17 F	2:50a	60	\$0.00		
Sa 12/18 F	2:50a	60	\$0.00		
Sa 12/18 F	5:50a	60	\$0.00		
Su 12/19 F	1:49a	60	\$0.00		
Su 12/19 F	2:49a	60	\$0.00		
Mn 12/20 F	2:50a	60	\$0.00		
Mn 12/20 F	5:50a	60	\$0.00		
Tu 12/21 F	12:51a	60	\$0.00		
Tu 12/21 F	2:50a	60	\$0.00		
We 12/22 F	2:50a	60	\$0.00		
We 12/22 F	5:50a	60	\$0.00		
Th 12/23 F	12:50a	60	\$0.00		
Th 12/23 F	2:50a	60	\$0.00		
Fr 12/24 F	2:49a	60	\$0.00		
Fr 12/24 F	5:49a	60	\$0.00		
Sa 12/25 F	1:49a	60	\$0.00		
Sa 12/25 F	10:50p	60	\$0.00		
Su 12/26 F	5:50a	60	\$0.00		
Su 12/26 F	11:44p	60	\$0.00		

Contract #0030393 11/29/21 to 12/26/21

F: 12/31 56 60's No Charge

\$0.00

BALANCE OF INVOICE #98483

\$0.00

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 Exact times shown are accurate within ten minutes

My commission expires

Wicks Broadcast Solutions, LLC. Laz E-Fenns™

12/31/21

THE



WZBZ-FM - Equity Communications LP  
 Bayport One Suite 100-102 - 8025 Black Horse Pike  
 West Atlantic City NJ 08232

Phone: 609-484-8444 Fax: 609-646-6331  
 production@equitycommunications.net Visit: 993thebuzz.com

WZBZ/WGBZ is Simulcast

EEO COMMUNITY OUTREACH

# INVOICE

NUMBER: 98484

WZBZ/WGBZ ATLANTIC CITY, NJ

INVOICE DATE: 12/31/21

PAGE: 1 TYPE: Complete

ACCOUNT: 37807

CONTRACT: 27264

PRODUCT:

ACCT EXEC: HOUSE

Special Handli: No Special Instr

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

## WZBZ-FM Times for 11/29/21-12/26/21

Day/Date	Time	Len	Rate	Product	Comments
Mn 11/29 F	1:16a	60	\$0.00		
Mn 11/29 F	3:16a	60	\$0.00		
Tu 11/30 F	12:16a	60	\$0.00		
Tu 11/30 F	4:16a	60	\$0.00		
We 12/01 F	2:16a	60	\$0.00		
We 12/01 F	3:16a	60	\$0.00		
Th 12/02 F	1:16a	60	\$0.00		
Th 12/02 F	5:16a	60	\$0.00		
Fr 12/03 F	2:16a	60	\$0.00		
Fr 12/03 F	4:16a	60	\$0.00		
Sa 12/04 F	1:16a	60	\$0.00		
Sa 12/04 F	5:16a	60	\$0.00		
Su 12/05 F	1:17a	60	\$0.00		
Su 12/05 F	3:16a	60	\$0.00		
Mn 12/06 F	4:16a	60	\$0.00		
Mn 12/06 F	10:20p	60	\$0.00		
Tu 12/07 F	3:16a	60	\$0.00		
Tu 12/07 F	10:21p	60	\$0.00		
We 12/08 F	12:17a	60	\$0.00		
We 12/08 F	4:16a	60	\$0.00		
Th 12/09 F	12:17a	60	\$0.00		
Th 12/09 F	2:17a	60	\$0.00		
Fr 12/10 F	1:17a	60	\$0.00		
Fr 12/10 F	5:17a	60	\$0.00		
Sa 12/11 F	12:17a	60	\$0.00		
Sa 12/11 F	4:16a	60	\$0.00		
Su 12/12 F	1:17a	60	\$0.00		
Su 12/12 F	5:16a	60	\$0.00		
Mn 12/13 F	1:17a	60	\$0.00		
Mn 12/13 F	4:16a	60	\$0.00		
Tu 12/14 F	3:16a	60	\$0.00		
Tu 12/14 F	5:16a	60	\$0.00		
We 12/15 F	2:17a	60	\$0.00		
We 12/15 F	4:16a	60	\$0.00		

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THE

**BUZZ 99.3**  
**BLAZIN' 13 JANZ IN A ROW!**WZBZ-FM - Equity Communications LP  
Bayport One Suite 100-102 - 8025 Black Horse Pike  
West Atlantic City NJ 08232

Phone: 609-484-8444 Fax: 609-646-6331

production@equitycommunications.net Visit: 993thebuzz.com

WZBZ/WGBZ is Simulcast

EEO COMMUNITY OUTREACH

**INVOICE** NUMBER: 98484

WZBZ/WGBZ ATLANTIC CITY, NJ

INVOICE DATE: 12/31/21

PAGE: 2

TYPE: Complete

ACCOUNT: 37807

CONTRACT: 27264

PRODUCT:

ACCT EXEC: HOUSE

Special Handli: No Special Instr

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

Day/Date	Time	Len	Rate	Product	Comments
Th 12/16 F	1:17a	60	\$0.00		
Th 12/16 F	5:16a	60	\$0.00		
Fr 12/17 F	2:17a	60	\$0.00		
Fr 12/17 F	4:17a	60	\$0.00		
Sa 12/18 F	1:17a	60	\$0.00		
Sa 12/18 F	5:16a	60	\$0.00		
Su 12/19 F	12:58a	60	\$0.00		
Su 12/19 F	3:16a	60	\$0.00		
Mn 12/20 F	1:17a	60	\$0.00		
Mn 12/20 F	5:16a	60	\$0.00		
Tu 12/21 F	12:17a	60	\$0.00		
Tu 12/21 F	3:16a	60	\$0.00		
We 12/22 F	2:17a	60	\$0.00		
We 12/22 F	4:16a	60	\$0.00		
Th 12/23 F	12:17a	60	\$0.00		
Th 12/23 F	2:17a	60	\$0.00		
Fr 12/24 F	12:16a	60	\$0.00		
Fr 12/24 F	4:16a	60	\$0.00		
Sa 12/25 F	2:16a	60	\$0.00		
Sa 12/25 F	11:58p	60	\$0.00		
Su 12/26 F	4:17a	60	\$0.00		
Su 12/26 F	10:21p	60	\$0.00		

Contract #0027264 11/29/21 to 12/26/21

EEOC COMMUNITY CENTER

F: 12/31 56 60's No Charge

\$0.00

BALANCE OF INVOICE #98484

\$0.00

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12/31/21



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 8025 Black Horse Pike  
 West Atlantic City NJ 08232  
 Phone: 609-484-8444  
 Fax: 609-646-6331  
 production@equitycommunications.net  
 Visit: 961WTTH.com

# INVOICE

NUMBER: 98485

WTTH ATLANTIC CITY, NJ

INVOICE DATE: 12/31/21

PAGE: 1 TYPE: Complete

ACCOUNT: 37807

CONTRACT: 23264

PRODUCT:

ACCT EXEC: HOUSE

Special Handli: No Special Instr

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

## WTTH-FM Times for 11/29/21-12/26/21

Day/Date	Time	Len	Rate	Product	Comments
Mn 11/29 H	12:50a	60	\$0.00		
Mn 11/29 H	3:50a	60	\$0.00		
Tu 11/30 H	1:50a	60	\$0.00		
Tu 11/30 H	4:50a	60	\$0.00		
We 12/01 H	12:50a	60	\$0.00		
We 12/01 H	3:50a	60	\$0.00		
Th 12/02 H	2:50a	60	\$0.00		
Th 12/02 H	4:50a	60	\$0.00		
Fr 12/03 H	12:51a	60	\$0.00		
Fr 12/03 H	3:51a	60	\$0.00		
Sa 12/04 H	2:47a	60	\$0.00		
Sa 12/04 H	4:48a	60	\$0.00		
Su 12/05 H	2:47a	60	\$0.00		
Su 12/05 H	5:47a	60	\$0.00		
Mn 12/06 H	1:51a	60	\$0.00		
Mn 12/06 H	4:50a	60	\$0.00		
Tu 12/07 H	12:51a	60	\$0.00		
Tu 12/07 H	3:51a	60	\$0.00		
We 12/08 H	1:51a	60	\$0.00		
We 12/08 H	4:50a	60	\$0.00		
Th 12/09 H	1:51a	60	\$0.00		
Th 12/09 H	5:51a	60	\$0.00		
Fr 12/10 H	2:51a	60	\$0.00		
Fr 12/10 H	4:50a	60	\$0.00		
Sa 12/11 H	1:48a	60	\$0.00		
Sa 12/11 H	3:48a	60	\$0.00		
Su 12/12 H	2:48a	60	\$0.00		
Su 12/12 H	4:47a	60	\$0.00		
Mn 12/13 H	1:51a	60	\$0.00		
Mn 12/13 H	3:51a	60	\$0.00		
Tu 12/14 H	2:51a	60	\$0.00		
Tu 12/14 H	4:50a	60	\$0.00		
We 12/15 H	12:51a	60	\$0.00		
We 12/15 H	3:51a	60	\$0.00		

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 West Atlantic City NJ 08232  
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 Fax: 609-646-6331  
 production@equitycommunications.net  
 Visit: 961WTTH.com

# INVOICE

NUMBER: 98485

WTTH ATLANTIC CITY, NJ

INVOICE DATE: 12/31/21

PAGE: 2

TYPE: Complete

ACCOUNT: 37807

CONTRACT: 23264

PRODUCT:

ACCT EXEC: HOUSE

Special Handli: No Special Instr

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

EEO COMMUNITY OUTREACH

Day/Date	Time	Len	Rate	Product	Comments
Th 12/16 H	2:51a	60	\$0.00		
Th 12/16 H	4:51a	60	\$0.00		
Fr 12/17 H	2:51a	60	\$0.00		
Fr 12/17 H	5:51a	60	\$0.00		
Sa 12/18 H	1:48a	60	\$0.00		
Sa 12/18 H	4:48a	60	\$0.00		
Su 12/19 H	2:48a	60	\$0.00		
Su 12/19 H	5:47a	60	\$0.00		
Mn 12/20 H	1:51a	60	\$0.00		
Mn 12/20 H	4:50a	60	\$0.00		
Tu 12/21 H	12:51a	60	\$0.00		
Tu 12/21 H	5:50a	60	\$0.00		
We 12/22 H	1:50a	60	\$0.00		
We 12/22 H	10:48p	60	\$0.00		
Th 12/23 H	12:52a	60	\$0.00		
Th 12/23 H	2:51a	60	\$0.00		
Fr 12/24 H	12:50a	60	\$0.00		
Fr 12/24 H	4:50a	60	\$0.00		
Sa 12/25 H	12:47a	60	\$0.00		
Sa 12/25 H	2:47a	60	\$0.00		
Su 12/26 H	12:47a	60	\$0.00		
Su 12/26 H	4:47a	60	\$0.00		

Contract #0023264 11/29/21 to 12/26/21

EEOC COMMUNITY CENTER

H: 12/31 56 60's No Charge

\$0.00

BALANCE OF INVOICE #98485

\$0.00

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12/31/21



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West Atlantic City NJ 08232  
Phone: 609-484-8444  
Fax: 609-646-6331  
production@equitycommunications.net  
Visit: Classicoldieswmid.com

# INVOICE

NUMBER: 98486

WMID/WCMC/WEZW ATLANTIC CITY NJ

INVOICE DATE: 12/31/21

PAGE: 1

TYPE: Complete

ACCOUNT: 37807

CONTRACT: 23264

PRODUCT:

ACCT EXEC: HOUSE

Special Handli: No Special Instr

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

## WMID-AM Times for 11/29/21-12/26/21

Day/Date	Time	Len	Rate	Product	Comments
Mn 11/29	F 12:44a	60	\$0.00		
Mn 11/29	F 10:44p	60	\$0.00		
Tu 11/30	F 1:44a	60	\$0.00		
Tu 11/30	F 10:44p	60	\$0.00		
We 12/01	F 12:44a	60	\$0.00		
We 12/01	F 10:45p	60	\$0.00		
Th 12/02	F 1:44a	60	\$0.00		
Th 12/02	F 10:44p	60	\$0.00		
Fr 12/03	F 12:44a	60	\$0.00		
Fr 12/03	F 11:44p	60	\$0.00		
Sa 12/04	F 1:44a	60	\$0.00		
Sa 12/04	F 11:44p	60	\$0.00		
Su 12/05	F 12:44a	60	\$0.00		
Su 12/05	F 10:45p	60	\$0.00		
Mn 12/06	F 5:44a	60	\$0.00		
Mn 12/06	F 10:45p	60	\$0.00		
Tu 12/07	F 12:44a	60	\$0.00		
Tu 12/07	F 3:44a	60	\$0.00		
We 12/08	F 1:44a	60	\$0.00		
We 12/08	F 4:44a	60	\$0.00		
Th 12/09	F 12:44a	60	\$0.00		
Th 12/09	F 3:44a	60	\$0.00		
Fr 12/10	F 1:44a	60	\$0.00		
Fr 12/10	F 4:44a	60	\$0.00		
Sa 12/11	F 12:44a	60	\$0.00		
Sa 12/11	F 3:44a	60	\$0.00		
Su 12/12	F 1:44a	60	\$0.00		
Su 12/12	F 4:44a	60	\$0.00		
Mn 12/13	F 12:44a	60	\$0.00		
Mn 12/13	F 3:44a	60	\$0.00		
Tu 12/14	F 1:44a	60	\$0.00		
Tu 12/14	F 10:45p	60	\$0.00		
We 12/15	F 12:44a	60	\$0.00		
We 12/15	F 3:44a	60	\$0.00		

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Fax: 609-646-6331  
production@equitycommunications.net  
Visit: Classicoldieswmid.com

# INVOICE

NUMBER: 98486

WMID/WCMC/WEZW ATLANTIC CITY NJ

INVOICE DATE: 12/31/21

PAGE: 2 TYPE: Complete

ACCOUNT: 37807

CONTRACT: 23264

PRODUCT:

ACCT EXEC: HOUSE

Special Handli: No Special Instr

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

Day/Date	Time	Len	Rate	Product	Comments
Th 12/16	F 4:44a	60	\$0.00		
Th 12/16	F 10:45p	60	\$0.00		
Fr 12/17	F 12:44a	60	\$0.00		
Fr 12/17	F 3:44a	60	\$0.00		
Sa 12/18	F 1:44a	60	\$0.00		
Sa 12/18	F 4:44a	60	\$0.00		
Su 12/19	F 12:44a	60	\$0.00		
Su 12/19	F 3:44a	60	\$0.00		
Mn 12/20	F 1:44a	60	\$0.00		
Mn 12/20	F 4:44a	60	\$0.00		
Tu 12/21	F 12:44a	60	\$0.00		
Tu 12/21	F 10:44p	60	\$0.00		
We 12/22	F 1:44a	60	\$0.00		
We 12/22	F 4:44a	60	\$0.00		
Th 12/23	F 12:44a	60	\$0.00		
Th 12/23	F 3:44a	60	\$0.00		
Fr 12/24	F 1:44a	60	\$0.00		
Fr 12/24	F 9:44p	60	\$0.00		
Sa 12/25	F 12:44a	60	\$0.00		
Sa 12/25	F 3:44a	60	\$0.00		
Su 12/26	F 1:44a	60	\$0.00		
Su 12/26	F 4:44a	60	\$0.00		

Contract #0023264 11/29/21 to 12/26/21

EEOC COMMUNITY OUTRCH

F: 12/31 56 60's No Charge

\$0.00

BALANCE OF INVOICE #98486

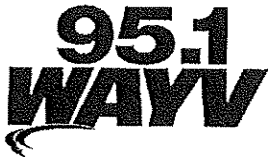
\$0.00

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12/31/21



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 West Atlantic City NJ 08232  
 Phone: 609-484-8444  
 Fax: 609-646-6331  
 production@equitycommunications.net  
 Visit: 951wayv.com

# INVOICE

NUMBER: 98482

WAYV/WAIV ATLANTIC CITY, NJ

INVOICE DATE: 12/31/21

PAGE: 1 TYPE: Complete

ACCOUNT: 37807

CONTRACT: 102209

PRODUCT: EEO OUTREACH

ACCT EXEC: HOUSE

Special Handli: Do Not Mail

EEO COMMUNITY OUTREACH

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

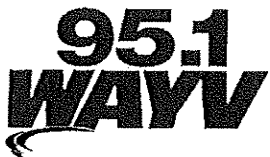
## WAYV-FM Times for 11/29/21-12/26/21

Day/Date	Time	Len	Rate	Product	Comments
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Mn 11/29 A	4:21a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Tu 11/30 A	5:47a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Tu 11/30 A	10:50p	60	\$0.00	EEO OUTREACH ALL STATIONS	
We 12/01 A	12:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
We 12/01 A	11:50p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Th 12/02 A	12:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Th 12/02 A	10:51p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Fr 12/03 A	5:47a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Fr 12/03 A	11:51p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Sa 12/04 A	5:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Sa 12/04 A	10:52p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Su 12/05 A	1:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Su 12/05 A	11:51p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Mn 12/06 A	1:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Mn 12/06 A	5:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Tu 12/07 A	1:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	

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# INVOICE

NUMBER: 98482

WAYV/WAIV ATLANTIC CITY, NJ

INVOICE DATE: 12/31/21

PAGE: 2

TYPE: Complete

ACCOUNT: 37807

CONTRACT: 102209

PRODUCT: EEO OUTREACH

ACCT EXEC: HOUSE

Special Handli: Do Not Mail

EEO COMMUNITY OUTREACH

Terms: NET 30 DAYS

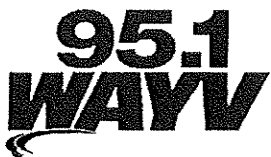
PAY THIS AMOUNT:

BY:

Day/Date	Time	Len	Rate	Product	Comments
Tu 12/07 A	10:52p	60	\$0.00	EEO OUTREACH ALL STATIONS	
We 12/08 A	3:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
We 12/08 A	11:53p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Th 12/09 A	2:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Th 12/09 A	5:47a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Fr 12/10 A	2:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Fr 12/10 A	5:47a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Sa 12/11 A	12:21a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Sa 12/11 A	2:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Su 12/12 A	2:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Su 12/12 A	5:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Mn 12/13 A	12:21a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Mn 12/13 A	4:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Tu 12/14 A	2:21a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Tu 12/14 A	5:47a	60	\$0.00	EEO OUTREACH ALL STATIONS	
We 12/15 A	12:21a	60	\$0.00	EEO OUTREACH ALL STATIONS	
We 12/15 A	4:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	

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 Fax: 609-646-6331  
 production@equitycommunications.net  
 Visit: 951wayv.com

# INVOICE

NUMBER: 98482

WAYV/WAIV ATLANTIC CITY, NJ

INVOICE DATE: 12/31/21

PAGE: 3 TYPE: Complete

ACCOUNT: 37807

CONTRACT: 102209

PRODUCT: EEO OUTREACH

ACCT EXEC: HOUSE

Special Handli: Do Not Mail

EEO COMMUNITY OUTREACH

Terms: NET 30 DAYS

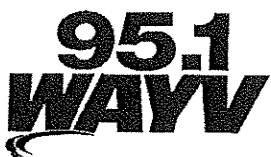
PAY THIS AMOUNT:

BY:

Day/Date	Time	Len	Rate	Product	Comments
Th 12/16 A	2:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Th 12/16 A	5:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Fr 12/17 A	2:21a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Fr 12/17 A	4:21a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Sa 12/18 A	2:21a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Sa 12/18 A	5:48a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Su 12/19 A	1:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Su 12/19 A	4:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Mn 12/20 A	12:21a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Mn 12/20 A	3:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Tu 12/21 A	12:21a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Tu 12/21 A	4:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
We 12/22 A	12:21a	60	\$0.00	EEO OUTREACH ALL STATIONS	
We 12/22 A	2:21a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Th 12/23 A	12:21a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Th 12/23 A	4:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Fr 12/24 A	1:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	

This invoice prepared from Official Station Program Logs  
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My commission expires



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 Phone: 609-484-8444  
 Fax: 609-646-6331  
 production@equitycommunications.net  
 Visit: 951wayv.com

# INVOICE

NUMBER: 98482

WAYV/WAIV ATLANTIC CITY, NJ

INVOICE DATE: 12/31/21

PAGE: 4 TYPE: Complete

ACCOUNT: 37807

CONTRACT: 102209

PRODUCT: EEO OUTREACH

ACCT EXEC: HOUSE

Special Handli: Do Not Mail

EEO COMMUNITY OUTREACH

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

Day/Date	Time	Len	Rate	Product	Comments
Fr 12/24	A 10:52p	60	\$0.00	EEO OUTREACH	
				ALL STATIONS	
Sa 12/25	A 1:46a	60	\$0.00	EEO OUTREACH	
				ALL STATIONS	
Sa 12/25	A 10:51p	60	\$0.00	EEO OUTREACH	
				ALL STATIONS	
Su 12/26	A 12:21a	60	\$0.00	EEO OUTREACH	
				ALL STATIONS	
Su 12/26	A 3:46a	60	\$0.00	EEO OUTREACH	
				ALL STATIONS	

Contract #0102209 11/29/21 to 12/26/21  
 EEO OUTREACH

A: 12/31 56 60's No Charge

BALANCE OF INVOICE #98482

\$0.00

\$0.00

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Wide Broadcast Solutions, LLC. Laz E-Forms™

12/31/21

### **ATTACHMENT 3**

#### **Copies of Notices, Advertisements & Job Postings Announcing Vacant Positions**

## Job description

Equity Communications is a multimedia company that owns 5 radio stations including 95.1 WAVV, 100.7 WZLX, 99.3 The Buzz, 96.1 WTTH and WMFD AM/FM. Digital and Radio advertising is the main revenue stream of the company. Therefore a love of music, radio and entertainment is a must. Despite recent limitations on indoor / outdoor events, we do see a lot of clients looking for broadcast events to promote their business. Community events are also a major part of this job. Many of them will be outdoor. We are currently seeking part time promotional help to set up equipment at promotional events, festivals and live broadcasts. This position is part time (less than 28 hrs per week) and considered to be within the Marketing & Promotions department. Those with public relations, marketing, social media and event organization experience is preferred. Those with broadcast experience is a plus. Working weekends and most holidays is required due to the nature of our business. Being able to lift equipment (station inflatables, speakers, PA systems) that weigh 20-70 lbs is expected. A valid driver's license is needed as well as familiarity with social media including Facebook, Instagram, Twitter and Snapchat.

COVID-19 Precaution(s):

- \* Sanitizing, disinfecting, or cleaning procedures in place

Hours per week:

- \* 20-29

This job is:

- \* A job for which military experienced candidates are encouraged to apply
- \* A good fit for applicants with gaps in their resume, or who have been out of the workforce for the past 6 months or more
- \* A good job for someone just entering the workforce or returning to the workforce with limited experience and education
- \* Open to applicants who do not have a college diploma

Work Remotely

- \* No

Job Type: Part-time

Pay: \$15.00 - \$16.00 per hour

HAVE YOU EVER DREAMED OF WORKING IN RADIO? HOW ABOUT  
WORKING FOR 100.7 WZXL? NOW IS YOUR CHANCE!! 100.7 WZXL IS  
LOOKING FOR HARD WORKING, OUT GOING PROMOTION CREW MEMBERS  
FOR THE SPRING AND SUMMER. HELP EXECUTE STATION EVENTS, WORK  
SIDE BY SIDE WITH YOUR FAVORITE DJ'S, AND EVEN HANG ON THE  
BEACH!! MUST BE SEVENTEEN AND HAVE A VALID DRIVER'S LICENSE. TO  
SET UP YOUR INTERVIEW, PLEASE CONTACT KIMMY AT 484-8444  
EXTENSION 333. THAT'S 484-8444 EXT 333. THIS SPRING AND SUMMER, JOIN  
THE WINNING TEAM OF 100.7 WZXL...



99.3 The Buzz posted a job

February 19, 2021 · 🌐

Equity Communications is a multimedia company that owns 5 radio stations including 95.1 WAYV, 100.7 WZLX, 99.3 The Buzz, 96.1 WTHH and WMID AM/FM. Digital and Radio advertising is the main revenue stream of the company. Therefore a love of music, radio and entertainment is a must.

Despite recent limitations on indoor / outdoor events, we do see a lot of clients looking for broadcast events to promote their business. Community events are also a major part of this job. Many of them will be outdoor. We are currently seeking part time promotional help to set up equipment at promotional events, festivals and live broadcasts. This position is part time (less than 40 hrs per week) and considered to be within the Marketing & Promotions department. Those with public relations, marketing, social media and event organization experience is preferred. Those with broadcast experience is a plus. Working weekends and most holidays is required due to the nature of our business. Being able to lift equipment (station inflatables, speakers, PA systems) that weigh 20-70 lbs is expected. A valid driver's license is needed as well as familiarity with social media including Facebook, Instagram, Twitter and Snapchat.



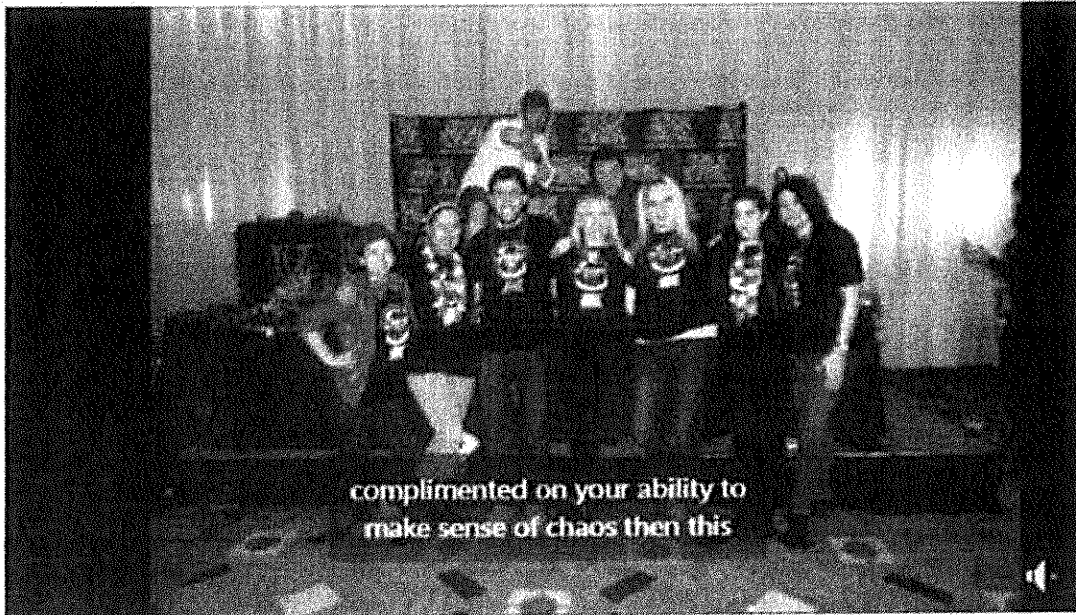
99.3 THE BUZZ

### Part Time Promotions Assistant

Pleasantville · Part-time · \$12 / hour

Equity Communications 95.1 WAVY, 100.7 WZLX 96.1 WTTN 98.3 The Buzz 1040 WMID-am are looking for a full time Promotions Manager. Someone who can commit to more than seasonal work and is a creative, self starter. This is a tremendous opportunity to work in a unique radio environment with full benefits, paid time off and perks...It's also a perfect platform for recent college grads to break into the Media, Radio, Entertainment, PR industries.

<https://www.equitycommunications.net/cat.../career-listings/>





## CAREER LISTINGS

### Promotions Manager

May 5, 2022 by 95.1 WAYV

Are you a self starter? Do You enjoy live concerts and events ? Equity Communications LLC is looking for their next Promotions Manager. If you love creating content for social media, consider yourself a creative writer and enjoy event management, then this may be your next career move. This is a salary position with a ... [Read more](#)Promotions Manager

Categories[Career Listings](#)

### Account Executive – Digital Marketing & Radio

October 8, 2018 by 95.1 WAYV

If you live in Atlantic, Cape May or Cumberland County & have some outside sales or business-to-business experience, Equity Communications has a great career opportunity for you! We're looking for energetic hungry new business pros who are money-motivated & determined to get ahead! People who would like to triple their income in the next 18-24 ... [Read more](#)Account Executive – Digital Marketing & Radio

Categories[Career Listings](#)

### Part Time Promotions Positions

June 8, 2018 by 95.1 WAYV

Equity Communications is currently seeking part time promotional help to set up equipment at promotional events, festivals and live broadcasts. This position is part time (less than 40 hrs per week) and considered to be within the marketing/promotions department. Those with public relations, marketing, social media and event organization experience is preferred. Working weekends and ... [Read more](#)Part Time Promotions Positions

Categories[Career Listings](#)

## GET IN TOUCH

**CONTACT US**

[Twitter](#)

# PROMOTIONS MANAGER

May 5, 2022 by 95.1 WAYV

Are you a self starter? Do You enjoy live concerts and events ? Equity Communications LLC is looking for their next Promotions Manager. If you love creating content for social media, consider yourself a creative writer and enjoy event management, then this may be your next career move.

This is a salary position with a 401k package, paid time off & full benefits. Recent college graduates, this could be the opportunity you've been looking for – to break into the field of entertainment, advertising, media, radio & concert promotions.

Responsibilities include:

- Website editing
- Creating content & executing contests on social media platforms for clients and concert promoters
- Writing / Editing radio commercials and/or creating digital ad platforms
- Prize fulfillment for on air / online contesting
- Setting up broadcast and promotional equipment at special events, live broadcasts, community events and concerts
- Managing and scheduling of 5-6 part time promotions employees
- Act as a brand ambassador to visitors, clients and listeners, while assisting with office managerial tasks
- Executing Public Relations strategies for clients and the radio stations

Knowledge of WordPress, Graphic design platforms such as Photoshop or Canva are a plus.

Requirements:

- Must be familiar with MS Office including Word, Power Point and Excel or Google Doc equivalents,
- Must have excellent skills in navigating Social Media platforms such as Facebook, Instagram, Youtube & TikTok.
- Must hold a current NJ Drivers License and reliable transportation.
- Must be able to lift 40-50 pounds
- Must exude professionalism but, a good sense of humor (we are after all, in the entertainment business)

As a multimedia company that owns 5 radio stations (95.1 WAYV, 100.7 WZXL, 99.3 The Buzz, 96.1 WTTH and WMID AM/FM), Digital and Radio advertising is the main revenue stream of the company. Therefore a love of music, radio and entertainment is a must. This position is full time but, schedule is flexible. Some weekend event work is required.

Email Resume to [promotions@equitycommunications.net](mailto:promotions@equitycommunications.net)

CategoriesCareer ListingsPost navigation

Online Video is on FIRE for South Jersey businesses

# ACCOUNT EXECUTIVE – DIGITAL MARKETING & RADIO

October 8, 2018 by 95.1 WAYV

If you live in Atlantic, Cape May or Cumberland County & have some outside sales or business-to-business experience, Equity Communications has a *great* career opportunity for you! We're looking for energetic hungry new business pros who are money-motivated & determined to get ahead! People who would like to *triple* their income in the next 18-24 months! You don't need a lot of radio or digital in your background – but you should understand how to rev yourself up for cold calls every day, know how to build relationships & understand how to treat customers right! Equity Communications is home to South Jersey's most popular & listened-to radio stations – as well as New Jersey's fastest-growing & client-friendly digital advertising agency!

Success in this position requires lots of training & role-playing at first, & then moving on to address the market via cold-calling & in-person presentations – all culminating in great client relationships & happy advertisers! Our digital training is *Fabulous* & if you are the right person for our team we will train you until you're ready to be a *Digital Sales Superstar*! Working in Digital Sales is fun, exciting & lucrative! Our sales positions offer six-figure earning potential, great benefits & a casual fast-paced environment! If you see yourself as a real go-getter with lots of energy we should talk!

Click Here to download our free special report “Secrets of Success In Radio Sales with Equity Communications” Please call 609-484-8444 x317 to schedule a confidential interview. Email resume and particulars to [gfisher@equitycommunications.net](mailto:gfisher@equitycommunications.net).

Equity Communications LP is an Equal Opportunity Employer. Females and minorities encouraged to apply.

[Categories](#)[Career Listings](#)[Post navigation](#)

[Sourcing Your Best Prospects – Is It Worth It?](#)

[Digital Marketing During The Holidays](#)

## GET IN TOUCH

CONTACT US

Twitter

# PART TIME PROMOTIONS POSITIONS

June 8, 2018 by 95.1 WAYV

Equity Communications is currently seeking part time promotional help to set up equipment at promotional events, festivals and live broadcasts. This position is part time (less than 40 hrs per week) and considered to be within the marketing/promotions department. Those with public relations, marketing, social media and event organization experience is preferred. Working weekends and most holidays is required due to the nature of our business. Being able to lift equipment (station inflatables, speakers, PA systems) that weigh 20-70 lbs is expected. A valid driver's license is needed as well as familiarity with social media including Facebook, Instagram, Twitter and Snapchat. Qualified candidates can email their resume to [swray@equitycommunications.net](mailto:swray@equitycommunications.net)

Categories[Career Listings](#)[Post navigation](#)

95.1 WAYV

How Does Everyone Know Where I've Been Online?

arch Facebook



## Job Details



Full-time · \$35,000 - \$100,000 / year



8025 Black Horse Pike Ste 100, Pleasantville, NJ 08232



Posted 31 weeks ago

Posted To



**Equity Communications**  
Your Page · 266 followers

## Manage Jobs



View Your Jobs



Create New Job



Duplicate This Job

## Job Description

If you live in Atlantic or Cape May county & have a passion for social media, sales & networking, Equity Communications has a great career opportunity for you! We're looking for energetic newcomers who are ready to take their careers to the next level! You don't need a lot of radio or digital in your background – but you should understand how to rev yourself up every day, know how to build relationships & understand how to treat customers right! Equity Communications is home to South Jersey's most popular & listened-to radio stations – as well as New Jersey's fastest-growing & client-friendly digital advertising agency!

Success in this position requires lots of training & role-playing at first. Then moving on to address the market to discover happy advertisers! Our digital training is fabulous & if you are the right person for our team we will train you until you're ready to be a Digital Superstar! Working in Digital Sales is fun, exciting & lucrative! Our sales positions offer six-figure earning potential, great benefits & a casual fast-paced environment! If you see yourself as a real go-getter with lots of energy we should talk!

encouraged to apply.

# This Is Not Your Ordinary 9-5 Job

*But Then Again, We're Not Looking For Ordinary People!*











## Radio Advertising Account Executives

### Atlantic & Cape May Counties

- Guaranteed Draw for 6 Months!
- Unlimited Earnings Potential!
- At 100% of 1st Year Goal Earn \$35k!
- Our Top Producers Earn \$60k - \$80k - \$100k!

**ON THE SPOT INTERVIEWS!  
IMMEDIATE HIRING!**

Ever wonder what it would be like to work for a company that is truly dedicated to your success? One that recognizes and rewards your performance with great compensation, benefits & job security? A company whose products & services are rated among the very best in the industry? Hey, chances are you're already listening to us! So - why not join us?

**Go to [www.951wayv.com](http://www.951wayv.com) & click on the Jobs Link**


Atlantic City Radio

Training & Onboarding provided. The position is a base salary plus uncapped commissions. We provide one of the highest commission rates in the market! After training period has ended a

# Equity Communications LP

:60 SECOND PRODUCTION COPY TEMPLATE

01. HERE'S AN EXCITING EMPLOYMENT ALERT FROM EQUITY COMMUNICATIONS  
02. DIGITAL! ARE YOU LOOKING FOR A CAREER CHANGE? ARE YOU LOOKING TO  
03. MAKE 100K OR MORE IN SALES? ARE YOU LOOKING TO BE PART OF A WORLD-  
04. CLASS SALES & MARKETING TEAM? WOULD YOU LIKE TO BE POSITIONED  
05. WHERE THE ACTION IS IN THE NEXT 5-10 YEARS? IN DIGITAL!?!? IF YOU  
06. ANSWERED YES TO THESE QUESTIONS THEN EQUITY COMMUNICATIONS  
07. DIGITAL IS LOOKING FOR YOU! PREVIOUS SALES EXPERIENCE PREFERRED BUT  
08. NOT REQUIRED. COLLEGE EDUCATION PREFERRED BUT NOT REQUIRED. GREAT  
09. WORK ETHIC PREFERRED AND REQUIRED! EQUITY COMMUNICATIONS IS SOUTH  
10. JERSEY'S LARGEST & MOST SUCCESSFUL MEDIA COMPANY & WE'RE HIRING NEW  
11. DIGITAL SALESPeOPLE FOR OUR EXPANDING DIGITAL FOOTPRINT! THESE DAYS  
12. EVERY BUSINESS IS DIGITAL - & OUR DIGITAL SALES REPS MAKE A LOT OF  
13. MONEY! TAKE THE LAST YEAR OF FEAR & TURN IT INTO A YEAR OF CHEER! GO  
14. TO EQUITY COMMUNICATIONS . NET TO LEARN MORE & ARRANGE AN  
15. INTERVIEW. OR CALL 484 8444 TO SCHEDULE A MEETING!

16.

*The copy template above is based on a normal paced read. A slower read would require about 14 lines of text.*

*Please remember that sound FX, music drops/hooks, jingles etc. will all subtract time allowed for actual copy. You can't write 16 lines of copy and expect the ability to put song clips, drops or long sound FX etc.*

*Please Note: Numbers are words, so be sure to consider them in your word count. A phone number, such as 1-860-291-9476, is eleven words. That's more than one entire line of copy! Try spelling out numbers as words to get a good handle on the actual length of your copy. For example:*

*1-860-291-9476, when typed or written out, is one-eight-six-oh, two-nine-one, nine-four-seven-six.*



# Equity Communications LP

:60 SECOND PRODUCTION COPY TEMPLATE

# Equity Communications LP

:60 SECOND PRODUCTION COPY TEMPLATE

01. IF YOU HAVE BUSINESS-TO-BUSINESS SALES EXPERIENCE HERE'S A HOT SALES
02. LEAD FOR YOU! ARE YOU LOOKING TO MAKE 100K OR MORE IN SALES? ARE
03. YOU LOOKING TO TURBO-CHARGE YOUR SALES CAREER NOW THAT WE'RE
04. EMERGING FROM COVID? DO YOU WANT TO BE POSITIONED WHERE THE
05. ACTION IS FOR THE NEXT 5-10 YEARS: IN DIGITAL? WOULD YOU LIKE TO BE PART
06. OF A WORLD-CLASS SALES & MARKETING TEAM? IF YOU ANSWERED YES TO
07. THESE QUESTIONS THEN EQUITY COMMUNICATIONS DIGITAL IS LOOKING FOR
08. YOU! PREVIOUS SALES EXPERIENCE PREFERRED BUT NOT REQUIRED. COLLEGE
09. EDUCATION PREFERRED BUT NOT REQUIRED. GREAT WORK ETHIC PREFERRED
10. AND REQUIRED! EQUITY COMMUNICATIONS DIGITAL IS SOUTH JERSEY'S
11. LARGEST & MOST SUCCESSFUL MEDIA COMPANY & WE'RE HIRING NEW DIGITAL
12. SALESPeOPLE FOR OUR EXPANDING DIGITAL FOOTPRINT! THESE DAYS EVERY
13. BUSINESS IS DIGITAL - & OUR DIGITAL SALES REPS MAKE A LOT OF MONEY!
14. HERE'S YOUR CHANCE TO STOP SURVIVING & START THRIVING! GO TO EQUITY
15. COMMUNICATIONS . NET TO LEARN MORE & ARRANGE AN INTERVIEW. OR CALL
16. 484 8444 TO SCHEDULE A MEETING!

*The copy template above is based on a normal paced read. A slower read would require about 14 lines of text.*

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If you live in Atlantic, Cape May or Cumberland County & have some outside sales or business-to-business experience, Equity Communications has a **great** career opportunity for you! We're looking for energetic hungry new business pros who are money-motivated & determined to get ahead! People who would like to **triple** their income in the next 18-24 months! You don't need a lot of radio or digital in your background – but you should understand how to rev yourself up for cold calls every day, know how to build relationships & understand how to treat customers right! Equity Communications is home to South Jersey's most popular & listened-to radio stations – as well as New Jersey's fastest-growing & client-friendly digital advertising agency!

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## Radio Advertising Account Executives

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IMMEDIATE HIRING!**

Ever wonder what it would be like to work for a company that is truly dedicated to your success? One that recognizes and rewards your performance with great compensation, benefits & job security?

A company whose products & services are rated among the very best in the industry? Hey, chances are you're already listening to us! So - why not join us?

**Go to [www.951wayv.com](http://www.951wayv.com)  
& click on the Jobs Link**

**Equity Communications LP** Atlantic City Radio

2020 Kiss-fm Sales Help Wanted Liners

**Put away that resume - & recession-proof your career! Visit 993 kiss dot fm & click on the jobs link - from South Jersey's #1 Hit Music Station – 99 3 Kiss fm!**

**Get out of the box with a career that rocks! Visit 993 kiss dot fm & click on the jobs link - from South Jersey's #1 Hit Music Station – 99 3 Kiss fm!**

**Start the New Year with a new career! Visit 993 kiss dot fm & click on the jobs link - from South Jersey's #1 Hit Music Station – 99 3 Kiss fm!**

**Start earning while you're learning! Visit 993 kiss dot fm & click on the jobs link - from South Jersey's #1 Hit Music Station – 99 3 Kiss fm!**

**Build a lifetime career in less than a year! Visit 993 kiss dot fm & click on the jobs link - from South Jersey's #1 Hit Music Station – 99 3 Kiss fm!**

**Stop searching & start working! Visit 993 kiss dot fm & click on the jobs link - from South Jersey's #1 Hit Music Station – 99 3 Kiss fm!**

**Stop searching & start earning! Visit 993 kiss dot fm & click on the jobs link - from South Jersey's #1 Hit Music Station – 99 3 Kiss fm!**

**Stop worrying & start working! Visit 993 kiss dot fm & click on the jobs link - from South Jersey's #1 Hit Music Station – 99 3 Kiss fm!**

**Update your skills & learn while you earn! Visit 993 kiss dot fm & click on the jobs link - from South Jersey's #1 Hit Music Station – 99 3 Kiss fm!**

**If you're in outside sales here's a hot sales lead for you! Visit 993 kiss dot fm & click on the jobs link - from South Jersey's #1 Hit Music Station – 99 3 Kiss fm!**

**Sell radio advertising on-air on-line on-site & on-demand! Visit 993 kiss dot fm & click on the jobs link - from South Jersey's #1 Hit Music Station – 99 3 Kiss fm!**

**Build the career you want with the money you deserve! Visit 993 kiss dot fm & click on the jobs link - from South Jersey's #1 Hit Music Station – 99 3 Kiss fm!**

**If you're ready for a career in Radio Sales WZXL is ready for you! Visit 993 kiss dot fm & click on the jobs link - from South Jersey's #1 Hit Music Station – 99 3 Kiss fm!**

**Get a job you love with the respect you deserve! Visit 993 kiss dot fm & click on the jobs link - from South Jersey's #1 Hit Music Station – 99 3 Kiss fm!**

**Build the career you want with the money you deserve! Visit 993 kiss dot fm & click on the jobs link - from South Jersey's #1 Hit Music Station – 99 3 Kiss fm!**

2020 WZXL Sales Help Wanted Liners

**Put away that resume - & recession-proof your career! Visit [wzxl dot com](http://wzxl.com) & click on the jobs link - from South Jersey's Rock Station – 100.7 WZXL!**

**Get out of the box with a career that rocks! Visit [wzxl dot com](http://wzxl.com) & click on the jobs link - from South Jersey's Rock Station – 100.7 WZXL!**

**Start the New Year with a new career! Visit [wzxl dot com](http://wzxl.com) & click on the jobs link - from South Jersey's Rock Station – 100.7 WZXL!**

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**Build the career you want with the money you deserve! Visit [wzxl dot com](http://wzxl.com) & click on the jobs link - from South Jersey's Rock Station – 100.7 WZXL!**

2020 WAYV Sales Help Wanted Liners

**Put away that resume - & recession-proof your career! Visit 95.1 wayv dot com & click on the jobs link from Today's Best Music – 95.1 WAYV!**

**Build a lifetime career in less than a year! Visit 95.1 wayv dot com & click on the jobs link from Today's Best Music – 95.1 WAYV!**

**Update your skills & learn while you earn! Visit 95.1 wayv dot com & click on the jobs link from Today's Best Music – 95.1 WAYV!**

**Sell radio advertising on-air on-line on-site & on-demand! Visit 95.1 wayv dot com & click on the jobs link - from Today's Best Music – 95.1 WAYV!**

**Get out of the box with a career that rocks! Visit 95.1 wayv dot com & click on the jobs link from Today's Best Music – 95.1 WAYV!**

**Build the career you want with the money you deserve! Visit 95.1 wayv dot com & click on the jobs link from Today's Best Music – 95.1 WAYV!**

**If you're ready for a new career in Sales WAYV is ready for you! Visit 95.1 wayv dot com & click on the jobs link from Today's Best Music – 95.1 WAYV!**

**End the year with a great new career! Visit 95.1 wayv dot com & click on the jobs link - from Today's Best Music – 95.1 WAYV!**

**Get a job you love with the respect you deserve! Visit 95.1 wayv dot com & click on the jobs link from Today's Best Music – 95.1 WAYV!**

**Build the career you want with the money you deserve! Visit 95.1 wayv dot com & click on the jobs link from Today's Best Music – 95.1 WAYV!**

**If you're in outside sales here's a hot sales lead for you! Visit 95.1 wayv dot com & click on the jobs link from Today's Best Music – 95.1 WAYV!**

2020 Sales Help Wanted Display Ad

This is **Not** Your **Ordinary** 9-5 Job

*But Then Again, We're Not  
Looking for Ordinary People!*

*Photo of woman  
In business suit*

Kiss fm   WAYV   WZXL   WTTH   WCMC   WMID   Phillies  
logo   logo   logo   logo   logo   logo   logo

**Atlantic & Cape May Counties**

***Base Salary or Draw – Your Choice!  
Unlimited Earnings Potential!  
At 100% of 1<sup>st</sup> Yr Goal Earn \$38k!  
Our Top Producers Earn  
\$60k - \$80k - \$100k***

**ON-THE-SPOT INTERVIEWS  
IMMEDIATE HIRING**

***Ever wonder what it would be like to work  
for a company that is truly dedicated to your success?  
One that recognizes & rewards your performance with great  
compensation, benefits & job security? A company whose  
products & services are rated among the very best in the industry?  
Hey, chances are you're already listening to us! Why not join us?***

***Transpose last two lines***

***Go to [www.951wayv.com](http://www.951wayv.com)  
& click on the Jobs Link***

Then in white on blue background

Equity Communications LP  
Atlantic City Radio



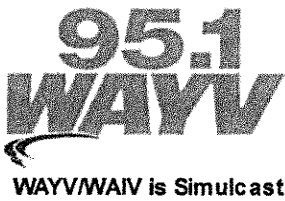
## **ATTACHMENT 4**

### **Documentation Regarding On-Air Recruitment Initiatives**

## 2021-22 EEO Outreach

Approximately 90 seconds

Equity Communications LP is committed to a policy of equal employment opportunities in staffing our digital marketing company & eight radio stations: WAYV - WAiV – WZXL – WTTH - WZBZ – WMiD - WCMC – WEZW & Digital Advertising Made Easy. We provide notification of all fulltime & parttime openings at our stations to a wide range of colleges, universities, organizations, agencies, associations, publications, social media & job search platforms. We also broadcast notices of job openings over the air when they occur. We hope to insure a diverse group of applicants – in particular female & minority candidates – are made aware of our job openings as they occur. Candidates are invited to apply for positions by mail or in person to Equity Communications Bayport One Suite 100 West Atlantic City New Jersey 08232. Applications can also be submitted via email to g fisher at equity communications dot net. Organizations & associations wishing to receive notifications of future job openings as they occur are encouraged to contact us in the same manner. All resumes & applications received by Equity Communications are retained for future reference for when job openings occur. More information about specific job openings can be obtained at each station's individual website. Equity Communications LP is an Equal Opportunity Employer.



Equity Communications LP  
 Bayport One Suite 100  
 8025 Black Horse Pike  
 West Atlantic City NJ 08232  
 Phone: 609-484-8444  
 Fax: 609-646-6331  
 production@equitycommunications.net  
 Visit: 951wayv.com

# INVOICE

NUMBER: 98207

WAYV/WAIV ATLANTIC CITY, NJ

INVOICE DATE: 11/30/21  
 PAGE: 1 TYPE: Complete  
 ACCOUNT: 37794  
 CONTRACT: 102209  
 PRODUCT: EEO OUTREACH

ACCT EXEC: HOUSE  
 Special Handli: Do Not Mail

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

EEO COMMUNITY OUTREACH

## WAYV-FM Times for 11/22/21-11/28/21

Day/Date	Time	Len	Rate	Product	Comments
Mn 11/22 A	3:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Mn 11/22 A	10:52p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Tu 11/23 A	5:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Tu 11/23 A	11:52p	60	\$0.00	EEO OUTREACH ALL STATIONS	
We 11/24 A	3:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
We 11/24 A	10:52p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Th 11/25 A	12:21a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Th 11/25 A	4:21a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Fr 11/26 A	12:21a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Fr 11/26 A	3:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Sa 11/27 A	2:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Sa 11/27 A	4:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Su 11/28 A	12:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Su 11/28 A	3:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	

Contract #0102209 11/22/21 to 11/28/21  
 EEO OUTREACH

A: 11/30 14 60's No Charge \$0.00  
 BALANCE OF INVOICE #98207 \$0.00

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Wicks Broadcast Solutions, LLC. Laz E-Forms™

11/30/21



**Equity Communications LP**  
 Bayport One Suite 100  
 8025 Black Horse Pike  
 West Atlantic City NJ 08232  
 Phone: 609-484-8444  
 Fax: 609-646-6331  
 production@equitycommunications.net  
 Visit: wzxl.com

# INVOICE

NUMBER: 98208

WZXL-FM ATLANTIC CITY, NJ

INVOICE DATE: 11/30/21  
 PAGE: 1 TYPE: Complete  
 ACCOUNT: 37794  
 CONTRACT: 30393  
 PRODUCT:

ACCT EXEC: HOUSE  
 Special Handli: No Special Instr

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

EEO COMMUNITY OUTREACH

## WZXL-FM Times for 11/1/21-11/28/21

Day/Date	Time	Len	Rate	Product	Comments
Mn 11/01	C 12:49a	60	\$0.00		
Mn 11/01	A 5:49a	60	\$0.00		
Tu 11/02	B 10:33p	60	\$0.00		
We 11/03	C 2:49a	60	\$0.00		
We 11/03	A 5:49a	60	\$0.00		
Th 11/04	B 11:49p	60	\$0.00		
Fr 11/05	A 5:49a	60	\$0.00		
Sa 11/06	D 6:34a	60	\$0.00		
Sa 11/06	D 7:49p	60	\$0.00		
Sa 11/06	B 10:49p	60	\$0.00		
Su 11/07	C 1:49a	60	\$0.00		
Su 11/07	D 11:43p	60	\$0.00		
Mn 11/08	C 2:49a	60	\$0.00		
Mn 11/08	A 5:49a	60	\$0.00		
Tu 11/09	B 11:50p	60	\$0.00		
We 11/10	C 12:49a	60	\$0.00		
We 11/10	A 5:49a	60	\$0.00		
Th 11/11	B 10:33p	60	\$0.00		
Fr 11/12	A 5:49a	60	\$0.00		
Sa 11/13	D 7:34a	60	\$0.00		
Sa 11/13	D 8:49p	60	\$0.00		
Sa 11/13	B 11:33p	60	\$0.00		
Su 11/14	C 2:49a	60	\$0.00		
Su 11/14	D 9:49p	60	\$0.00		
Mn 11/15	C 12:50a	60	\$0.00		
Mn 11/15	A 5:50a	60	\$0.00		
Tu 11/16	B 10:50p	60	\$0.00		
We 11/17	C 1:50a	60	\$0.00		
We 11/17	A 5:50a	60	\$0.00		
Th 11/18	B 11:51p	60	\$0.00		
Fr 11/19	A 5:50a	60	\$0.00		
Sa 11/20	D 7:50a	60	\$0.00		
Sa 11/20	D 7:50p	60	\$0.00		
Sa 11/20	B 10:32p	60	\$0.00		

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**Equity Communications LP**  
 Bayport One Suite 100  
 8025 Black Horse Pike  
 West Atlantic City NJ 08232  
 Phone: 609-484-8444  
 Fax: 609-646-6331  
 production@equitycommunications.net  
 Visit: wzxl.com

# INVOICE

NUMBER: 98208

WZXL-FM ATLANTIC CITY, NJ

INVOICE DATE: 11/30/21

PAGE: 2 TYPE: Complete

ACCOUNT: 37794

CONTRACT: 30393

PRODUCT:

ACCT EXEC: HOUSE

Special Handli: No Special Instr

EEO COMMUNITY OUTREACH

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

Day/Date	Time	Len	Rate	Product	Comments
Su 11/21	C 1:49a	60	\$0.00		
Su 11/21	D 10:30p	60	\$0.00		
Mn 11/22	C 2:50a	60	\$0.00		
Mn 11/22	A 5:50a	60	\$0.00		
Tu 11/23	B 11:33p	60	\$0.00		
We 11/24	C 1:50a	60	\$0.00		
We 11/24	A 5:50a	60	\$0.00		
Th 11/25	B 10:34p	60	\$0.00		
Fr 11/26	F 12:51a	60	\$0.00		
Fr 11/26	F 5:50a	60	\$0.00		
Sa 11/27	F 12:49a	60	\$0.00		
Sa 11/27	F 2:49a	60	\$0.00		
Su 11/28	F 2:49a	60	\$0.00		
Su 11/28	F 5:49a	60	\$0.00		

Contract #0030393 11/1/21 to 11/28/21

A: 11/30 11 60's No Charge	\$0.00
B: 11/30 11 60's No Charge	\$0.00
C: 11/30 11 60's No Charge	\$0.00
D: 11/30 9 60's No Charge	\$0.00
F: 11/30 6 60's No Charge	\$0.00

Total Charge:	\$0.00
BALANCE OF INVOICE #98208	\$0.00

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Wicks Broadcast Solutions, LLC. Laz E-Forms

11/30/21

THE



**WZBZ-FM - Equity Communications LP**  
 Bayport One Suite 100-102 - 8025 Black Horse Pike  
 West Atlantic City NJ 08232

Phone: 609-484-8444 Fax: 609-646-6331  
 production@equitycommunications.net Visit: 993thebuzz.com

**WZBZ/WGBZ is Simulcast**

EEO COMMUNITY OUTREACH

# INVOICE

NUMBER: 98209

WZBZ/WGBZ ATLANTIC CITY, NJ

INVOICE DATE: 11/30/21

PAGE: 1 TYPE: Complete

ACCOUNT: 37794

CONTRACT: 27264

PRODUCT:

ACCT EXEC: HOUSE

Special Handli: No Special Instr

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

## WZBZ-FM Times for 11/1/21-11/28/21

Day/Date	Time	Len	Rate	Product	Comments
Mn 11/01 C	1:16a	60	\$0.00		
Mn 11/01 A	4:16a	60	\$0.00		
Tu 11/02 C	5:16a	60	\$0.00		
Tu 11/02 B	10:18p	60	\$0.00		
We 11/03 A	4:16a	60	\$0.00		
Th 11/04 B	11:20p	60	\$0.00		
Fr 11/05 C	12:16a	60	\$0.00		
Fr 11/05 B	10:20p	60	\$0.00		
Sa 11/06 A	4:16a	60	\$0.00		
Sa 11/06 D	8:48a	60	\$0.00		
Sa 11/06 D	7:20p	60	\$0.00		
Su 11/07 D	8:20p	60	\$0.00		
Mn 11/08 C	1:16a	60	\$0.00		
Mn 11/08 A	5:16a	60	\$0.00		
Tu 11/09 C	1:16a	60	\$0.00		
Tu 11/09 B	11:18p	60	\$0.00		
We 11/10 A	4:16a	60	\$0.00		
Th 11/11 B	10:19p	60	\$0.00		
Fr 11/12 C	5:17a	60	\$0.00		
Fr 11/12 B	11:20p	60	\$0.00		
Sa 11/13 A	5:16a	60	\$0.00		
Sa 11/13 D	7:31a	60	\$0.00		
Sa 11/13 D	7:20p	60	\$0.00		
Su 11/14 D	8:50a	60	\$0.00		
Mn 11/15 C	12:17a	60	\$0.00		
Mn 11/15 A	4:17a	60	\$0.00		
Tu 11/16 C	3:17a	60	\$0.00		
Tu 11/16 B	10:18p	60	\$0.00		
We 11/17 A	5:17a	60	\$0.00		
Th 11/18 B	11:20p	60	\$0.00		
Fr 11/19 C	12:17a	60	\$0.00		
Fr 11/19 B	11:21p	60	\$0.00		
Sa 11/20 A	5:16a	60	\$0.00		
Sa 11/20 D	9:56a	60	\$0.00		

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THE



**WZBZ-FM - Equity Communications LP**  
 Bayport One Suite 100-102 - 8025 Black Horse Pike  
 West Atlantic City NJ 08232

Phone: 609-484-8444 Fax: 609-646-6331

production@equitycommunications.net Visit: 993thebuzz.com

**WZBZ/WGBZ is Simulcast**

EEO COMMUNITY OUTREACH

# INVOICE

NUMBER: 98209

WZBZ/WGBZ ATLANTIC CITY, NJ

INVOICE DATE: 11/30/21

PAGE: 2

TYPE: Complete

ACCOUNT: 37794

CONTRACT: 27264

PRODUCT:

ACCT EXEC: HOUSE

Special Handli: No Special Instr

**Terms: NET 30 DAYS**

**PAY THIS AMOUNT:**

**BY:**

Day/Date	Time	Len	Rate	Product	Comments
Sa 11/20	D 11:28p	60	\$0.00		
Su 11/21	D 11:20p	60	\$0.00		
Mn 11/22	C 12:18a	60	\$0.00		
Mn 11/22	A 5:17a	60	\$0.00		
Tu 11/23	C 3:17a	60	\$0.00		
Tu 11/23	B 11:19p	60	\$0.00		
We 11/24	A 4:17a	60	\$0.00		
Th 11/25	B 10:19p	60	\$0.00		
Sa 11/27	F 2:16a	60	\$0.00		
Sa 11/27	F 4:16a	60	\$0.00		
Su 11/28	F 12:57a	60	\$0.00		
Su 11/28	F 4:16a	60	\$0.00		

Contract #0027264 11/1/21 to 11/28/21

EEOC COMMUNITY CENTER

A: 11/30 11 60's No Charge \$0.00

B: 11/30 11 60's No Charge \$0.00

C: 11/30 11 60's No Charge \$0.00

D: 11/30 9 60's No Charge \$0.00

F: 11/30 4 60's No Charge \$0.00

Total Charge: \$0.00

BALANCE OF INVOICE #98209 \$0.00

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11/30/21



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 Bayport One Suite 100  
 8025 Black Horse Pike  
 West Atlantic City NJ 08232  
 Phone: 609-484-8444  
 Fax: 609-646-6331  
 production@equitycommunications.net  
 Visit: 961WTTH.com

# INVOICE

NUMBER: 98210

WTTH ATLANTIC CITY, NJ

INVOICE DATE: 11/30/21

PAGE: 1

TYPE: Complete

ACCOUNT: 37794

CONTRACT: 23264

PRODUCT:

ACCT EXEC: HOUSE

Special Handli: No Special Instr

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

EEO COMMUNITY OUTREACH

## WTTH-FM Times for 11/1/21-11/28/21

Day/Date	Time	Len	Rate	Product	Comments
Mn 11/01	C 12:50a	60	\$0.00		
Mn 11/01	A 5:51a	60	\$0.00		
Tu 11/02	C 3:50a	60	\$0.00		
Tu 11/02	B 10:28p	60	\$0.00		
We 11/03	A 4:50a	60	\$0.00		
Th 11/04	B 11:28p	60	\$0.00		
Fr 11/05	C 12:50a	60	\$0.00		
Fr 11/05	B 10:29p	60	\$0.00		
Sa 11/06	A 5:47a	60	\$0.00		
Sa 11/06	D 7:48p	60	\$0.00		
Sa 11/06	D 11:48p	60	\$0.00		
Su 11/07	D 10:30p	60	\$0.00		
Mn 11/08	C 1:50a	60	\$0.00		
Mn 11/08	A 4:50a	60	\$0.00		
Tu 11/09	C 12:50a	60	\$0.00		
Tu 11/09	B 11:29p	60	\$0.00		
We 11/10	A 4:50a	60	\$0.00		
Th 11/11	B 10:28p	60	\$0.00		
Fr 11/12	C 4:51a	60	\$0.00		
Fr 11/12	B 11:30p	60	\$0.00		
Sa 11/13	A 5:47a	60	\$0.00		
Sa 11/13	D 7:46p	60	\$0.00		
Sa 11/13	D 11:47p	60	\$0.00		
Su 11/14	D 8:29p	60	\$0.00		
Mn 11/15	C 12:51a	60	\$0.00		
Mn 11/15	A 4:51a	60	\$0.00		
Tu 11/16	C 3:51a	60	\$0.00		
Tu 11/16	B 10:29p	60	\$0.00		
We 11/17	A 4:51a	60	\$0.00		
Th 11/18	B 11:29p	60	\$0.00		
Fr 11/19	C 1:51a	60	\$0.00		
Fr 11/19	B 10:29p	60	\$0.00		
Sa 11/20	A 5:47a	60	\$0.00		
Sa 11/20	D 7:47p	60	\$0.00		

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Equity Communications LP  
 Bayport One Suite 100  
 8025 Black Horse Pike  
 West Atlantic City NJ 08232  
 Phone: 609-484-8444  
 Fax: 609-646-6331  
 production@equitycommunications.net  
 Visit: 961WTTH.com

# INVOICE NUMBER: 98210

WTTH ATLANTIC CITY, NJ

INVOICE DATE: 11/30/21  
 PAGE: 2 TYPE: Complete  
 ACCOUNT: 37794  
 CONTRACT: 23264  
 PRODUCT:

ACCT EXEC: HOUSE  
 Special Handli: No Special Instr

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

Day/Date	Time	Len	Rate	Product	Comments
Sa 11/20	D 10:47p	60	\$0.00		
Su 11/21	D 10:29p	60	\$0.00		
Mn 11/22	C 3:51a	60	\$0.00		
Mn 11/22	A 4:51a	60	\$0.00		
Tu 11/23	H 12:51a	60	\$0.00		
Tu 11/23	H 4:51a	60	\$0.00		
We 11/24	H 1:51a	60	\$0.00		
We 11/24	H 4:51a	60	\$0.00		
Th 11/25	H 1:52a	60	\$0.00		
Th 11/25	H 3:51a	60	\$0.00		
Fr 11/26	H 2:51a	60	\$0.00		
Fr 11/26	H 4:50a	60	\$0.00		
Sa 11/27	H 12:48a	60	\$0.00		
Sa 11/27	H 3:47a	60	\$0.00		
Su 11/28	H 2:47a	60	\$0.00		
Su 11/28	H 4:47a	60	\$0.00		

Contract #0023264 11/1/21 to 11/28/21

EEOC COMMUNITY CENTER

A: 11/30 10 60's No Charge	\$0.00
B: 11/30 9 60's No Charge	\$0.00
C: 11/30 10 60's No Charge	\$0.00
D: 11/30 9 60's No Charge	\$0.00
H: 11/30 12 60's No Charge	\$0.00

Total Charge:	\$0.00
BALANCE OF INVOICE #98210	\$0.00

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11/30/21



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Classic Oldies WMID-FM

Equity Communications LP  
Bayport One Suite 100  
8025 Black Horse Pike  
West Atlantic City NJ 08232  
Phone: 609-484-8444  
Fax: 609-646-6331  
production@equitycommunications.net  
Visit: Classicoldieswmid.com

# INVOICE

NUMBER: 98211

WMID/WCMC/WEZW ATLANTIC CITY NJ

INVOICE DATE: 11/30/21

PAGE: 1 TYPE: Complete

ACCOUNT: 37794

CONTRACT: 23264

PRODUCT:

ACCT EXEC: HOUSE

Special Handli: No Special Instr

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

## WMID-AM Times for 11/1/21-11/28/21

Day/Date	Time	Len	Rate	Product	Comments
Mn 11/01	C 12:44a	60	\$0.00		
Mn 11/01	A 5:44a	60	\$0.00		
Tu 11/02	C 3:44a	60	\$0.00		
Tu 11/02	B 10:44p	60	\$0.00		
We 11/03	A 4:44a	60	\$0.00		
Th 11/04	B 10:44p	60	\$0.00		
Fr 11/05	C 5:44a	60	\$0.00		
Fr 11/05	B 10:44p	60	\$0.00		
Sa 11/06	A 5:44a	60	\$0.00		
Sa 11/06	D 2:45p	60	\$0.00		
Sa 11/06	D 10:44p	60	\$0.00		
Su 11/07	D 6:45p	60	\$0.00		
Mn 11/08	C 2:44a	60	\$0.00		
Mn 11/08	A 4:44a	60	\$0.00		
Tu 11/09	C 12:44a	60	\$0.00		
Tu 11/09	B 10:44p	60	\$0.00		
We 11/10	A 5:44a	60	\$0.00		
Th 11/11	B 11:44p	60	\$0.00		
Fr 11/12	C 3:44a	60	\$0.00		
Fr 11/12	B 10:44p	60	\$0.00		
Sa 11/13	A 4:44a	60	\$0.00		
Sa 11/13	D 3:45p	60	\$0.00		
Sa 11/13	D 5:45p	60	\$0.00		
Su 11/14	D 12:44p	60	\$0.00		
Mn 11/15	C 12:44a	60	\$0.00		
Mn 11/15	A 5:44a	60	\$0.00		
Tu 11/16	C 3:44a	60	\$0.00		
Tu 11/16	B 10:45p	60	\$0.00		
We 11/17	A 4:44a	60	\$0.00		
Th 11/18	B 10:44p	60	\$0.00		
Fr 11/19	C 12:44a	60	\$0.00		
Fr 11/19	B 11:44p	60	\$0.00		
Sa 11/20	A 5:44a	60	\$0.00		
Sa 11/20	D 3:45p	60	\$0.00		

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Equity Communications LP  
Bayport One Suite 100  
8025 Black Horse Pike  
West Atlantic City NJ 08232  
Phone: 609-484-8444  
Fax: 609-646-6331  
production@equitycommunications.net  
Visit: Classicoldieswmid.com

# INVOICE NUMBER: 98211

WMID/WCMC/WEZW ATLANTIC CITY NJ

INVOICE DATE: 11/30/21

PAGE: 2 TYPE: Complete

ACCOUNT: 37794

CONTRACT: 23264

PRODUCT:

ACCT EXEC: HOUSE  
Special Handli: No Special Instr

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

Day/Date	Time	Len	Rate	Product	Comments
Sa 11/20	D 9:44p	60	\$0.00		
Su 11/21	D 10:44p	60	\$0.00		
Mn 11/22	C 2:44a	60	\$0.00		
Mn 11/22	A 4:44a	60	\$0.00		
Tu 11/23	F 12:44a	60	\$0.00		
Tu 11/23	F 4:44a	60	\$0.00		
We 11/24	F 1:44a	60	\$0.00		
We 11/24	F 4:44a	60	\$0.00		
Th 11/25	F 12:44a	60	\$0.00		
Th 11/25	F 3:44a	60	\$0.00		
Fr 11/26	F 1:44a	60	\$0.00		
Fr 11/26	F 10:44p	60	\$0.00		
Sa 11/27	F 12:44a	60	\$0.00		
Sa 11/27	F 11:44p	60	\$0.00		
Su 11/28	F 1:44a	60	\$0.00		
Su 11/28	F 4:44a	60	\$0.00		

Contract #0023264 11/1/21 to 11/28/21

EEOC COMMUNITY OUTRCH

A: 11/30 10 60's No Charge	\$0.00
B: 11/30 9 60's No Charge	\$0.00
C: 11/30 10 60's No Charge	\$0.00
D: 11/30 9 60's No Charge	\$0.00
F: 11/30 12 60's No Charge	\$0.00

Total Charge: \$0.00

BALANCE OF INVOICE #98211 \$0.00

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11/30/21



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**Equity Communications LP**  
 Bayport One Suite 100  
 8025 Black Horse Pike  
 West Atlantic City NJ 08232  
 Phone: 609-484-8444  
 Fax: 609-646-6331  
 production@equitycommunications.net  
 Visit: 951wayv.com

# INVOICE

NUMBER: 98482

WAYV/WAIV ATLANTIC CITY, NJ

INVOICE DATE: 12/31/21

PAGE: 1 TYPE: Complete

ACCOUNT: 37727

CONTRACT: 102209

PRODUCT: EEO OUTREACH

Salesperson: HOUSE

Special Handli: Do Not Mail

EEO COMMUNITY OUTREACH

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

## WAYV-FM Times for 11/29/21-12/26/21

Day/Date	Time	Len	Rate	Product	Comments
Mn 11/29 A	1:47a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Mn 11/29 A	4:21a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Tu 11/30 A	5:47a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Tu 11/30 A	10:50p	60	\$0.00	EEO OUTREACH ALL STATIONS	
We 12/01 A	12:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
We 12/01 A	11:50p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Th 12/02 A	12:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Th 12/02 A	10:51p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Fr 12/03 A	5:47a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Fr 12/03 A	11:51p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Sa 12/04 A	5:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Sa 12/04 A	10:52p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Su 12/05 A	1:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Su 12/05 A	11:51p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Mn 12/06 A	1:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Mn 12/06 A	5:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Tu 12/07 A	1:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	

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 Bayport One Suite 100  
 8025 Black Horse Pike  
 West Atlantic City NJ 08232  
 Phone: 609-484-8444  
 Fax: 609-646-6331  
 production@equitycommunications.net  
 Visit: 951wayv.com

# INVOICE

NUMBER: 98482

WAYV/WAIV ATLANTIC CITY, NJ

INVOICE DATE: 12/31/21

PAGE: 2 TYPE: Complete

ACCOUNT: 37727

CONTRACT: 102209

PRODUCT: EEO OUTREACH

Salesperson: HOUSE

Special Handli: Do Not Mail

EEO COMMUNITY OUTREACH

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

Day/Date	Time	Len	Rate	Product	Comments
Tu 12/07	A 10:52p	60	\$0.00	EEO OUTREACH ALL STATIONS	
We 12/08	A 3:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
We 12/08	A 11:53p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Th 12/09	A 2:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Th 12/09	A 5:47a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Fr 12/10	A 2:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Fr 12/10	A 5:47a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Sa 12/11	A 12:21a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Sa 12/11	A 2:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Su 12/12	A 2:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Su 12/12	A 5:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Mn 12/13	A 12:21a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Mn 12/13	A 4:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Tu 12/14	A 2:21a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Tu 12/14	A 5:47a	60	\$0.00	EEO OUTREACH ALL STATIONS	
We 12/15	A 12:21a	60	\$0.00	EEO OUTREACH ALL STATIONS	
We 12/15	A 4:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	

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WAYV/WAIV is Simulcast

Equity Communications LP  
 Bayport One Suite 100  
 8025 Black Horse Pike  
 West Atlantic City NJ 08232  
 Phone: 609-484-8444  
 Fax: 609-646-6331  
 production@equitycommunications.net  
 Visit: 951wayv.com

# INVOICE NUMBER: 98482

WAYV/WAIV ATLANTIC CITY, NJ

INVOICE DATE: 12/31/21

PAGE: 3 TYPE: Complete

ACCOUNT: 37727

CONTRACT: 102209

PRODUCT: EEO OUTREACH

Salesperson: HOUSE

Special Handli: Do Not Mail

EEO COMMUNITY OUTREACH

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

Day/Date	Time	Len	Rate	Product	Comments
Th 12/16	A 2:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Th 12/16	A 5:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Fr 12/17	A 2:21a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Fr 12/17	A 4:21a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Sa 12/18	A 2:21a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Sa 12/18	A 5:48a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Su 12/19	A 1:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Su 12/19	A 4:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Mn 12/20	A 12:21a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Mn 12/20	A 3:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Tu 12/21	A 12:21a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Tu 12/21	A 4:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
We 12/22	A 12:21a	60	\$0.00	EEO OUTREACH ALL STATIONS	
We 12/22	A 2:21a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Th 12/23	A 12:21a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Th 12/23	A 4:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Fr 12/24	A 1:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	

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 8025 Black Horse Pike  
 West Atlantic City NJ 08232  
 Phone: 609-484-8444  
 Fax: 609-646-6331  
 production@equitycommunications.net  
 Visit: 951wayv.com

# INVOICE

NUMBER: 98482

WAYV/WAIV ATLANTIC CITY, NJ  
 INVOICE DATE: 12/31/21  
 PAGE: 4 TYPE: Complete  
 ACCOUNT: 37727  
 CONTRACT: 102209  
 PRODUCT: EEO OUTREACH

Salesperson: HOUSE  
 Special Handli: Do Not Mail

**Terms:** NET 30 DAYS

**PAY THIS AMOUNT:**

**BY:**

Day/Date	Time	Len	Rate	Product	Comments
Fr 12/24	A 10:52p	60	\$0.00	EEO OUTREACH	
				ALL STATIONS	
Sa 12/25	A 1:46a	60	\$0.00	EEO OUTREACH	
				ALL STATIONS	
Sa 12/25	A 10:51p	60	\$0.00	EEO OUTREACH	
				ALL STATIONS	
Su 12/26	A 12:21a	60	\$0.00	EEO OUTREACH	
				ALL STATIONS	
Su 12/26	A 3:46a	60	\$0.00	EEO OUTREACH	
				ALL STATIONS	

Contract #0102209 11/29/21 to 12/26/21  
 EEO OUTREACH

A: 12/31 56 60's No Charge \$0.00  
 BALANCE OF INVOICE #98482 \$0.00

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 Bayport One Suite 100  
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 West Atlantic City NJ 08232  
 Phone: 609-484-8444  
 Fax: 609-646-6331  
 production@equitycommunications.net  
 Visit: wzxl.com

# INVOICE NUMBER: 98483

WZXL-FM ATLANTIC CITY, NJ  
 INVOICE DATE: 12/31/21  
 PAGE: 1 TYPE: Complete  
 ACCOUNT: 37727  
 CONTRACT: 30393  
 PRODUCT:

Salesperson: HOUSE  
 Special Handli: No Special Instr

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

EEO COMMUNITY OUTREACH

## WZXL-FM Times for 11/29/21-12/26/21

Day/Date	Time	Len	Rate	Product	Comments
Mn 11/29	F 12:50a	60	\$0.00		
Mn 11/29	F 2:50a	60	\$0.00		
Tu 11/30	F 1:49a	60	\$0.00		
Tu 11/30	F 5:49a	60	\$0.00		
We 12/01	F 12:49a	60	\$0.00		
We 12/01	F 2:49a	60	\$0.00		
Th 12/02	F 1:49a	60	\$0.00		
Th 12/02	F 5:49a	60	\$0.00		
Fr 12/03	F 12:49a	60	\$0.00		
Fr 12/03	F 2:49a	60	\$0.00		
Sa 12/04	F 5:49a	60	\$0.00		
Sa 12/04	F 10:50p	60	\$0.00		
Su 12/05	F 1:49a	60	\$0.00		
Su 12/05	F 11:43p	60	\$0.00		
Mn 12/06	F 5:50a	60	\$0.00		
Mn 12/06	F 10:50p	60	\$0.00		
Tu 12/07	F 1:50a	60	\$0.00		
Tu 12/07	F 10:50p	60	\$0.00		
We 12/08	F 12:50a	60	\$0.00		
We 12/08	F 5:50a	60	\$0.00		
Th 12/09	F 1:50a	60	\$0.00		
Th 12/09	F 11:51p	60	\$0.00		
Fr 12/10	F 12:50a	60	\$0.00		
Fr 12/10	F 5:50a	60	\$0.00		
Sa 12/11	F 2:50a	60	\$0.00		
Sa 12/11	F 10:51p	60	\$0.00		
Su 12/12	F 12:49a	60	\$0.00		
Su 12/12	F 2:49a	60	\$0.00		
Mn 12/13	F 12:50a	60	\$0.00		
Mn 12/13	F 2:50a	60	\$0.00		
Tu 12/14	F 2:50a	60	\$0.00		
Tu 12/14	F 5:51a	60	\$0.00		
We 12/15	F 12:51a	60	\$0.00		
We 12/15	F 2:50a	60	\$0.00		

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 Bayport One Suite 100  
 8025 Black Horse Pike  
 West Atlantic City NJ 08232  
 Phone: 609-484-8444  
 Fax: 609-646-6331  
 production@equitycommunications.net  
 Visit: wzxl.com

# INVOICE NUMBER: 98483

WZXL-FM ATLANTIC CITY, NJ  
 INVOICE DATE: 12/31/21  
 PAGE: 2 TYPE: Complete  
 ACCOUNT: 37727  
 CONTRACT: 30393  
 PRODUCT:

Salesperson: HOUSE  
 Special Handli: No Special Instr

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

Day/Date	Time	Len	Rate	Product	Comments
Th 12/16	F 2:50a	60	\$0.00		
Th 12/16	F 5:50a	60	\$0.00		
Fr 12/17	F 12:50a	60	\$0.00		
Fr 12/17	F 2:50a	60	\$0.00		
Sa 12/18	F 2:50a	60	\$0.00		
Sa 12/18	F 5:50a	60	\$0.00		
Su 12/19	F 1:49a	60	\$0.00		
Su 12/19	F 2:49a	60	\$0.00		
Mn 12/20	F 2:50a	60	\$0.00		
Mn 12/20	F 5:50a	60	\$0.00		
Tu 12/21	F 12:51a	60	\$0.00		
Tu 12/21	F 2:50a	60	\$0.00		
We 12/22	F 2:50a	60	\$0.00		
We 12/22	F 5:50a	60	\$0.00		
Th 12/23	F 12:50a	60	\$0.00		
Th 12/23	F 2:50a	60	\$0.00		
Fr 12/24	F 2:49a	60	\$0.00		
Fr 12/24	F 5:49a	60	\$0.00		
Sa 12/25	F 1:49a	60	\$0.00		
Sa 12/25	F 10:50p	60	\$0.00		
Su 12/26	F 5:50a	60	\$0.00		
Su 12/26	F 11:44p	60	\$0.00		

Contract #0030393 11/29/21 to 12/26/21

F: 12/31 56 60's No Charge

BALANCE OF INVOICE #98483

\$0.00

\$0.00

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THE



**WZBZ-FM - Equity Communications LP**  
 Bayport One Suite 100-102 - 8025 Black Horse Pike

West Atlantic City NJ 08232

Phone: 609-484-8444 Fax: 609-646-6331

production@equitycommunications.net Visit: 993thebuzz.com

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EEO COMMUNITY OUTREACH

# INVOICE

NUMBER: 98484

WZBZ/WGBZ ATLANTIC CITY, NJ

INVOICE DATE: 12/31/21

PAGE: 1

TYPE: Complete

ACCOUNT: 37727

CONTRACT: 27264

PRODUCT:

Salesperson: HOUSE

Special Handli: No Special Instr

**Terms: NET 30 DAYS**

**PAY THIS AMOUNT:**

**BY:**

## WZBZ-FM Times for 11/29/21-12/26/21

Day/Date	Time	Len	Rate	Product	Comments
Mn 11/29	F 1:16a	60	\$0.00		
Mn 11/29	F 3:16a	60	\$0.00		
Tu 11/30	F 12:16a	60	\$0.00		
Tu 11/30	F 4:16a	60	\$0.00		
We 12/01	F 2:16a	60	\$0.00		
We 12/01	F 3:16a	60	\$0.00		
Th 12/02	F 1:16a	60	\$0.00		
Th 12/02	F 5:16a	60	\$0.00		
Fr 12/03	F 2:16a	60	\$0.00		
Fr 12/03	F 4:16a	60	\$0.00		
Sa 12/04	F 1:16a	60	\$0.00		
Sa 12/04	F 5:16a	60	\$0.00		
Su 12/05	F 1:17a	60	\$0.00		
Su 12/05	F 3:16a	60	\$0.00		
Mn 12/06	F 4:16a	60	\$0.00		
Mn 12/06	F 10:20p	60	\$0.00		
Tu 12/07	F 3:16a	60	\$0.00		
Tu 12/07	F 10:21p	60	\$0.00		
We 12/08	F 12:17a	60	\$0.00		
We 12/08	F 4:16a	60	\$0.00		
Th 12/09	F 12:17a	60	\$0.00		
Th 12/09	F 2:17a	60	\$0.00		
Fr 12/10	F 1:17a	60	\$0.00		
Fr 12/10	F 5:17a	60	\$0.00		
Sa 12/11	F 12:17a	60	\$0.00		
Sa 12/11	F 4:16a	60	\$0.00		
Su 12/12	F 1:17a	60	\$0.00		
Su 12/12	F 5:16a	60	\$0.00		
Mn 12/13	F 1:17a	60	\$0.00		
Mn 12/13	F 4:16a	60	\$0.00		
Tu 12/14	F 3:16a	60	\$0.00		
Tu 12/14	F 5:16a	60	\$0.00		
We 12/15	F 2:17a	60	\$0.00		
We 12/15	F 4:16a	60	\$0.00		

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THE



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 West Atlantic City NJ 08232

Phone: 609-484-8444 Fax: 609-646-6331  
 production@equitycommunications.net Visit: 993thebuzz.com

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EEO COMMUNITY OUTREACH

# INVOICE

NUMBER: 98484

WZBZ/WGBZ ATLANTIC CITY, NJ

INVOICE DATE: 12/31/21

PAGE: 2

TYPE: Complete

ACCOUNT: 37727

CONTRACT: 27264

PRODUCT:

Salesperson: HOUSE

Special Handli: No Special Instr

**Terms: NET 30 DAYS**

**PAY THIS AMOUNT:**

**BY:**

Day/Date	Time	Len	Rate	Product	Comments
Th 12/16	F 1:17a	60	\$0.00		
Th 12/16	F 5:16a	60	\$0.00		
Fr 12/17	F 2:17a	60	\$0.00		
Fr 12/17	F 4:17a	60	\$0.00		
Sa 12/18	F 1:17a	60	\$0.00		
Sa 12/18	F 5:16a	60	\$0.00		
Su 12/19	F 12:58a	60	\$0.00		
Su 12/19	F 3:16a	60	\$0.00		
Mn 12/20	F 1:17a	60	\$0.00		
Mn 12/20	F 5:16a	60	\$0.00		
Tu 12/21	F 12:17a	60	\$0.00		
Tu 12/21	F 3:16a	60	\$0.00		
We 12/22	F 2:17a	60	\$0.00		
We 12/22	F 4:16a	60	\$0.00		
Th 12/23	F 12:17a	60	\$0.00		
Th 12/23	F 2:17a	60	\$0.00		
Fr 12/24	F 12:16a	60	\$0.00		
Fr 12/24	F 4:16a	60	\$0.00		
Sa 12/25	F 2:16a	60	\$0.00		
Sa 12/25	F 11:58p	60	\$0.00		
Su 12/26	F 4:17a	60	\$0.00		
Su 12/26	F 10:21p	60	\$0.00		

Contract #0027264 11/29/21 to 12/26/21

EEOC COMMUNITY CENTER

F: 12/31 56 60's No Charge

\$0.00

BALANCE OF INVOICE #98484

\$0.00

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 Bayport One Suite 100  
 8025 Black Horse Pike  
 West Atlantic City NJ 08232  
 Phone: 609-484-8444  
 Fax: 609-646-6331  
 production@equitycommunications.net  
 Visit: 961WTTH.com

# INVOICE

NUMBER: 98485

WTTH ATLANTIC CITY, NJ

INVOICE DATE: 12/31/21

PAGE: 1

TYPE: Complete

ACCOUNT: 37727

CONTRACT: 23264

PRODUCT:

Salesperson: HOUSE

Special Handli: No Special Instr

EEO COMMUNITY OUTREACH

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

## WTTH-FM Times for 11/29/21-12/26/21

Day/Date	Time	Len	Rate	Product	Comments
Mn 11/29	H 12:50a	60	\$0.00		
Mn 11/29	H 3:50a	60	\$0.00		
Tu 11/30	H 1:50a	60	\$0.00		
Tu 11/30	H 4:50a	60	\$0.00		
We 12/01	H 12:50a	60	\$0.00		
We 12/01	H 3:50a	60	\$0.00		
Th 12/02	H 2:50a	60	\$0.00		
Th 12/02	H 4:50a	60	\$0.00		
Fr 12/03	H 12:51a	60	\$0.00		
Fr 12/03	H 3:51a	60	\$0.00		
Sa 12/04	H 2:47a	60	\$0.00		
Sa 12/04	H 4:48a	60	\$0.00		
Su 12/05	H 2:47a	60	\$0.00		
Su 12/05	H 5:47a	60	\$0.00		
Mn 12/06	H 1:51a	60	\$0.00		
Mn 12/06	H 4:50a	60	\$0.00		
Tu 12/07	H 12:51a	60	\$0.00		
Tu 12/07	H 3:51a	60	\$0.00		
We 12/08	H 1:51a	60	\$0.00		
We 12/08	H 4:50a	60	\$0.00		
Th 12/09	H 1:51a	60	\$0.00		
Th 12/09	H 5:51a	60	\$0.00		
Fr 12/10	H 2:51a	60	\$0.00		
Fr 12/10	H 4:50a	60	\$0.00		
Sa 12/11	H 1:48a	60	\$0.00		
Sa 12/11	H 3:48a	60	\$0.00		
Su 12/12	H 2:48a	60	\$0.00		
Su 12/12	H 4:47a	60	\$0.00		
Mn 12/13	H 1:51a	60	\$0.00		
Mn 12/13	H 3:51a	60	\$0.00		
Tu 12/14	H 2:51a	60	\$0.00		
Tu 12/14	H 4:50a	60	\$0.00		
We 12/15	H 12:51a	60	\$0.00		
We 12/15	H 3:51a	60	\$0.00		

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 Fax: 609-646-6331  
 production@equitycommunications.net  
 Visit: 961WTTH.com

# INVOICE

NUMBER: 98485

WTTH ATLANTIC CITY, NJ

INVOICE DATE: 12/31/21

PAGE: 2

TYPE: Complete

ACCOUNT: 37727

CONTRACT: 23264

PRODUCT:

Salesperson: HOUSE

Special Handli: No Special Instr

EEO COMMUNITY OUTREACH

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

Day/Date	Time	Len	Rate	Product	Comments
Th 12/16	H 2:51a	60	\$0.00		
Th 12/16	H 4:51a	60	\$0.00		
Fr 12/17	H 2:51a	60	\$0.00		
Fr 12/17	H 5:51a	60	\$0.00		
Sa 12/18	H 1:48a	60	\$0.00		
Sa 12/18	H 4:48a	60	\$0.00		
Su 12/19	H 2:48a	60	\$0.00		
Su 12/19	H 5:47a	60	\$0.00		
Mn 12/20	H 1:51a	60	\$0.00		
Mn 12/20	H 4:50a	60	\$0.00		
Tu 12/21	H 12:51a	60	\$0.00		
Tu 12/21	H 5:50a	60	\$0.00		
We 12/22	H 1:50a	60	\$0.00		
We 12/22	H 10:48p	60	\$0.00		
Th 12/23	H 12:52a	60	\$0.00		
Th 12/23	H 2:51a	60	\$0.00		
Fr 12/24	H 12:50a	60	\$0.00		
Fr 12/24	H 4:50a	60	\$0.00		
Sa 12/25	H 12:47a	60	\$0.00		
Sa 12/25	H 2:47a	60	\$0.00		
Su 12/26	H 12:47a	60	\$0.00		
Su 12/26	H 4:47a	60	\$0.00		

Contract #0023264 11/29/21 to 12/26/21

EEOC COMMUNITY CENTER

H: 12/31 56 60's No Charge

\$0.00

BALANCE OF INVOICE #98485

\$0.00

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West Atlantic City NJ 08232  
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Fax: 609-646-6331  
production@equitycommunications.net  
Visit: Classicoldieswmid.com

# INVOICE

NUMBER: 98486

WMID/WCMC/WEZW ATLANTIC CITY NJ

INVOICE DATE: 12/31/21

PAGE: 1

TYPE: Complete

ACCOUNT: 37727

CONTRACT: 23264

PRODUCT:

Salesperson: HOUSE

Special Handli: No Special Instr

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

## WMID-AM Times for 11/29/21-12/26/21

Day/Date	Time	Len	Rate	Product	Comments
Mn 11/29	F 12:44a	60	\$0.00		
Mn 11/29	F 10:44p	60	\$0.00		
Tu 11/30	F 1:44a	60	\$0.00		
Tu 11/30	F 10:44p	60	\$0.00		
We 12/01	F 12:44a	60	\$0.00		
We 12/01	F 10:45p	60	\$0.00		
Th 12/02	F 1:44a	60	\$0.00		
Th 12/02	F 10:44p	60	\$0.00		
Fr 12/03	F 12:44a	60	\$0.00		
Fr 12/03	F 11:44p	60	\$0.00		
Sa 12/04	F 1:44a	60	\$0.00		
Sa 12/04	F 11:44p	60	\$0.00		
Su 12/05	F 12:44a	60	\$0.00		
Su 12/05	F 10:45p	60	\$0.00		
Mn 12/06	F 5:44a	60	\$0.00		
Mn 12/06	F 10:45p	60	\$0.00		
Tu 12/07	F 12:44a	60	\$0.00		
Tu 12/07	F 3:44a	60	\$0.00		
We 12/08	F 1:44a	60	\$0.00		
We 12/08	F 4:44a	60	\$0.00		
Th 12/09	F 12:44a	60	\$0.00		
Th 12/09	F 3:44a	60	\$0.00		
Fr 12/10	F 1:44a	60	\$0.00		
Fr 12/10	F 4:44a	60	\$0.00		
Sa 12/11	F 12:44a	60	\$0.00		
Sa 12/11	F 3:44a	60	\$0.00		
Su 12/12	F 1:44a	60	\$0.00		
Su 12/12	F 4:44a	60	\$0.00		
Mn 12/13	F 12:44a	60	\$0.00		
Mn 12/13	F 3:44a	60	\$0.00		
Tu 12/14	F 1:44a	60	\$0.00		
Tu 12/14	F 10:45p	60	\$0.00		
We 12/15	F 12:44a	60	\$0.00		
We 12/15	F 3:44a	60	\$0.00		

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8025 Black Horse Pike  
West Atlantic City NJ 08232  
Phone: 609-484-8444  
Fax: 609-646-6331  
production@equitycommunications.net  
Visit: Classicoldieswmid.com

# INVOICE

NUMBER: 98486

WMID/WCMC/WEZW ATLANTIC CITY NJ  
INVOICE DATE: 12/31/21  
PAGE: 2 TYPE: Complete  
ACCOUNT: 37727  
CONTRACT: 23264  
PRODUCT:

Salesperson: HOUSE  
Special Handli: No Special Instr

**Terms:** NET 30 DAYS

**PAY THIS AMOUNT:**

**BY:**

Day/Date	Time	Len	Rate	Product	Comments
Th 12/16	F 4:44a	60	\$0.00		
Th 12/16	F 10:45p	60	\$0.00		
Fr 12/17	F 12:44a	60	\$0.00		
Fr 12/17	F 3:44a	60	\$0.00		
Sa 12/18	F 1:44a	60	\$0.00		
Sa 12/18	F 4:44a	60	\$0.00		
Su 12/19	F 12:44a	60	\$0.00		
Su 12/19	F 3:44a	60	\$0.00		
Mn 12/20	F 1:44a	60	\$0.00		
Mn 12/20	F 4:44a	60	\$0.00		
Tu 12/21	F 12:44a	60	\$0.00		
Tu 12/21	F 10:44p	60	\$0.00		
We 12/22	F 1:44a	60	\$0.00		
We 12/22	F 4:44a	60	\$0.00		
Th 12/23	F 12:44a	60	\$0.00		
Th 12/23	F 3:44a	60	\$0.00		
Fr 12/24	F 1:44a	60	\$0.00		
Fr 12/24	F 9:44p	60	\$0.00		
Sa 12/25	F 12:44a	60	\$0.00		
Sa 12/25	F 3:44a	60	\$0.00		
Su 12/26	F 1:44a	60	\$0.00		
Su 12/26	F 4:44a	60	\$0.00		

Contract #0023264 11/29/21 to 12/26/21

EEOC COMMUNITY OUTRCH

F: 12/31 56 60's No Charge

BALANCE OF INVOICE #98486

\$0.00

\$0.00

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**Equity Communications LP**  
 Bayport One Suite 100  
 8025 Black Horse Pike  
 West Atlantic City NJ 08232  
 Phone: 609-484-8444  
 Fax: 609-646-6331  
 production@equitycommunications.net  
 Visit: 951wayv.com

# INVOICE

NUMBER: 98756

WAYV/WAIV ATLANTIC CITY, NJ

INVOICE DATE: 1/31/22

PAGE: 1 TYPE: Complete

ACCOUNT: 37727

CONTRACT: 102209

PRODUCT: EEO OUTREACH

Salesperson: HOUSE

Special Handli: Do Not Mail

EEO COMMUNITY OUTREACH

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

## WAYV-FM Times for 12/27/21-1/30/22

Day/Date	Time	Len	Rate	Product	Comments
Mn 12/27	A 2:20a	60	\$0.00	EEO OUTREACH	
				ALL STATIONS	
Mn 12/27	A 10:51p	60	\$0.00	EEO OUTREACH	
				ALL STATIONS	
Tu 12/28	A 12:21a	60	\$0.00	EEO OUTREACH	
				ALL STATIONS	
Tu 12/28	A 3:46a	60	\$0.00	EEO OUTREACH	
				ALL STATIONS	
We 12/29	A 2:20a	60	\$0.00	EEO OUTREACH	
				ALL STATIONS	
We 12/29	A 4:20a	60	\$0.00	EEO OUTREACH	
				ALL STATIONS	
Th 12/30	A 12:21a	60	\$0.00	EEO OUTREACH	
				ALL STATIONS	
Th 12/30	A 3:46a	60	\$0.00	EEO OUTREACH	
				ALL STATIONS	
Fr 12/31	A 1:46a	60	\$0.00	EEO OUTREACH	
				ALL STATIONS	
Fr 12/31	A 11:51p	60	\$0.00	EEO OUTREACH	
				ALL STATIONS	
Sa 1/01	A 3:46a	60	\$0.00	EEO OUTREACH	
				ALL STATIONS	
Sa 1/01	A 11:51p	60	\$0.00	EEO OUTREACH	
				ALL STATIONS	
Su 1/02	A 5:46a	60	\$0.00	EEO OUTREACH	
				ALL STATIONS	
Su 1/02	A 10:50p	60	\$0.00	EEO OUTREACH	
				ALL STATIONS	
Mn 1/03	A 1:46a	60	\$0.00	EEO OUTREACH	
				ALL STATIONS	
Mn 1/03	A 11:51p	60	\$0.00	EEO OUTREACH	
				ALL STATIONS	
Tu 1/04	A 4:20a	60	\$0.00	EEO OUTREACH	
				ALL STATIONS	

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# INVOICE

NUMBER: 98756

WAYV/WAIV ATLANTIC CITY, NJ

INVOICE DATE: 1/31/22

PAGE: 2

TYPE: Complete

ACCOUNT: 37727

CONTRACT: 102209

PRODUCT: EEO OUTREACH

Salesperson: HOUSE

Special Handli: Do Not Mail

EEO COMMUNITY OUTREACH

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

Day/Date	Time	Len	Rate	Product	Comments
Tu 1/04 A	10:50p	60	\$0.00	EEO OUTREACH ALL STATIONS	
We 1/05 A	1:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
We 1/05 A	3:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Th 1/06 B	3:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Th 1/06 A	11:17p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Fr 1/07 B	12:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Fr 1/07 A	10:51p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Sa 1/08 B	3:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Sa 1/08 A	11:51p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Su 1/09 B	12:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Su 1/09 A	10:00p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Mn 1/10 B	5:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Mn 1/10 A	11:18p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Tu 1/11 B	12:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Tu 1/11 A	10:02p	60	\$0.00	EEO OUTREACH ALL STATIONS	
We 1/12 B	3:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
We 1/12 A	11:50p	60	\$0.00	EEO OUTREACH ALL STATIONS	

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# INVOICE

NUMBER: 98756

WAYV/WAIV ATLANTIC CITY, NJ

INVOICE DATE: 1/31/22

PAGE: 3 TYPE: Complete

ACCOUNT: 37727

CONTRACT: 102209

PRODUCT: EEO OUTREACH

Salesperson: HOUSE

Special Handli: Do Not Mail

EEO COMMUNITY OUTREACH

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

Day/Date	Time	Len	Rate	Product	Comments
Th 1/13 B	12:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Th 1/13 A	10:02p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Fr 1/14 B	3:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Fr 1/14 A	11:18p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Sa 1/15 B	12:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Sa 1/15 A	11:50p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Su 1/16 B	2:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Su 1/16 A	10:46p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Mn 1/17 B	12:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Mn 1/17 A	11:17p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Tu 1/18 B	3:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Tu 1/18 A	10:01p	60	\$0.00	EEO OUTREACH ALL STATIONS	
We 1/19 B	12:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
We 1/19 A	11:17p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Th 1/20 B	3:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Th 1/20 A	11:17p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Fr 1/21 B	5:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	

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 Visit: 951wayv.com

# INVOICE

NUMBER: 98756

WAYV/WAIV ATLANTIC CITY, NJ

INVOICE DATE: 1/31/22

PAGE: 4

TYPE: Complete

ACCOUNT: 37727

CONTRACT: 102209

PRODUCT: EEO OUTREACH

Salesperson: HOUSE

Special Handli: Do Not Mail

EEO COMMUNITY OUTREACH

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

Day/Date	Time	Len	Rate	Product	Comments
Fr 1/21 A	11:18p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Sa 1/22 B	3:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Sa 1/22 A	10:02p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Su 1/23 B	12:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Su 1/23 A	11:17p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Mn 1/24 B	3:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Mn 1/24 A	11:50p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Tu 1/25 B	12:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Tu 1/25 A	11:50p	60	\$0.00	EEO OUTREACH ALL STATIONS	
We 1/26 B	3:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
We 1/26 A	11:17p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Th 1/27 B	5:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Th 1/27 A	11:17p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Fr 1/28 B	3:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Fr 1/28 A	11:50p	60	\$0.00	EEO OUTREACH ALL STATIONS	
Sa 1/29 B	12:20a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Sa 1/29 A	11:17p	60	\$0.00	EEO OUTREACH ALL STATIONS	

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 production@equitycommunications.net  
 Visit: 951wayv.com

# INVOICE NUMBER: 98756

WAYV/WAIV ATLANTIC CITY, NJ  
 INVOICE DATE: 1/31/22  
 PAGE: 5 TYPE: Complete  
 ACCOUNT: 37727  
 CONTRACT: 102209  
 PRODUCT: EEO OUTREACH

Salesperson: HOUSE  
 Special Handli: Do Not Mail

Terms: NET 30 DAYS

PAY THIS AMOUNT:	BY:
------------------	-----

EEO COMMUNITY OUTREACH

Day/Date	Time	Len	Rate	Product	Comments
Su 1/30 B	3:46a	60	\$0.00	EEO OUTREACH ALL STATIONS	
Su 1/30 A	11:51p	60	\$0.00	EEO OUTREACH ALL STATIONS	

Contract #0102209 12/27/21 to 1/30/22  
 EEO OUTREACH

A:	1/31 45 60's No Charge	\$0.00
B:	1/31 25 60's No Charge	\$0.00
Total Charge:		\$0.00
BALANCE OF INVOICE #98756		\$0.00

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 Visit: wzxl.com

# INVOICE

NUMBER: 98757

WZXL-FM ATLANTIC CITY, NJ

INVOICE DATE: 1/31/22

PAGE: 1

TYPE: Complete

ACCOUNT: 37727

CONTRACT: 30393

PRODUCT:

Salesperson: HOUSE

Special Handli: No Special Instr

EEO COMMUNITY OUTREACH

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

## WZXL-FM Times for 12/27/21-1/30/22

Day/Date	Time	Len	Rate	Product	Comments
Mn 12/27	F 12:50a	60	\$0.00		
Mn 12/27	F 2:49a	60	\$0.00		
Tu 12/28	F 12:49a	60	\$0.00		
Tu 12/28	F 5:50a	60	\$0.00		
We 12/29	F 2:49a	60	\$0.00		
We 12/29	F 10:50p	60	\$0.00		
Th 12/30	F 12:49a	60	\$0.00		
Th 12/30	F 10:50p	60	\$0.00		
Fr 12/31	F 12:49a	60	\$0.00		
Fr 12/31	F 11:50p	60	\$0.00		
Sa 1/01	F 1:49a	60	\$0.00		
Sa 1/01	F 10:49p	60	\$0.00		
Su 1/02	F 1:49a	60	\$0.00		
Su 1/02	F 10:30p	60	\$0.00		
Mn 1/03	F 1:49a	60	\$0.00		
Mn 1/03	F 10:49p	60	\$0.00		
Tu 1/04	G 1:49a	60	\$0.00		
Tu 1/04	F 10:49p	60	\$0.00		
We 1/05	G 5:49a	60	\$0.00		
We 1/05	F 11:49p	60	\$0.00		
Th 1/06	G 1:49a	60	\$0.00		
Th 1/06	F 10:49p	60	\$0.00		
Fr 1/07	G 12:49a	60	\$0.00		
Fr 1/07	F 11:49p	60	\$0.00		
Sa 1/08	G 2:49a	60	\$0.00		
Sa 1/08	F 10:50p	60	\$0.00		
Su 1/09	G 12:49a	60	\$0.00		
Su 1/09	F 11:18p	60	\$0.00		
Mn 1/10	G 2:49a	60	\$0.00		
Mn 1/10	F 10:32p	60	\$0.00		
Tu 1/11	G 12:49a	60	\$0.00		
Tu 1/11	F 11:49p	60	\$0.00		
We 1/12	G 2:49a	60	\$0.00		
We 1/12	F 10:49p	60	\$0.00		

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 West Atlantic City NJ 08232  
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 Fax: 609-646-6331  
 production@equitycommunications.net  
 Visit: wzxl.com

# INVOICE

NUMBER: 98757

WZXL-FM ATLANTIC CITY, NJ

INVOICE DATE: 1/31/22

PAGE: 2 TYPE: Complete

ACCOUNT: 37727

CONTRACT: 30393

PRODUCT:

Salesperson: HOUSE

Special Handli: No Special Instr

EEO COMMUNITY OUTREACH

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

Day/Date	Time	Len	Rate	Product	Comments
Th 1/13	G 12:49a	60	\$0.00		
Th 1/13	F 11:32p	60	\$0.00		
Fr 1/14	G 2:49a	60	\$0.00		
Fr 1/14	F 10:32p	60	\$0.00		
Sa 1/15	G 12:49a	60	\$0.00		
Sa 1/15	F 11:49p	60	\$0.00		
Su 1/16	G 2:49a	60	\$0.00		
Su 1/16	F 10:05p	60	\$0.00		
Mn 1/17	G 5:49a	60	\$0.00		
Mn 1/17	F 11:49p	60	\$0.00		
Tu 1/18	G 5:49a	60	\$0.00		
Tu 1/18	F 10:50p	60	\$0.00		
We 1/19	G 5:50a	60	\$0.00		
We 1/19	F 11:50p	60	\$0.00		
Th 1/20	G 5:49a	60	\$0.00		
Th 1/20	F 10:49p	60	\$0.00		
Fr 1/21	G 12:49a	60	\$0.00		
Fr 1/21	F 11:33p	60	\$0.00		
Sa 1/22	G 2:49a	60	\$0.00		
Sa 1/22	F 10:49p	60	\$0.00		
Su 1/23	G 12:49a	60	\$0.00		
Su 1/23	F 11:44p	60	\$0.00		
Mn 1/24	G 2:49a	60	\$0.00		
Mn 1/24	F 10:32p	60	\$0.00		
Tu 1/25	G 12:49a	60	\$0.00		
Tu 1/25	F 11:50p	60	\$0.00		
We 1/26	G 2:49a	60	\$0.00		
We 1/26	F 10:32p	60	\$0.00		
Th 1/27	G 12:49a	60	\$0.00		
Th 1/27	F 11:49p	60	\$0.00		
Fr 1/28	G 2:49a	60	\$0.00		
Fr 1/28	F 11:49p	60	\$0.00		
Sa 1/29	G 12:49a	60	\$0.00		
Sa 1/29	F 11:49p	60	\$0.00		
Su 1/30	G 5:49a	60	\$0.00		

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# INVOICE NUMBER: 98757

WZXL-FM ATLANTIC CITY, NJ

INVOICE DATE: 1/31/22

PAGE: 3

TYPE: Complete

ACCOUNT: 37727

CONTRACT: 30393

PRODUCT:

Salesperson: HOUSE

Special Handli: No Special Instr

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

EEO COMMUNITY OUTREACH

Day/Date	Time	Len	Rate	Product	Comments
Su 1/30	F 10:05p	60	\$0.00		

Contract #0030393 12/27/21 to 1/30/22

F: 1/31 43 60's No Charge

\$0.00

G: 1/31 27 60's No Charge

\$0.00

Total Charge:

\$0.00

BALANCE OF INVOICE #98757

\$0.00

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THE



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 production@equitycommunications.net Visit: 993thebuzz.com

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EEO COMMUNITY OUTREACH

# INVOICE

NUMBER: 98758

WZBZ/WGBZ ATLANTIC CITY, NJ

INVOICE DATE: 1/31/22

PAGE: 1

TYPE: Complete

ACCOUNT: 37727

CONTRACT: 27264

PRODUCT:

Salesperson: HOUSE

Special Handli: No Special Instr

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

## WZBZ-FM Times for 12/27/21-1/30/22

Day/Date	Time	Len	Rate	Product	Comments
Mn 12/27	F 12:16a	60	\$0.00		
Mn 12/27	F 10:20p	60	\$0.00		
Tu 12/28	F 1:16a	60	\$0.00		
Tu 12/28	F 10:20p	60	\$0.00		
We 12/29	F 1:16a	60	\$0.00		
We 12/29	F 10:19p	60	\$0.00		
Th 12/30	F 12:16a	60	\$0.00		
Th 12/30	F 4:16a	60	\$0.00		
Fr 12/31	F 1:16a	60	\$0.00		
Fr 12/31	F 11:21p	60	\$0.00		
Sa 1/01	F 4:16a	60	\$0.00		
Sa 1/01	F 10:57p	60	\$0.00		
Su 1/02	F 1:17a	60	\$0.00		
Su 1/02	F 11:19p	60	\$0.00		
Mn 1/03	F 4:16a	60	\$0.00		
Mn 1/03	F 11:19p	60	\$0.00		
Tu 1/04	G 3:16a	60	\$0.00		
Tu 1/04	F 10:19p	60	\$0.00		
We 1/05	G 3:16a	60	\$0.00		
We 1/05	F 11:19p	60	\$0.00		
Th 1/06	G 12:16a	60	\$0.00		
Th 1/06	F 10:20p	60	\$0.00		
Fr 1/07	G 5:16a	60	\$0.00		
Fr 1/07	F 11:20p	60	\$0.00		
Sa 1/08	G 12:17a	60	\$0.00		
Sa 1/08	F 10:28p	60	\$0.00		
Su 1/09	G 1:17a	60	\$0.00		
Su 1/09	F 11:20p	60	\$0.00		
Mn 1/10	G 12:16a	60	\$0.00		
Mn 1/10	F 10:20p	60	\$0.00		
Tu 1/11	G 1:16a	60	\$0.00		
Tu 1/11	F 11:19p	60	\$0.00		
We 1/12	G 12:16a	60	\$0.00		
We 1/12	F 10:20p	60	\$0.00		

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THE



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West Atlantic City NJ 08232

Phone: 609-484-8444 Fax: 609-646-6331

production@equitycommunications.net Visit: 993thebuzz.com

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EEO COMMUNITY OUTREACH

# INVOICE

NUMBER: 98758

WZBZ/WGBZ ATLANTIC CITY, NJ

INVOICE DATE: 1/31/22

PAGE: 2 TYPE: Complete

ACCOUNT: 37727

CONTRACT: 27264

PRODUCT:

Salesperson: HOUSE

Special Handli: No Special Instr

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

Day/Date	Time	Len	Rate	Product	Comments
Th 1/13 G	4:16a	60	\$0.00		
Th 1/13 F	11:20p	60	\$0.00		
Fr 1/14 G	12:16a	60	\$0.00		
Fr 1/14 F	10:20p	60	\$0.00		
Sa 1/15 G	3:16a	60	\$0.00		
Sa 1/15 F	11:28p	60	\$0.00		
Su 1/16 G	1:16a	60	\$0.00		
Su 1/16 F	10:19p	60	\$0.00		
Mn 1/17 G	3:16a	60	\$0.00		
Mn 1/17 F	11:19p	60	\$0.00		
Tu 1/18 G	12:16a	60	\$0.00		
Tu 1/18 F	10:18p	60	\$0.00		
We 1/19 G	3:16a	60	\$0.00		
We 1/19 F	11:19p	60	\$0.00		
Th 1/20 G	12:16a	60	\$0.00		
Th 1/20 F	11:20p	60	\$0.00		
Fr 1/21 G	3:16a	60	\$0.00		
Fr 1/21 F	11:20p	60	\$0.00		
Sa 1/22 G	2:16a	60	\$0.00		
Sa 1/22 F	10:57p	60	\$0.00		
Su 1/23 G	2:16a	60	\$0.00		
Su 1/23 F	11:19p	60	\$0.00		
Mn 1/24 G	4:16a	60	\$0.00		
Mn 1/24 F	10:20p	60	\$0.00		
Tu 1/25 G	5:17a	60	\$0.00		
Tu 1/25 F	11:19p	60	\$0.00		
We 1/26 G	12:16a	60	\$0.00		
We 1/26 F	11:20p	60	\$0.00		
Th 1/27 G	5:16a	60	\$0.00		
Th 1/27 F	11:20p	60	\$0.00		
Fr 1/28 G	12:16a	60	\$0.00		
Fr 1/28 F	11:20p	60	\$0.00		
Sa 1/29 G	2:16a	60	\$0.00		
Sa 1/29 F	11:58p	60	\$0.00		
Su 1/30 G	12:57a	60	\$0.00		

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My commission expires

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THE



**WZBZ-FM - Equity Communications LP**  
 Bayport One Suite 100-102 - 8025 Black Horse Pike  
 West Atlantic City NJ 08232

Phone: 609-484-8444 Fax: 609-646-6331

production@equitycommunications.net Visit: 993thebuzz.com

**WZBZ/WGBZ is Simulcast**

EEO COMMUNITY OUTREACH

# INVOICE

NUMBER: 98758

WZBZ/WGBZ ATLANTIC CITY, NJ

INVOICE DATE: 1/31/22

PAGE: 3

TYPE: Complete

ACCOUNT: 37727

CONTRACT: 27264

PRODUCT:

Salesperson: HOUSE

Special Handli: No Special Instr

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

Day/Date	Time	Len	Rate	Product	Comments
Su 1/30	F 10:21p	60	\$0.00		

Contract #0027264 12/27/21 to 1/30/22

EEOC COMMUNITY CENTER

F: 1/31 43 60's No Charge

\$0.00

G: 1/31 27 60's No Charge

\$0.00

Total Charge:

\$0.00

BALANCE OF INVOICE #98758

\$0.00

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 8025 Black Horse Pike  
 West Atlantic City NJ 08232  
 Phone: 609-484-8444  
 Fax: 609-646-6331  
 production@equitycommunications.net  
 Visit: 961WTTH.com

# INVOICE

NUMBER: 98759

WTTH ATLANTIC CITY, NJ

INVOICE DATE: 1/31/22

PAGE: 1

TYPE: Complete

ACCOUNT: 37727

CONTRACT: 23264

PRODUCT:

Salesperson: HOUSE

Special Handli: No Special Instr

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

## WTTH-FM Times for 12/27/21-1/30/22

Day/Date	Time	Len	Rate	Product	Comments
Mn 12/27	H 12:50a	60	\$0.00		
Mn 12/27	H 10:29p	60	\$0.00		
Tu 12/28	H 12:50a	60	\$0.00		
Tu 12/28	H 4:50a	60	\$0.00		
We 12/29	H 3:50a	60	\$0.00		
We 12/29	H 10:47p	60	\$0.00		
Th 12/30	H 12:51a	60	\$0.00		
Th 12/30	H 10:47p	60	\$0.00		
Fr 12/31	H 1:51a	60	\$0.00		
Fr 12/31	H 10:28p	60	\$0.00		
Sa 1/01	H 4:47a	60	\$0.00		
Sa 1/01	H 10:47p	60	\$0.00		
Su 1/02	H 5:47a	60	\$0.00		
Su 1/02	H 10:47p	60	\$0.00		
Mn 1/03	H 1:50a	60	\$0.00		
Mn 1/03	H 5:50a	60	\$0.00		
Tu 1/04	H 2:50a	60	\$0.00		
Tu 1/04	H 10:47p	60	\$0.00		
We 1/05	I 1:50a	60	\$0.00		
We 1/05	H 11:29p	60	\$0.00		
Th 1/06	I 1:51a	60	\$0.00		
Th 1/06	H 10:29p	60	\$0.00		
Fr 1/07	I 4:50a	60	\$0.00		
Fr 1/07	H 11:29p	60	\$0.00		
Sa 1/08	I 1:48a	60	\$0.00		
Sa 1/08	H 10:47p	60	\$0.00		
Su 1/09	I 12:47a	60	\$0.00		
Su 1/09	H 11:29p	60	\$0.00		
Mn 1/10	I 1:51a	60	\$0.00		
Mn 1/10	H 11:28p	60	\$0.00		
Tu 1/11	I 5:50a	60	\$0.00		
Tu 1/11	H 11:29p	60	\$0.00		
We 1/12	I 12:50a	60	\$0.00		
We 1/12	H 10:29p	60	\$0.00		

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 West Atlantic City NJ 08232  
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 Fax: 609-646-6331  
 production@equitycommunications.net  
 Visit: 961WTTH.com

# INVOICE

NUMBER: 98759

WTTH ATLANTIC CITY, NJ

INVOICE DATE: 1/31/22

PAGE: 2

TYPE: Complete

ACCOUNT: 37727

CONTRACT: 23264

PRODUCT:

Salesperson: HOUSE

Special Handli: No Special Instr

EEO COMMUNITY OUTREACH

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

Day/Date	Time	Len	Rate	Product	Comments
Th 1/13 I	4:50a	60	\$0.00		
Th 1/13 H	11:47p	60	\$0.00		
Fr 1/14 I	2:50a	60	\$0.00		
Fr 1/14 H	11:47p	60	\$0.00		
Sa 1/15 I	4:47a	60	\$0.00		
Sa 1/15 H	11:46p	60	\$0.00		
Su 1/16 I	1:47a	60	\$0.00		
Su 1/16 H	10:29p	60	\$0.00		
Mn 1/17 I	4:50a	60	\$0.00		
Mn 1/17 H	11:28p	60	\$0.00		
Tu 1/18 I	1:50a	60	\$0.00		
Tu 1/18 H	10:29p	60	\$0.00		
We 1/19 I	5:50a	60	\$0.00		
We 1/19 H	11:29p	60	\$0.00		
Th 1/20 I	12:50a	60	\$0.00		
Th 1/20 H	10:48p	60	\$0.00		
Fr 1/21 I	1:50a	60	\$0.00		
Fr 1/21 H	11:47p	60	\$0.00		
Sa 1/22 I	1:47a	60	\$0.00		
Sa 1/22 H	10:47p	60	\$0.00		
Su 1/23 I	3:47a	60	\$0.00		
Su 1/23 H	11:29p	60	\$0.00		
Mn 1/24 I	12:50a	60	\$0.00		
Mn 1/24 H	10:47p	60	\$0.00		
Tu 1/25 I	5:50a	60	\$0.00		
Tu 1/25 H	11:29p	60	\$0.00		
We 1/26 I	12:50a	60	\$0.00		
We 1/26 H	10:29p	60	\$0.00		
Th 1/27 I	4:50a	60	\$0.00		
Th 1/27 H	11:28p	60	\$0.00		
Fr 1/28 I	12:50a	60	\$0.00		
Fr 1/28 H	11:47p	60	\$0.00		
Sa 1/29 I	12:47a	60	\$0.00		
Sa 1/29 H	11:47p	60	\$0.00		
Su 1/30 I	1:47a	60	\$0.00		

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 West Atlantic City NJ 08232  
 Phone: 609-484-8444  
 Fax: 609-646-6331  
 production@equitycommunications.net  
 Visit: 961WTTH.com

# INVOICE

NUMBER: 98759

WTTH ATLANTIC CITY, NJ

INVOICE DATE: 1/31/22

PAGE: 3

TYPE: Complete

ACCOUNT: 37727

CONTRACT: 23264

PRODUCT:

Salesperson: HOUSE

Special Handli: No Special Instr

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

EEO COMMUNITY OUTREACH

Day/Date	Time	Len	Rate	Product	Comments
Su 1/30	H 10:29p	60	\$0.00		

Contract #0023264 12/27/21 to 1/30/22

EEOC COMMUNITY CENTER

H: 1/31 44 60's No Charge

\$0.00

I: 1/31 26 60's No Charge

\$0.00

Total Charge:

\$0.00

BALANCE OF INVOICE #98759

\$0.00

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WMiD/WCMC/WEZW is  
Classic Oldies WMiD-FM

Equity Communications LP  
Bayport One Suite 100  
8025 Black Horse Pike  
West Atlantic City NJ 08232  
Phone: 609-484-8444  
Fax: 609-646-6331  
production@equitycommunications.net  
Visit: Classicoldieswmid.com

# INVOICE

NUMBER: 98760

WMiD/WCMC/WEZW ATLANTIC CITY NJ  
INVOICE DATE: 1/31/22  
PAGE: 1 TYPE: Complete  
ACCOUNT: 37727  
CONTRACT: 23264  
PRODUCT:

Salesperson: HOUSE  
Special Handli: No Special Instr

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

## WMiD-AM Times for 12/27/21-1/30/22

Day/Date	Time	Len	Rate	Product	Comments
Mn 12/27	F 12:44a	60	\$0.00		
Mn 12/27	F 11:45p	60	\$0.00		
Tu 12/28	F 1:44a	60	\$0.00		
Tu 12/28	F 10:45p	60	\$0.00		
We 12/29	F 12:44a	60	\$0.00		
We 12/29	F 10:45p	60	\$0.00		
Th 12/30	F 1:44a	60	\$0.00		
Th 12/30	F 4:44a	60	\$0.00		
Fr 12/31	F 3:44a	60	\$0.00		
Fr 12/31	F 10:45p	60	\$0.00		
Sa 1/01	F 4:44a	60	\$0.00		
Sa 1/01	F 10:44p	60	\$0.00		
Su 1/02	F 3:44a	60	\$0.00		
Su 1/02	F 10:44p	60	\$0.00		
Mn 1/03	F 1:44a	60	\$0.00		
Mn 1/03	F 10:44p	60	\$0.00		
Tu 1/04	G 3:44a	60	\$0.00		
Tu 1/04	F 10:44p	60	\$0.00		
We 1/05	G 12:44a	60	\$0.00		
We 1/05	F 11:45p	60	\$0.00		
Th 1/06	G 3:44a	60	\$0.00		
Th 1/06	F 10:44p	60	\$0.00		
Fr 1/07	G 12:44a	60	\$0.00		
Fr 1/07	F 10:44p	60	\$0.00		
Sa 1/08	G 3:44a	60	\$0.00		
Sa 1/08	F 10:44p	60	\$0.00		
Su 1/09	G 12:44a	60	\$0.00		
Su 1/09	F 10:44p	60	\$0.00		
Mn 1/10	G 3:44a	60	\$0.00		
Mn 1/10	F 10:44p	60	\$0.00		
Tu 1/11	G 12:44a	60	\$0.00		
Tu 1/11	F 10:44p	60	\$0.00		
We 1/12	G 3:44a	60	\$0.00		
We 1/12	F 10:44p	60	\$0.00		

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Classic Oldies WMID-FM

Equity Communications LP  
Bayport One Suite 100  
8025 Black Horse Pike  
West Atlantic City NJ 08232  
Phone: 609-484-8444  
Fax: 609-846-6331  
production@equitycommunications.net  
Visit: Classicoldieswmid.com

# INVOICE

NUMBER: 98760

WMID/WCMC/WEZW ATLANTIC CITY NJ

INVOICE DATE: 1/31/22

PAGE: 2

TYPE: Complete

ACCOUNT: 37727

CONTRACT: 23264

PRODUCT:

Salesperson: HOUSE

Special Handli: No Special Instr

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

Day/Date	Time	Len	Rate	Product	Comments
Th 1/13	G 12:44a	60	\$0.00		
Th 1/13	F 10:44p	60	\$0.00		
Fr 1/14	G 3:44a	60	\$0.00		
Fr 1/14	F 10:44p	60	\$0.00		
Sa 1/15	G 12:44a	60	\$0.00		
Sa 1/15	F 11:44p	60	\$0.00		
Su 1/16	G 3:44a	60	\$0.00		
Su 1/16	F 10:44p	60	\$0.00		
Mn 1/17	G 5:44a	60	\$0.00		
Mn 1/17	F 10:44p	60	\$0.00		
Tu 1/18	G 3:44a	60	\$0.00		
Tu 1/18	F 10:44p	60	\$0.00		
We 1/19	G 12:44a	60	\$0.00		
We 1/19	F 10:44p	60	\$0.00		
Th 1/20	G 3:44a	60	\$0.00		
Th 1/20	F 10:44p	60	\$0.00		
Fr 1/21	G 12:44a	60	\$0.00		
Fr 1/21	F 11:44p	60	\$0.00		
Sa 1/22	G 3:44a	60	\$0.00		
Sa 1/22	F 10:44p	60	\$0.00		
Su 1/23	G 1:44a	60	\$0.00		
Su 1/23	F 10:44p	60	\$0.00		
Mn 1/24	G 3:44a	60	\$0.00		
Mn 1/24	F 11:44p	60	\$0.00		
Tu 1/25	G 12:44a	60	\$0.00		
Tu 1/25	F 10:44p	60	\$0.00		
We 1/26	G 3:44a	60	\$0.00		
We 1/26	F 11:44p	60	\$0.00		
Th 1/27	G 12:44a	60	\$0.00		
Th 1/27	F 10:44p	60	\$0.00		
Fr 1/28	G 3:44a	60	\$0.00		
Fr 1/28	F 11:44p	60	\$0.00		
Sa 1/29	G 12:44a	60	\$0.00		
Sa 1/29	F 10:44p	60	\$0.00		
Su 1/30	G 3:44a	60	\$0.00		

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Classic Oldies WMID-FM

Equity Communications LP  
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8025 Black Horse Pike  
West Atlantic City NJ 08232  
Phone: 609-484-8444  
Fax: 609-646-6331  
production@equitycommunications.net  
Visit: Classicoldieswmid.com

# INVOICE

NUMBER: 98760

WMID/WCMC/WEZW ATLANTIC CITY NJ  
INVOICE DATE: 1/31/22  
PAGE: 3 TYPE: Complete  
ACCOUNT: 37727  
CONTRACT: 23264  
PRODUCT:

Salesperson: HOUSE  
Special Handli: No Special Instr

Terms: NET 30 DAYS

PAY THIS AMOUNT:

BY:

Day/Date	Time	Len	Rate	Product	Comments
Su 1/30	F 11:44p	60	\$0.00		

Contract #0023264 12/27/21 to 1/30/22

EEOC COMMUNITY OUTRCH

F: 1/31 43 60's No Charge \$0.00

G: 1/31 27 60's No Charge \$0.00

Total Charge: \$0.00

BALANCE OF INVOICE #98760 \$0.00

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**ATTACHMENT 5**

**Corporate Policy Manual & Employee Handbook**

# Equity Communications LP

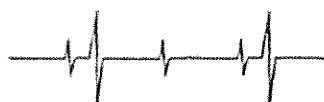
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Continuity equitycommunications@aol.com  
Corporate gfequity@aol  
Online 993kiss.fm  
951wayv.com  
wzxl.com  
961wttt.com  
easy93i.com  
classicoldieswmid.com



## Equity Communications LP Company Policy Manual & Employee Handbook



Arbitron - rated #1 in Southern New Jersey!



# The Equity Communications LP

*Family of Stations!*

South Jersey's #1 Hit Music Station!



993kiss.fm

99.3 FM WZBZ

Format: Contemporary Hit Radio "Kiss FM"

Audience: Adults 18-49

Features: Join 99.3 Kiss FM for Today's Hottest Hits, Non-Stop Rock, Pop & Hip Hop! South Jersey's New Hit Music Channel keeps everyone moving to the beat! It's Top 40 radio the way it should be - high impact & high energy! Don't miss the "Weekend Top 30 Countdown" with Hollywood Hamilton for Entertainment News & Artist coverage! Great Concert Ticket Giveaways too!

Artists: Jonas Brothers, Nelly, Beyonce, Sean Paul, Rihanna, Shakira, Lady Gaga



951wayv.com

95.1 FM WAYV

Format: Adult Contemporary

Audience: Adults 25-54

Features: South Jersey's beloved "Mike & Diane Interactive Show" every morning on your way to work! Jennifer Knight with 15-song super sets & the WAYV All-Request Lunch to keep the work day moving with hot Adult Contemporary & fun upbeat music from today's Pop Superstars! Nicky G. in the afternoons on your way home! Catch Diane's "Celebrity Dirt", the "Top 40 Countdown with Ryan Seacrest" and WAYV's world-famous "Theme Weekends!"

Artists: Kelly Clarkson, Fergie, Justin Timberlake, Gwen Stefani, Bon Jovi

Today's Best Music!



wzxl.com

100.7 FM WZXL

Format: Classic Rock

Audience: Adults 25-54

Features: The WZXL "Shut Up & Rock" Morning Show with Joe & Scott gets your day started! Steve Raymond hosts the "All Request Workforce Lunch" with 100-minute Non-Stop Rock Blocks & salutes to the South Jersey Workforce all day long! Enjoy the best rock songs from the 70's through the 90's - Aerosmith to Zeppelin! 15-year ZXL veteran Tommy T-Bone drives you home in the afternoons! Catch "Get the Led Out" with Led Zeppelin classics & deep cuts hosted by Michael James every night @ 9 pm!

Artists: Pink Floyd, Rolling Stones, Creed, Tom Petty, Aerosmith, Nickelback, U2, Pearl Jam

South Jersey's Rock Station!



961wtth.com

96.1 FM WTTH

Format: Urban AC - "The Touch"

Audience: Adults 35-54

Features: The "Tom Joyner Morning Show" starts off your weekdays! Enjoy Today's R&B and Old School Hits every midday and afternoon! Soft enough for office listening but lively enough to turn up & enjoy! Evenings it's time to kick back & chill with Brian McKnight for your favorite relaxing slow songs! And don't miss "The Bob Pantano Saturday Night Dance Party" & WTTH's "Back in the Day Weekend" Party Jams!

Artists: Marvin Gaye, Isley Brothers, Earth, Wind & Fire, Al Green, John Legend, Michael Jackson

Today's R&B and Old School Hits!



easy931.com

93.1 FM WEZW

Format: Easy Listening - "EZ 93"

Audience: Adults 35-64

Features: At last! South Jersey has a true light Adult Contemporary station featuring Soft & Easy favorites from the 70s, 80s & 90s! WEZW is Easy-listening for the Jersey Shore - the perfect blend for at home, at work, in the office, or in the car! Soft rock, love songs, ballads, classic hits - & even some funOldies - all part of the relaxing easy-listening blend on 93.1 WEZW - Easy 93!

Artists: Michael Bolton, Celine Dion, Carole King, Barry Manilow, Tony Bennett, Chicago, Johnny Mathis

Soft Favorites from Yesterday & Today!



classicoldieswmid.com

1340 AM WMID

Format: Classic Oldies

Audience: Adults 35-64

Features: It's the music you grew up with on the station you grew up with! 20-song music sweeps from the heart and soul of Rock & Roll! Timeless 50's & 60's hits from the era that changed music radio! Every song triggers a memory with South Jersey baby boomers! Catch Phillies Baseball, "It's Your Money" and "Sounds of Sinatra" on the weekends!

Artists: The Beatles, The Four Seasons, The Supremes, The Everly Brothers, Paul Anka, Elvis Presley

Classic Oldies from the 50s and 60s!



wcmc.am@aol.com

1230 AM WCMC

Format: Adult Standards

Audience: Adults 45-64

Features: Start your mornings with Jim MacMillan and the "South Jersey Journal"! Then enjoy WCMC's classic standards blend aimed at the heart of the 50+ "Money Demo"! Plenty of daily features & service elements too! On the weekends it's Philadelphia Phillies Baseball, "It's Your Money," and "Sounds of Sinatra!"

Artists: Dean Martin, Rosemary Clooney, Neil Diamond, Nat King Cole, Perry Como

The Voice of Cape May County for 50 years!



Catch every exciting inning of every exciting game on the South Jersey's flagship stations of the Phillies radio network as the Fightin' Phils defend their 2009 National League Championship! No matter where Phillies fans travel up and down the Jersey Shore they can take their favorite team along with them on WMID, WCMC & WEZW! Year after year, summer after summer, Phillies Baseball on WMID, WCMC & WEZW are an integral part of spring & summer in Atlantic & Cape May Counties!

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**EQUITY COMMUNICATIONS LP  
COMPANY POLICY MANUAL & EMPLOYEE HANDBOOK**

**DISCLAIMER**

Nothing contained in this Employee Handbook is intended to cause employees of Equity Communications LP to have contractual rights. The Employee Handbook is a guide to employment policies of Equity Communication LP which may change from time to time without notice. Your employment with Equity Communications LP is at-will. This means you are free to terminate your employment with Equity Communications LP with or without cause or notice & Equity Communications LP is free to terminate your employment at any time with or without cause or notice. Although Equity Communications LP may choose to terminate an employee for cause, cause is not required. No representative of Equity Communications LP other than the Chief Operating Officer may enter into any agreements or make any representations written or oral to change your at-will employment status.

## PRESIDENT'S WELCOME

Dear Colleague:

We are pleased you're part of the Equity Communications team. We're proud of the growth & success of our radio stations & hope you will share this pride.

Whether you are just beginning with the Company or have been with us for several years, this Handbook will serve as a handy reference in answering questions you may have. We're confident you will learn & grow personally as you make your contributions to Equity Communications. Since the Company's humble origins in 1996 with just one radio station, 8 employees & a modest 2.7% share of market, Equity has grown to be New Jersey's largest independently-owned radio group with nine stations garnering over 40% of the market & staffed by a talented family of 35 committed broadcast professionals. 21 different South Jersey radio companies have come & gone from the Atlantic City airwaves during Equity's tenure in South Jersey. Even in the face of challenges presented by the recent recession Equity has remained a financially strong company & has never been compromised. Since the Company operates exclusively in the Atlantic City – Cape May New Jersey market it is imperative for Equity to remain intensely sensitive to & involved with our audiences, clients & local communities.

Please join us in this vision for the Company to remain the broadcasting group of choice for South Jersey. Best wishes for a satisfying & productive relationship with Equity Communications.

Sincerely,

Gary S. Fisher  
| President & COO

## **WELCOME TO EQUITY COMMUNICATIONS LP**

Equity Communications LP (hereafter referred to as the Company) is pleased you have decided to join us & we look forward to a pleasant & mutually beneficial relationship. In order to maintain the success of the Company it is important to have a staff of people who work together competently & harmoniously. We are an Equal Opportunity Employer in all personnel decisions. This Corporate Policy Manual & Employee Handbook (hereafter referred to as the "Handbook") describes some of the Company's corporate employment philosophies, personnel policies & procedures. All employees are required to read & understand the Handbook so you will know what the Company expects from you & what you can expect of the Company. Although this Handbook contains considerable information about employment with the Company, you may have questions not covered by the Handbook. Please do not hesitate to bring your questions to your direct Supervisor or the Company's Chief Operating Officer. This will help you better understand your role & reduce possible confusion in the future.

The policies contained in this Handbook are to be considered as guidelines. They are not intended to create nor are they to be construed to constitute a contract express or implied between the Company & any employee.

## **EQUITY COMMUNICATIONS LP STATEMENT OF GENERAL POLICY**

Equity Communications' Corporate Policy Manual & Employee Handbook should be read by all employees. Its purpose is to provide a compact guide to the standards of responsibility which all employees are expected to observe & covers the following topics: Business Conduct, Conflict of Interest, Antitrust Compliance, Confidential Information, & Equal Employment Opportunity. Unless you have a written employment contract this Handbook shall govern the terms & conditions of your employment.

## **OPEN DOOR POLICY**

The Company has an "open door" policy. Department Heads and the Company Chief Operating Officer are available on a timely basis for meetings with all employees. The Company believes the most important means of communication is dialogue between employees & their managers & supervisors. It is expected you use & respect the chain of command. Any questions relating to your job or the Company should first be discussed with your direct Supervisor &/or Department Head & then if need be with the Company's Chief Operating Officer.



## SECTION 1. EMPLOYMENT

### A. NATURE OF EMPLOYMENT

This Handbook does not constitute a contract of employment between you & the Company. It is not intended to be & should not be considered a contract or legal document. Your employment with the Company is "at will." That means either you or the Company may terminate the employment relationship at any time for any or no reason unless you & the Company have signed an employment contract which provides otherwise.

No supervisor or manager has any authority to make representations or statements to you that change or conflict with the "at will" status of your employment or with any of the policies set forth in this Handbook. The "at will" status of your employment with the Company can be modified only by an express written contract signed by you & the Chief Operating Officer of the Company.

This Handbook supersedes & revokes all previous practices, procedures, policies & other statements of the Company, whether written or oral, that modify, supplement or conflict with this Handbook. This Handbook & the policies & practices herein may be amended at any time with or without advance notice. No changes, modifications, or additions to the policies stated within this manual may be made without the written approval of the Company's Chief Operating Officer.

### B. EQUAL EMPLOYMENT OPPORTUNITY

The Company is an equal opportunity employer. It is the Company's policy to base employment decisions on factors such as experience, character, ability & skill. It is not the Company's policy to base employment decisions upon such factors as race, religion, color, sex, age, national origin or disability or on other non-job related traits or characteristics protected by law except as permitted by law.

It is the policy of the Company to provide equal opportunity to all qualified individuals without regard to any status protected by law in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training, discipline & termination. It is also the policy of the Company to promote the realization of equal employment opportunity without regard to any status protected by law.

We ask your cooperation & assistance in our efforts to recruit, hire & promote qualified women & minorities. If you know individuals who might be interested in & qualified to work at this Company we encourage you to refer them to us.

### C. IMMIGRATION & EMPLOYMENT ELIGIBILITY

In compliance with the Immigration Reform & Control Act of 1986 the Company hires only those individuals authorized to work in the United States. All employees will be required to submit documentary proof of their identity, address & employment authorization. Employees will also be required to complete & sign under oath Immigration & Naturalization Service Form I-9. Form I-9 requires you to attest you are authorized to work & the documents you submit are genuine.

### D. POLICY AGAINST HARASSMENT

The Company does not & will not tolerate harassment of employees. The term "harassment" includes but is not limited to slurs, jokes & other verbal, graphic, or physical conduct relating to an individual's race, color, sex, religion, national origin, sexual preference, citizenship, age, disability, veteran status or other status protected by applicable law. "Sexual harassment" also includes sexual advances, requests for sexual favors, unwelcome or offensive touching & other verbal, graphic or physical conduct of a sexual nature.

Whatever form it takes harassment (either sexual or otherwise) is insulting & demeaning to the recipient & will not be tolerated in the workplace. All of the Company's employees, visitors, vendors or any other party having business with the company must comply with this policy & take appropriate measures to ensure such conduct does not occur.

*Prohibited Conduct:* Harassment based on an individual's race, color, sex, religion, national origin, sexual preference, citizenship, age, disability, veteran status or other status protected by applicable law is strictly prohibited. Sexual harassment occurs when one person harasses another solely because of the person's sex. This type of sexual harassment may involve unwelcome sexual demands or overtures but may also take the form of other harassing conduct not necessarily sexual in nature. The following are some examples of harassment:

- Physical contact such as hugging another or placing one's arm around the other;
- Sexual flirtations, advances & propositions;
- Sexually degrading words used in reference to an individual;
- Comments on the speaker's own sexual abilities or those of co-workers;
- Display of offensive pictures or objects such as posters or calendars of a sexual nature;
- Teasing, jokes & remarks of a sexual nature;
- Comments of a sexual nature on or staring at an individual's physical attributes;
- Questions about sexual conduct;
- Repeated requests for a date after prior requests have been refused or the proposed invitee has stated that he or she is not interested in such social contact;
- Pressure for sexual favors; &
- Other harassment of a non-sexual nature that is engaged in due to the gender of the individual.

The above list is not exhaustive but merely illustrates examples of behaviors that may be interpreted as sexual harassment. Teasing, degrading or demeaning comments or conduct because of other criteria protected by law are strictly prohibited as well. You should also be aware no supervisor or other member of management has the authority to suggest to you that your continued employment or further advancement will be affected in any way by entering into (or refusing to enter into) any form of personal relationship with the supervisor or member of management.

Harassment is prohibited whether the harasser is male or female & whether the harassment is opposite sex or same-sex harassment. Likewise it is irrelevant whether the harasser is of the same race, national origin or other status protected by the law.

There is no excuse or justification for the conduct that the individual was only "joking." If you believe you have been subjected to a violation of this policy or you have observed a violation involving another employee, you should report that violation immediately to any manager or supervisor, your immediate supervisor or if that person is the harasser the Company's Chief Operating Officer. Reports of harassment or other discriminatory conduct will be kept confidential except as it may be necessary for the Company to use the information in conducting a thorough investigation or use in administrative or court proceedings.

The Company will take no adverse action against you on the basis of your own good faith use of the complaint procedures in this policy. No manager, supervisor or other employee of the Company has the right to retaliate against you because you make a good faith report or complaint of harassment or discrimination in accord with this policy or cooperate in any investigation.

The Company will promptly investigate all complaints or reports submitted under this policy to determine the facts. If the Company determines a violation of this policy did occur the Company will take appropriate disciplinary action up to & including discharge.

Management's investigation will include interviews with all relevant persons including the complainant, the accused & other potential witnesses. Employees are assured the privacy of the complainant & the person accused of sexual harassment will be kept confidential except as needed to implement this policy & as may be required by law or legal proceedings. Management will review its findings with the complainant at the conclusion of the investigation. If the investigation reveals the complaint appears to be valid, immediate & appropriate corrective action up to & including discharge will be taken to stop the harassment & prevent its recurrence. If the validity of the complaint cannot be determined immediate & appropriate action will be taken to assure that all parties are reacquainted with this sexual harassment policy & to avoid sexual harassment in the future.

We recognize the question of whether a particular action or incident rises to the level of harassment may be a purely personal or social matter requiring an evaluation &

determination based on the circumstances & facts. We also recognize that false accusations of sexual harassment can have serious adverse effects. We therefore expect all employees to act honestly & responsibly in complying with & enforcing this policy. It is our goal to continue providing a pleasant working environment for all employees free of discrimination & harassment.

It is also the Company's policy to prohibit all other forms of harassment based upon race, religion, national origin or any other protected status. This includes ethnic jokes or comments of any kind, slurs & name-calling. The standard & procedures set forth above apply equally to these forms of unlawful discrimination.

We encourage any employee to raise any questions regarding this policy or suspected discrimination in the work place with his or her direct Supervisor or with the Chief Operating Officer.

## **SECTION 2. EMPLOYMENT STATUS**

### **A. NEW HIRE POLICIES**

Applicants may be required at the Company's request to successfully pass a pre-employment physical examination or other tests considered legal & applicable. You may also be required to take a driver's examination & present proof of a valid driver's license & certificate of insurance issued on your vehicle. Failure to maintain acceptable driving standards, an acceptable driving record & proper levels of vehicular insurance may be subject to disciplinary action up to & including discharge.

All new hires & re-hires will be reported to their state of residence in accordance with the Federal Personal Responsibility & Work Opportunity Act of 1996 for child support enforcement orders.

### **B. EMPLOYMENT CATEGORIES**

Each employee is designated as either non-exempt or exempt from federal & state wage & hour laws. Non-exempt employees may be entitled to overtime pay under specific provisions of federal & state laws & at the discretion of the Company. Exempt employees are excluded from specific provisions of federal & state wage hour laws. An employee's non-exempt or exempt classification may be changed only upon written notification.

In addition to one of the categories described above each employee also will belong to one additional employment category described below:

**FULL-TIME:** A full-time employee is one who is routinely scheduled to work 40 or more hours per week who is salaried or commissioned. Full-time employees meeting length-of-service requirements are eligible for certain benefits. (See Section 4 below).

**PART-TIME:** A part-time employee is one who is routinely scheduled to work fewer than 40 hours per week. While part-time employees receive all legally mandated benefits such as Workers' Compensation Insurance & Social Security they are ineligible for certain other Company benefits such as medical insurance & 401K Plan participation. Since the Atlantic City-Cape May Market is very seasonal, the Company reserves the right to increase or decrease part-time hours & wages according to seasonal work load without prior or written notice.

#### **C. COMPENSATION/PERFORMANCE REVIEWS**

Compensation of all employees is reviewed periodically by Department Supervisors & the Chief Operating Officer. Adjustments if any are based on individual performance, production, attitude, attendance & comparable pay scales at other area broadcast stations. Management may at its discretion perform additional performance appraisals as situations warrant. The Company has an "open door" policy & you are encouraged to consult your immediate Supervisor or the Chief Operating Officer at any time concerning any issues.

#### **D. REFERENCE CHECK/CREDIT CHECK / BACKGROUND CHECK**

The Company reserves the right at its sole discretion to perform reference, credit & background checks on all applicants. Any offer of employment is conditional on such reports being completed, reviewed & accepted.

#### **E. PRE-EMPLOYMENT DRUG SCREENING**

The Company reserves the right to perform drug tests on applicants. Any offer of employment is conditional on such a test being completed to the Company's satisfaction.

### **SECTION 3. WORKING HOURS & PAY**

#### **A. WORK HOURS & POLICY**

Our work week begins at 12:01 AM on Monday & ends at 12:00 midnight the following Sunday. While radio broadcasting is a 24-hour a day business, the normal office workday begins at 8:30 AM & ends at 5:30 PM. On-air personalities will have their schedules set by their Department Head & the Chief Operating Officer according to programming & production needs of the Company.

The Company tries to keep overtime for non-exempt employees to a minimum. However the needs of our listeners & clients come first & overtime may be required of any employee whether on normal business days or on the weekend. Non-exempt employees may not take it upon themselves to work beyond scheduled hours without the express approval of their Supervisor.

## B. PAYDATES & TIME REPORTING

All employees are paid twice each month. The pay dates are: (1) the 15<sup>th</sup> day of the month & (2) the last day of the month. Should the pay date be on a Saturday paychecks will be distributed on the preceding business day. Should the pay date be on a Sunday, paychecks will be distributed on the next business day. Employees will receive their paycheck before close of business on the pay date.

All non-exempt employees are required to keep time sheets. Time sheets are collected approximately seven days before the pay date.

## C. TARDINESS

Employees are expected to be punctual. Lateness will not be tolerated unless the employee has received prior approval from his or her supervisor or the lateness results from legitimate reasons to be determined by the employee's supervisor. Repeated & unexcused lateness may lead to discipline up to & including discharge.

Late arrivals of hourly employees are recorded at the incremental rate of 15 minutes or actual times whichever is greater. Late arrivals totaling one-half hour or more in any one-day period will result in deduction of time that the employee did not work. Tardiness like absenteeism detracts from your value as a member of a working team & is a poor habit that affects smooth functioning of your department. A record of excessive lateness like absenteeism will be a factor in appraising your performance & may result in disciplinary action.

## D. ABSENTEEISM

The Company needs all employees to report to work on time every scheduled day. Punctuality & regular attendance are essential & required of all employees. Our success is based on the daily contributions of you & your co-workers. Excessive absenteeism or tardiness interferes with your contributions & those of your fellow employees & can lead to disciplinary action. Your attendance directly impacts your job performance & will be taken into consideration for promotions, transfers, raises & performance reviews.

An employee may be subject to discipline if there is excessive absenteeism regardless of whether there is a physician's note.

The presence of any of the following patterns will be monitored: A series of Friday &/or Monday absences occurring before or after a weekend; a series of absences occurring before or after a day off; failure to notify the supervisor on the day of absence; & excessive absenteeism.

If you are unable to report to work you must contact your immediate supervisor at least one hour prior to your start time. If your supervisor is not available please leave a

message in his or her voice mail. Leaving a message in the general mailbox or for a co-worker not your immediate supervisor does not constitute proper notice. Failure to call in prior to the start of your shift & excessive absenteeism may lead to discipline up to & including discharge. An employee who is absent without excuse for three (3) or more scheduled work days will be considered to have abandoned their job as of the date of the third unexcused absence. Employees will not be entitled to unused vacation pay if they abandon their job.

#### **E. PAYMENT UPON TERMINATION**

Upon termination of employment you will be provided with a check covering all wages due in compliance with the laws of the State of New Jersey. To the extent permitted by law the Company reserves the right to withhold from your pay any amounts which you owe the Company including advances of commissions via draws or to offset the value of any damaged or unreturned property of the Company.

### **SECTION 4. YOUR BENEFITS**

#### **A. WORKERS COMPENSATION**

The Company provides workers compensation benefits to employees for job related injury or illnesses in accordance with the applicable state's Workers Compensation Act. If you are injured while at work for the Company you must report the injury at once to your Supervisor no matter how slight it may seem. It is for your benefit the Company requires all injuries be reported immediately. Any failure to report injuries promptly to your Supervisor may subject you to disciplinary action up to & including discharge.

#### **B. UNEMPLOYMENT COMPENSATION**

You are covered by Federal & State Unemployment Insurance. Most employees are unaware the Company pays the cost of this benefit. If your employment is terminated you may be eligible to draw benefits for a time while unemployed. In case of a layoff or termination you should report directly to the local employment office for the necessary information.

#### **C. SOCIAL SECURITY**

Social Security is an important employee benefit. People know the Social Security tax ("FICA") is a regular deduction from their paycheck but most employees are not aware the Company matches that deduction. Both you & the Company put the same amount of money into Social Security but the employee gets all of the benefits.

#### **D. PAID HOLIDAYS**

Only full-time employees are eligible for paid holidays. The Company ordinarily is closed on & recognizes the following holidays:

- New Year's Day
- Martin Luther King, Jr. Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Friday following Thanksgiving
- Christmas Day

All eligible employees must work the scheduled workday prior to a holiday. If the holiday falls on a Saturday the Company observes Friday as the holiday. If the holiday falls on a Sunday the Company observes Monday as the holiday.

If your work schedule calls for you to work on a holiday & you wish to take the time off you must ask your Supervisor or the Chief operating Officer if other arrangements can be made. However the Company cannot guarantee you will be permitted to take the day off.

#### E. PAID VACATION

Full-time employees are entitled to paid vacation based upon years of service as set forth below. The vacation year is defined as the twelve (12) month period beginning with your anniversary date of employment with the Company. You are not eligible for paid vacation during the first 90 days of employment with the Company. Full-time employees who have worked more than 90 days but less than one year will earn vacation at a rate of one-ninth (1/9) of their allotted vacation on a monthly basis. Full-time employees who have worked more than one year will earn one-twelfth (1/12) of their allotted vacation on a monthly basis based upon their length of employment as follows:

<u>Length of Employment</u>	<u>Allotted Vacation</u>
90 Days – One Year	Three Days
One Year – Two Years	Five Days
Two Years – Four Years	Ten Days each year
Five Years – Fifteen Years	Fifteen Days each year

At management's discretion employees may be advanced vacation throughout their vacation year. Any vacation days taken but not yet earned as of an employee's date of termination will be owed to the Company. Employees may not carry over or accumulate vacation time from one vacation year to the next.

Employees must schedule vacation time at least 30 days prior to the desired vacation period. Requests for vacation time must be submitted in writing to your Supervisor who, in conjunction with the Company's management is responsible for approving, rejecting or modifying vacation requests. In some circumstances due to staffing, business needs or



Company workload, the Company may not be able to grant the employee vacation at the time requested.

Unused vacation time will not be paid to the employee during employment. Time on vacation will not be considered as hours worked for computing overtime. Vacation time may not be used in units of less than one day. The maximum vacation leave in any calendar year is 15 days. Any employee who is terminated for cause forfeits all vacation pay.

On air personnel may not take vacation at the same time or during the March-June and September-December Arbitron ratings periods. All vacation days are to be taken by the end of the year. Vacation days not used in the calendar year in which they are earned will be forfeited.

#### F. PAID SICK DAYS

The Company provides full-time employees with a limited number of paid sick days in the event you are unable to work because of a temporary illness or a temporary illness of an immediate family member. Immediate family members include: spouse, father, mother, child, stepchild, sister, brother, mother-in-law, father-in-law, or grandparents. All full time employees are entitled to take three (3) sick days during each anniversary year. Sick days should be used only for illness or personal injury. You may not carry over or accumulate any paid sick days from one year to another year. You will not be paid for unused sick days upon termination of employment.

You will be required to present a physician's statement & release to return to work following an illness leave in excess of three (3) days regardless of the length of absence. An employee absent for three (3) or more consecutive working days without an excuse may be considered to have voluntarily terminated their employment.

#### G. GROUP HEALTH INSURANCE & 401k PLANS

The Company offers group health insurance partially paid for by the Company & a 401k plan to full-time employees who meet the eligibility requirements of the programs. For information about such benefits contact the Company business manager or consult the summary plan descriptions.

Any employee wishing to enroll in a family plan health insurance policy will pay the entire additional cost of family coverage for family dependents. Costs will be deducted from payroll. The costs of employer-paid & employee-paid health coverage & the relative shares of such cost borne by the Company & the employee may change at any time with or without notice either by the Company or its health care provider.

#### H. FAMILY & MEDICAL LEAVE POLICY

This policy is intended to explain the Company's policy & the federal Family Medical Leave Act of 1993 (FMLA). Please note employees not eligible for leave under this

policy may have leave rights under state law or may apply for a personal leave of absence.

### 1. Eligibility

This policy applies to all persons who have been employed by the Company for at least 12 months & who have worked at least 1,250 hours in the 12-month period immediately preceding a leave of absence requested under this policy.

### 2. Family & medical leave of absence

Employees may be entitled to take leaves of absence under this policy for any of the following reasons:

- The birth, adoption or foster placement of a child
- The serious health condition of the employee's spouse, child or parent
- The employee's own serious health condition

The efficient operation of the Company is predicated upon employees maintaining satisfactory attendance records. Employees should phone their immediate Supervisors as early as possible when they are unable to report to work due to an illness & remain in frequent contact with their department during any prolonged absence. Leaving a message in the general mailbox or for a co-worker not your immediate supervisor does not constitute proper notice. The records of employees with frequent absences will be reviewed carefully & direct Supervisors are expected to discuss problem attendance situations with their employees. If because of continued or excessive unexcused absences an employee is doing less than the amount of work the Company has a right to expect, the employee's absence record will be formally reviewed by the Company's Chief Operating Officer with disciplinary action in mind. Disciplinary action for excessive absenteeism may be instituted even though the employee has paid sick leave remaining. Medical verification of illness may be required for any illness regardless of length. Failure to give prompt Supervisory notification of absence & legitimate reasons for absences may be grounds for immediate termination.

### 3. Medical certification of serious health condition

The Company may require employees to provide certification or updated re-certification of a serious health condition from an appropriate health care provider. Employees unable to provide such a certification may not be entitled to take a leave of absence. The Company may require an employee completing a leave of absence occasioned by the employee's own serious health condition to provide sufficient certification from an appropriate health care provider that the employee is able to return to work.

Requests for medical leaves of absence will be considered on a case-by-case basis. Employees on a formal medical leave of absence remain with the Company on an unpaid basis (although accrued sick leave or vacation pay may be taken during the leave of absence).

The Company will continue to make contributions towards health insurance for any approved FMLA medical leave. After the expiration of the approved FMLA leave employee is responsible for payment of the entire health insurance premium. The Company reserves the right to request documentation from your physician regarding the status of your condition. People on FMLA leaves of absence are not eligible for other Company benefits.

#### 4. Advance Notice of Leave of Absence

If a leave of absence to be taken under this policy is foreseeable (for example, a planned medical treatment or event that can be scheduled in advance) the employee should provide the Company with at least 30 calendar days' written notice of the employee's intention to take a leave. If the leave would begin in less than 30 calendar days the employee must provide the Company with such notice as is practicable within two (2) business days of the event at issue.

#### 5. Duration of leave of absence

##### a. General provision

Subject to subparagraph (b) below eligible employees are entitled to a maximum of twelve (12) weeks of leave under this policy in the rolling 12-month period commencing from the date FMLA leave is first taken. Upon a request for leave under this policy the amount of leave the employee is entitled to take will be reduced by the amount of other leave under this policy already taken in the 12 months preceding the request. In some circumstances leave for serious health conditions may be taken on a reduced schedule or intermittent basis.

##### b. Employees Married to Each Other

Employees of the Company who are married to each other are entitled to a combined total of twelve (12) weeks of leave under this policy in the pertinent rolling 12-month period in connection with the birth, adoption or foster placement of a child or because of the serious health condition of a parent.

#### 6. Pay during Leave of Absence

##### a. Leave generally unpaid

Subject to subparagraphs (b) & (c) below leaves of absence taken under this policy will be unpaid. Employees are not entitled to accrue seniority or other benefits such as paid sick days & may not accumulate hours of service toward participation in the Company's 401K/pension plan during a leave of absence taken under this policy.

##### b. Earned but Unused Paid Time Off

Any earned but unused paid time off to which an employee is entitled under any other Company policy such as vacation time or paid sick days will be applied to a leave of absence taken under this policy.

#### c. Insurance coverage

Every employee who takes a leave of absence under this policy will be entitled to the same group health, term life & long term disability insurance coverage that would have been provided if the employee had been working continuously during the leave period under the same terms & conditions as if the employee had not taken a leave. Employees who take a leave of absence under this policy remain responsible for timely payment of the employees' share of any applicable insurance premiums for the period of the FMLA leave. Employees who take a leave of absence under this policy must contact the Company to make the necessary arrangements for payment of the employees' share of applicable insurance premiums.

#### 7. Rights upon Return from Leave of Absence

Subject to the provisions of applicable law, an employee who returns to work at the end of a leave of absence to which the employee is entitled under this policy will be restored to the same position the employee held before taking the leave of absence or to an equivalent position, with the same seniority as held at the beginning of the leave. If because of changed conditions as allowed by the Family Medical Leave Act it is not possible to reinstate the employee the circumstances must be reviewed with the Chief Operating Officer.

#### I. FUNERAL & BEREAVEMENT LEAVE

In the event of death in his/her immediate family or household any & all full time employees will be given if needed up to three (3) working days leave with pay. The immediate family shall consist of the following:

1. Husband/Wife
2. Son/Daughter/Foster Child
3. Father/Mother
4. Brother/Sister
5. Grandfather/Grandmother
6. Father-in-law/Mother-in-law
7. Brother-in-law/Sister-in-law

Time off with pay is also provided to regular full-time employees to attend family funerals & when necessary to make funeral & estate arrangements. The amount of time off with pay varies from one to three days & is determined by the Chief Operating Officer upon individual circumstances. Additional time off may be taken as an approved personal unpaid leave of absence, vacation or personal days.

## J. MILITARY LEAVE OR RESERVE DUTY

You are entitled to take time off without pay for military service or reserve training. Upon your return from such service or training, on the appropriate date you will be entitled to reinstatement in accordance with federal & state law to your same position or to an equivalent position. You are expected to give reasonable advance notice of military leave by submitting copies of your military orders to the Chief Operating Office as soon as practical, & to apply for reinstatement promptly upon completion of the leave.

## K. PERSONAL LEAVE

While the Company recognizes its employees may occasionally require time off for urgent personal reasons, personal leave will be granted sparingly. Such leaves of absence are granted at the sole discretion of the Chief Operating Officer with the Supervisor's concurrence. Such absences may be authorized with or without pay at the discretion of the Chief Operating Officer, who must judge each request on its own merit & circumstances taking into account the needs of the Company.

It may be necessary for an employee to be absent from work for a period of time exceeding vacation &/or sick leave which does not conform to other authorized absences (FMLA, jury duty, military duty, etc.). Described below is the manner in which requests for such a leave of absence will be handled & the policies which will prevail:

1. Leave of absence without pay due to disability or illness must be accompanied by a physician's statement which expressly sets forth a date for the commencement of such leave of absence & the nature of the disability.
2. The Employee must submit written request for a leave of absence stating the commencement date, his/her intentions regarding return to work & anticipated return date. Requests must be submitted as soon in advance as possible.
3. A request for leave of absence which is planned (i.e., elective surgery or pregnancy, adoption, etc.) shall follow these same procedures.
4. The Company reserves the right in any matter relating to any medical leave of absence, to require an Employee to be examined by a physician(s) of the Company's selection to verify the accuracy of any medical statement provided by the employee.
5. Accruals earned for vacations, holidays & sick leave must be exhausted before an approved "leave of absence" begins.
6. The duration of an authorized leave of absence will be determined on an individual basis at the discretion of the Chief Operating Officer.

7. Under certain conditions at the discretion of the Chief Operating Officer, an employee may be placed on unpaid leave of absence without the employee requesting same. In this case the employee will be informed he/she is being placed on leave of absence without pay & will be given a specific time within which to return to work at which time he/she will be responsible for re-assuming all assigned duties. Failure to return to work within the specified time may lead to further discipline up to & including termination.

## **L. JURY DUTY & SUBPOENA**

Upon receipt of a jury summons an employee should promptly notify his/her direct Supervisor. The Company encourages its employees to perform this important obligation of citizenship. The Company will comply with all applicable state laws concerning jury duty. Employees required to serve jury duty will be excused from work with pay for up to two (2) days with no loss of seniority or job status.

In the event an employee has completed his or her jury duty or is excused from further duty prior to the end of his or her scheduled hours of work, he or she must promptly notify the Supervisor on duty & report for work for the remainder of the shift or broadcast day. After jury duty is completed satisfactory evidence of attendance must be presented to the employee's Supervisor.

Employees who have regular workdays that do not coincide with jury duty days are expected to work on days not required for jury duty. This would typically involve evenings, Saturdays, Sundays & holidays. If an employee scheduled to be on jury duty is not required to serve or is excused from serving on a regular workday, he/she is expected to report to work as scheduled.

The Company is under no obligation to change vacation schedules because of jury duty.

## **SECTION 5. PERSONNEL RECORDS**

### **A. Personnel Records**

The Company maintains personnel files on each employee. Employees are encouraged to regularly update their files with relevant personnel information when required for benefits & related purposes. Such information might include:

- Name &/or marital status
- Address &/or telephone number
- Emergency contact person
- Number of dependents
- Change of beneficiary
- W4 exemptions
- Drivers License/Social Security Number

Any changes in the above should be reported to the payroll department within ten (10) days of such a change.

## **SECTION 6. WORK CONDITIONS**

The orderly & efficient operation of our Company requires all employees adhere to disciplinary rules & proper personal standards of conduct at all times. These rules and standards are necessary to protect the health & safety of all employees, to maintain uninterrupted production & to protect the Company's goodwill and property.

### **A. SAFETY RULES**

Your safety & the safety of your co-workers are of utmost concern to the Company. The Company will make every effort to provide you with a safe clean place in which to work. However it also is your responsibility to work safely. The following safety rules are designed to protect you & your fellow employees from injury:

- Smoking is not permitted anywhere on the premises.
- You must report all injuries no matter how small to your Supervisor at once.
- You may operate machinery or equipment only if qualified to do so.
- You may not use or have in your possession any weapons while working, while on Company property or while operating any Company equipment machinery or vehicles even if you are licensed to carry a weapon.
- You may not use Company vehicles or equipment for personal use.
- You must comply with all signage at transmitting locations.
- You must comply with the Drug & Alcohol policy in this handbook.
- You must use common sense & good judgment to avoid creating risks to the safety of yourself & others.

### **B. DRUG & ALCOHOL POLICY**

The use, possession, sale, transfer, manufacture, distribution & dispensation of alcohol or illegal drugs in the workplace or during the workday are not permitted. For the purposes of this policy "illegal drugs" means any controlled substance, medication or other chemical substance that (a) is not legally obtainable; or (b) is legally obtainable but is not legally obtained or is not being used for the purpose(s) for which it was prescribed or intended by the manufacturer.

Employees may not use, possess, sell, transfer, manufacture, distribute or dispense illegal drugs or alcohol while working, while on Company property or while operating equipment, machinery or vehicles owned by or leased to the Company or otherwise being utilized for Company business. Employees may not work or report to work under the influence of illegal drugs or with detectable levels of illegal drugs or the metabolic of illegal drugs in their systems. Employees may not manufacture, distribute, dispense, transfer or sell illegal drugs. Employees may not work or report to work under the influence of alcohol or with detectable levels of alcohol in their systems.

For the purpose of this policy "Company property" & "Company equipment, machinery and vehicles" means all property, equipment, machinery & vehicles owned, leased, rented or used by the Company.

Employees associated with station events or activities, employees making personality appearances, &/or employees operating equipment, machinery, or vehicles owned by or leased to the Company or otherwise being utilized for Company business are strictly prohibited from participating in alcohol consumption in association with any event or activity.

Employees who violate any of these rules are subject to discipline up to & including immediate discharge. Any such substances found will be turned over to the appropriate law enforcement authorities & may result in prosecution.

In order to assure a safe & productive work place the Company strictly prohibits the use or possession of any illegal or controlled substances, drug paraphernalia, or counterfeit drugs, drug dealing or distribution, drug or alcohol intoxication, use of alcohol or controlled substances which adversely affects performance or safety while employees are on Company premises or at any location at which employees are working or representing the Company. The Company also has a legitimate concern with the image its employees present to the public. Employees who violate this policy will be subject to discipline up to including termination of employment.

Any employee who has reason to believe the use of legal drugs such as a prescribed medication may pose a safety risk to any person or interfere with the employee's performance of his or her job must report such drug use to his or her Supervisor. The Company shall then determine whether any work restriction or limitation is indicated. Failure to report the use of a drug that may pose a safety risk could result in disciplinary action.

#### D. PHONE CALLS, ELECTRONIC & PERSONAL MAIL

The use of Company-owned phones should be limited to official Company business. Each employee is required to keep personal calls to a minimum. Friends & relatives should be discouraged from calling during working hours unless there is an emergency. Under no circumstance should you make or charge a long-distance call unless it is work related & approved by your Supervisor. Do not use Company stationary, stamps, envelopes, postage meters or other Company supplies for your personal mail. Voice mail access codes must be kept on file in the Business Office. Employees have a responsibility to check their voice mail daily & to discard messages that are no longer needed.

Mail delivered to the Company which is not clearly marked "personal" may be opened by others particularly if you are absent. Therefore it is best to not have personal mail sent to your work address.

Electronic mail & information stored in Company-owned computers belongs to the Company. Do not use a company-owned computer or e-mail account for personal



communications you do not want others to see. The Company reserves the right to read & regulate all electronic & instant message communications to & from its owned computers. Similarly you should delete personal messages from your voicemail since in your absence it may be necessary for someone else to check your messages.

Telephone courtesy is paramount in importance to Equity Communications because a high percentage of our contact with clients, listeners, vendors & affiliates is via telephone. People form opinions about & judge the Company by our telephone manners. Clients & listeners warm to a friendly voice just as we do when we are customers. Relaying clear & accurate messages & the proper use of voicemail is crucial. We must take the time to understand exactly what clients, listeners or other callers want. Calls at the Front Desk/switchboard & to the studio request lines should be answered by the third ring whenever possible. Messages left on voicemail should receive a return call within two hours whenever possible.

Our office is equipped with a new telephone message recorder & digital voice mail system to record incoming calls & faxes after normal business hours. The Front Desk Receptionist is responsible for activating the telephone recording & fax machines at night & distributing messages the following morning. You are encouraged to return all after-hours recorded calls referred to you as soon as possible the next morning.

#### G. EXIT INTERVIEW

When you leave employment with the Company for any reason you will have an exit interview with your Supervisor & the Chief Operating Officer. This interview provides an opportunity to complete the employee's personnel record, gives the employee the opportunity to comment in private on the reasons for leaving & to return all property belonging to the Company.

#### H. TRAVEL & DRIVER'S LICENSE

It is now the policy of the Company to require information regarding an employee's drivers license, driving record & automobile insurance. Maintaining a good driving record, valid driver's license & the proper levels of automobile insurance & liability insurance are the employee's responsibility if the employee's regular duties require driving the employee's personal vehicle to or from Company business. The Company is not responsible for damage to your car (or other cars caused by you or your car) while on Company business. Full or part-time employees required to drive Company vehicles are subject to quarterly reviews of their driving record. It is critical for all employees who operate station vehicles &/or their own vehicles on company business to have good driving records. Personal use of Company vehicles is strictly prohibited & cause for immediate dismissal.

The Company reserves the right to have random drug & alcohol tests performed on any individual who operates a Company vehicle. The Company also reserves the right at its sole discretion to have pre-employment drug & alcohol tests performed on applicants &

to conduct regular reviews of employee's driving records. Employees with unacceptable driving records may not be permitted to operate company vehicles &/or their own vehicles on company business. Conviction for driving while intoxicated (DWI) impacts upon productivity & may be grounds for immediate termination.

## **SECTION 7. EMPLOYEE CONDUCT**

### **A. CONFIDENTIALITY**

As an employee of the Company you will have access to certain confidential information, such as customer or client information, client records, development & research work, marketing programs, training, plans, proposals, financial & other information about internal systems, processes, concepts, practices, & procedures ("Confidential Information"). You must absolutely maintain the confidentiality of all such information & hold this information in the strictest of confidence. You may not directly or indirectly disclose any confidential information to any person or entity not expressly authorized by the Company to receive or use such Confidential Information. This policy applies to all business, personal & social settings & acquaintances.

You must agree at all times during & following your employment with the Company to hold in the strictest of confidence & not to use or disclose to any person, firm or corporation any Confidential Information of the Company. As used herein "Confidential Information" also means any & all information furnished by the Company before or after the dates of employment or termination orally, in writing, electronically or gathered by inspection regardless of whether or not it is specifically marked as Confidential & any information belonging to the Company the disclosure or use of which could damage or result in a competitive or other disadvantage to the Company including but not limited to information relating to the Company's past, present or future management, sales, programming, research, development or business affairs such as trade secrets, business methodologies, facilities, billing records, financial & operational information & policies, contracts, suppliers, client lists, marketing & sales prospect lists, all projects containing Company 'know-how' & all copies, reproductions, notes, analyses, compilations, studies, interpretations, recaps, summaries & other proprietary documents whether or not prepared by the Employee.

All documents & other tangible property relating in any way to the business of the Company that you develop or that come into your possession during your employment are the property of the Company & you must return all such documents & tangible property to the Company upon the termination of your employment or at such earlier time as the Company may request. Any violation of this confidentiality policy will automatically result in discipline up to & including immediate dismissal.

### **B. SOLICITATIONS, DISTRIBUTIONS & BULLETIN BOARDS**

Solicitation on Company premises of any type from employees & non-employees is not allowed during the workday. Furthermore the distribution & posting of pamphlets, leaflets or

other literature is not allowed during the workday on Company property. The only exceptions are for official Company publications & Company-sponsored programs approved by the Chief Operating Officer.

Bulletin boards are located throughout our facility in order to provide employees with easy access to important posted information. The Company's bulletin boards are used to communicate official government information on equal employment opportunity laws, wage & hour laws, health & safety rules & other issues. They also may be used to communicate information regarding Company policy, procedures, guidelines & business announcements including, but not limited to, job postings, safety rules, health items, benefit programs & notices announcing special events.

Employees may not post, tape, tack or affix in any way any form of literature, printed or written materials, photographs, or notices of any kind on the Company's bulletin boards & walls, in the lobby or front desk area or anywhere else on Company property other than in employees' own office or personal work area. The Company's bulletin boards & lobby facilities may not be used by employees or outside parties for the posting of commercial notes & advertisements, announcements, sales of personal property or any other matters whether work-related or not. Violation of this policy may be grounds for disciplinary action up to & including discharge.

#### C. DRESS CODE, PERSONAL APPEARANCE & BASIC OFFICE PROTOCOL

At no time should employees wear clothing or groom themselves in such a way that they appear dirty, ragged or sexually provocative. At no time should employees wear clothing imprinted with illustrations or messages insulting or demeaning to co-workers & clients. Bare feet, flip-flops, body paint or unkempt hair are not permitted in the office. All employees must use good taste in dress & personal appearance & strive to project a professional image & atmosphere at all times.

#### D. WORKPLACE STANDARDS OF BEHAVIOR

Employees should behave in a courteous & respectful manner to co-workers, management, clients & the public at all times. When interacting with co-workers, management, clients & the public your conduct should conform to generally accepted standards of good behavior.

Because some rule violations might be more serious than others the type of discipline corresponding with each rule may vary at the discretion of management. For example, the Company will not tolerate employee conduct which creates an intimidating, hostile or offensive working environment. It is impossible to state all possible misconduct that would be grounds for disciplinary action. The following are examples of offenses which may result in disciplinary action ranging from a verbal warning or reprimand up to & including discharge:

Any form of dishonesty including falsification of any Company time sheets, sales orders, sales records or client records  
Excessive unexcused absenteeism or tardiness  
Unauthorized possession or removal of or cooperation in the unauthorized possession or removal of possessions belonging to co-workers, customers or the Company  
Applying to your own use & property, records, documents, computers or letterheads of the Company or of co-workers  
Tape-recording of discussions during the workday  
Conviction of a felony or misdemeanor  
Using alcohol on Company property or while at work  
Possession of drugs or narcotics while at work or being under the influence of drugs or narcotics on Company property or while at work  
Working at a second job elsewhere which causes a conflict with duties assigned by the Company  
Allowing unauthorized visitors during non-business hours, e.g. evenings & weekends  
Accepting gratuities & incentives in cash or as a gift  
Destruction of Company property  
Tampering with fire extinguishers, emergency exits or other safety equipment  
Possessing or using weapons on Company property  
Fighting, arguments or altercations on Company property  
Engaging in unlawful harassment or discrimination  
Leaving the job during your usual working hours except in the performance of your duties or with the authorization of your Supervisor  
Inappropriate attire, inadequate footwear or appearance on the job  
Disorderly conduct on Company property  
Immoral or indecent behavior on Company property  
Unsatisfactory performance of your job duties  
Insubordination, incompetence or refusal to perform service connected with your job  
Smoking on Company property  
Use of abusive or derogatory language or otherwise acting in a discourteous manner toward any employee, customer, vendor, audience or supplier of the Company in a way that endangers the Company's reputation  
Threatening, intimidating, coercing or interfering with fellow employees  
Creating or contributing to unsanitary conditions  
Unauthorized operation of tools, machines or equipment  
Any action that would be considered a violation of criminal law  
Disposing of or concealing defective work or helping others to do so  
Violation of safety rules  
Theft of property belonging to other employees, the Company, our customers or vendors  
Deliberately or negligently damaging property or machines belonging to the Company  
Misrepresenting or withholding information on the employment application or Company records  
Consistently poor performance  
Use of Company equipment, machines or tools, either inside or outside the office, without specific Company authorization  
Failure to report injuries no matter how slight

Making or receiving unauthorized telephone calls during working hours  
Absence without notification for three consecutive days

This list while extensive is not all-inclusive & is not meant to set forth the only rules of conduct that may form the basis for discipline or discharge. The Company may determine at any time that any behavior warrants discipline & may administer whatever discipline the Company believes is most appropriate to the situation.

#### E. PERSONAL EXPENSES PAID BY THE COMPANY

The employee must promptly reimburse to the Company any personal charges incurred by the Company in behalf of the employee.

#### F. GREETING VISITORS

Occasionally customers or listeners will stop in to see someone without an appointment. Visitors to the office should be made to feel welcome at all times, particularly if they are required to wait to see someone or if they show up unexpected.

#### G. NOTICE OF RESIGNATION

Employees who voluntarily resign their employment with the Company are urged to give their Supervisor no less than two weeks written notice prior to the resignation date.

#### H. TAPE RECORDING OF CONVERSATIONS

Tape recording of employee conversations without their permission is strictly prohibited. Accordingly you are prohibited from taping employee conversations on the telephone or in person without their knowledge & consent.

#### I. EXIT CHECK LIST

All applicable & appropriate items should be accounted for by the last date of employment.

#### J. SMOKING POLICY

The Company's strict "No Smoking Policy" has been established because of Bayport One's smoke-free building status & the prevalence of sensitive broadcasting equipment needed to conduct the Company's business.

## **SECTION 8. DISPUTE RESOLUTION POLICY & PROCEDURE**

### **A. SCOPE OF POLICY**

In any workplace misunderstandings & problems are bound to occur between employees or between an employee & the Company. Because such misunderstandings & problems can adversely impact the quality of the employment relationship & the quality of our service to clients & listeners, the Company desires to assist employees in resolving & eliminating misunderstandings & problems at work. It is always in the best interests of the Company to quickly recognize & resolve legitimate problems.

Each employee regardless of position shall treat co-workers in a fair & just manner at all times. If at any time an employee believes he or she is not being treated fairly, or if an employee suspects a mistake has been made in the administration of a policy, practice or condition of employment, the employee has the responsibility to inform the Company's Chief Operating Officer so that management can resolve the matter promptly & effectively. Supervisors should address all questions, concerns, problems or grievances raised by employees no matter how insignificant or trivial they may seem. Supervisors have the responsibility to investigate such matters & to report them promptly to the Company's Chief Operating Officer.

The Company does not tolerate any form of retaliation against an employee who uses this problem resolution procedure. Any employee who retaliates against an employee for using this procedure will be subject to discipline up to & including discharge.

### **B. PROCEDURE**

The claimant must file a written complaint with his or her Supervisor or the Chief Operating Officer within ten (10) working days of the claimed wrongful treatment. If the written complaint is not filed within that time, the complaint is considered to be waived & the claimant forfeits any right to proceed with the complaint under this policy.

The Supervisor will respond to the complaint either verbally or in writing by either denying or sustaining the complaint. The Supervisor will have ten (10) working days after his or her receipt of the complaint to respond, provided that the Supervisor may extend the response period by providing written notice of such an extension to the claimant.

If the complaint is denied the claimant may appeal the denial in writing to the Chief Operating Officer within ten (10) working days of the denial of the complaint. If the written appeal is not filed within that time, the appeal is waived & the claimant forfeits any right to proceed further with the complaint under this policy.

The Chief Operating Officer will respond to the appeal in writing by either denying or sustaining the complaint. The Chief Operating Officer will have ten (10) working days

after receipt of the appeal to respond to the appeal, provided that he may extend the response period by providing written notice of such an extension to the claimant.

If the appeal is denied & the claimant contests a suspension, demotion, promotion, transfer or discharge, the claimant may proceed with his or her complaint to governmental authorities. If the complaint contests any other personnel action, the denial of the appeal by the Chief Operating Officer will be considered final.

From time to time you may encounter a fellow employee who wants to waste your time with gripes or complaints you cannot help them resolve. Remind them of the existence of this complaint procedure & suggest they use it.

## **SECTION 9. MISCELLANEOUS**

### **A. ADVERTISING SALES & COLLECTIONS**

Advertising salespeople are usually paid a guaranteed draw against future earned commissions for the first 90 days of employment. Continuation of this guarantee is based upon satisfactory progress in meeting the performance standards set by the Director of Sales & the Chief Operating Officer. All accounts are the property of the Company & may be distributed at Management's discretion.

If a salesperson is terminated & does not collect remittances from his/her clients within 90 days of airing & billing, they will forfeit all commissions. All sales should be collected within 90 days of billing & must be collected within 120 days of billing.

Any accounts that reach 120 days past due will immediately be placed with an outside collection agency at which time the salesperson loses all claims to any recoveries. It is now the policy of the Company to no longer approve exceptions to this rule. Therefore advertising salespeople are required to pursue diligent & vigorous collection disciplines & procedures. Advertising salespeople are expected to follow the pricing policies set by Sales Management & the Chief Operating Officer. Any deviation from these policies without prior approval from Management is prohibited.

### **B. REIMBURSEMENT OF EXPENSES**

Any requests for reimbursements of any kind should be pre-approved by your supervisor & the Chief Operating Officer. Expense forms for reimbursements should be filled out by the individual requestor, signed by their department head & Chief Operating Officer & then submitted to accounting for payment.

Expense reports even with receipts attached & approval signatures will not be reimbursed without prior approval of the expense by the Chief Operating Officer.

Salespeople are compensated on a commission basis & their expenses are generally not reimbursable by the Company. Salespeople are expected to use their own automobiles &

be responsible for their own upkeep, mileage & insurance. The Company expects that a part of the cost of selling is a modest amount of entertaining, the expense for which is borne by the salesperson & offset by the Company's lucrative commission rates.

### C. RESIGNATION

An employee considering resignation may wish to discuss the situation with his or her manager before making a final decision. This discussion may reveal factors that have been overlooked & could change the decision to resign. Employees deciding to resign are requested to give two (2) weeks written notice. If the employee's direct Supervisor believes it is advisable for the employee to leave prior to the end of the employee's notice period, the employee may be paid for the remainder of that period. If applicable termination benefits will be in the final check. The effective date of termination is the employee's last working day.

### D. FIREARMS & WORKPLACE VIOLENCE POLICY

The Company is concerned about increased levels of violence in society which has filtered into many workplaces throughout the United States. It is our policy to prohibit any acts or threats of violence by an employee or former employee against any other employee in or around Company facilities or elsewhere at any time. Employees & visitors are prohibited from carrying firearms or other weapons whether concealed or in open fashion on Company property or on Company business. We will not condone any acts or threats of violence against our employees, customers or visitors on Company premises at any time or while engaged in business with us or on our behalf. In keeping with the spirit & intent of this policy & to insure the Company's objectives in this regard are attained it is the commitment of Equity Communications to:

- Provide a safe & healthful work environment.
- Take prompt remedial action up to & including termination against any employee who engages in any threatening behavior or acts of violence.
- Take appropriate action when dealing with former employees or visitors to the Company's facilities who engage in such behavior. Such action may include notifying the police or other law enforcement personnel & prosecuting violations of this policy to the maximum extent of the law.
- Establish viable security measures to ensure our facilities are safe & secure to the maximum extent possible & to properly manage & supervise access to the Company facilities by the public, off-duty employees & former employees.

As part of this policy employees have a duty to warn their Supervisors, security personnel or other management or building representatives of any suspicious workplace activity, situations or incidents they observe or are aware of that involve other employees, former employees or visitors that appears problematic. This includes for example threats or acts of violence, aggressive behavior, offensive acts, threatening or offensive comments or remarks &/or suspicious after-hours activities in the building or parking lot. Employee reports made pursuant to this policy will be held in confidence to the maximum extent possible.



## E. PERSONAL APPEARANCE

The first impression you make in behalf of the Company is often a visual one. Each employee's appearance contributes significantly to the overall success of the Company. As such it is important the Company always presents a neat clean appearance so use good judgment when dressing for work. Questions concerning the appropriateness of specific attire should be addressed to your direct Supervisor or the Chief Operating Officer.

## F. CONFLICT OF INTEREST POLICY

It is the practice of the Company to respect the rights of employees to engage in voluntary activities outside of their employment which are private in nature & which in no way conflict with or reflect upon the Company &/or its image. This practice shall not limit the Company in any way from taking any action deemed necessary or practical to protect & maintain itself as a Company & to protect & maintain its image. The Company expects as a condition of employment each employee will protect Company information by holding it in strict confidence avoiding undue or improper outside influence upon decisions or actions in the performance of work, & avoiding situations which unduly deprive the Company of the full measure of working time, attention to assigned duties & loyalty.

Therefore as a condition of employment the Company reserves the right to review & approve or disapprove such outside activities of an employee as may involve: (1) the utilization of proprietary Company information &/or equipment; (2) the question of undue or improper influence; or (3) depriving the Company of the full measure of working time, attention to assigned duties & loyalty.

It is the responsibility of the employee:

1. To be particularly careful to recognize & avoid a conflict of interest which may be likely to arise should the employee:

(a) Be employed by or receive any consideration from another firm while in the employment of the Company particularly if the firm is or is likely to become a competitor or have any other business relationship with the Company;

(b) Hold substantial financial interest in or be engaged in the management of a firm in which provides service, supplies materials or equipment to the Company or a firm to which the Company makes sales;

(c) Speculate or deal in materials, equipment, supplies, service or property purchased by the Company or speculate or deal for his/her own account in products or services sold by the Company;

(d) Borrow or otherwise receive money from customers or from individuals or firms from which the Company buys services, materials, equipment, or supplies, or with whom the Company does business;

(e) Accept gifts or favors from an outside organization, agency or individual which gifts raise a question of impartiality in the selection of suppliers or rendering of services; &/or

(f) Participate in civic, professional, social or other such organizational activities in a manner whereby confidential Company information may become divulged.

2. To make such disclosures of any potential or actual conflict of interest or any other matter as the Company may require from time to time; &

3. To review with his Supervisor or the Chief Operating Officer any activities that might result in a conflict in interest.

#### D. Supervisor's Responsibility

It will be the responsibility of the employee's Supervisor & the Chief Operating Officer to assist the employee by reviewing the case with appropriate Company management to assure a decision which protects both the employee & the Company.

Where a definite possibility of conflict of interest is determined where no dereliction of responsibility or undue influence has as yet occurred, the employee will be given a reasonable time to correct the conflict before written disciplinary action is taken.

#### G. COMMERCIAL PRODUCTION

On-air announcers (both full-time & part-time) are expected to provide commercial production services as required by their Supervisor, the Production Director, the Sales Manager & the Chief Operating Officer as part of their regular duties & as a condition of their employment with the Company. Each announcer is expected to provide two (2) hours of commercial production time per day & a sixth day of live in-studio broadcasting.

#### H. PERSONAL APPEARANCES

All on-air announcers are expected to make a reasonable number of unpaid appearances each quarter in behalf of the station with which they are most closely associated as a part of their regular duties as a condition of their employment with the Company. Personal appearances set up by salespeople for advertising clients will have talent fees paid directly by the client to the announcer with the responsibility for collecting these fees lying exclusively with the salesperson involved.

If the Company collects a talent fee paid by a client for any personal appearance or remote broadcast, it will be paid to the talent involved in addition to regular pay through payroll with required deductions during the first pay period of the next month following remittance.

If the Company is required to cover a talent fee originally represented to the Company as a client-paid fee due to non-compliance with this requirement, the Company reserves the right to offset such payment against the commissions of the salesperson involved.

## **I. CONFIDENTIALITY**

Confidential information about Company customers is of a secret, special & unique value. Customer lists, sales methods, sales training, pricing policies, presentation & marketing strategies, operating procedures, technical procedures, plans & personnel are not to be made available to anyone not employed by the Company, including but not limited to members of the employee's family & friends, employees of other radio stations, past employees of the Company, employees of advertising agencies or clients & members of news, print & electronic media. This confidentiality carries over when the employee leaves the Company. It is illegal for the employee to use or disseminate any confidential information - such as customer lists, promotional plans, proprietary sales methods, sales training or internal memos - to the Company's detriment. Litigation may result if a current or former employee seeks to use confidential information or is found to have dispersed such confidential information to competitors to the Company's disadvantage.

## **SECTION 10. CONCLUSION**

This Corporate Policy Manual & Employee Handbook has been prepared to guide you in your employment with Equity Communications LP. Your continued employment with the Company indicates you are in agreement with the terms & conditions herein. Please keep this Manual in a safe place with your other important papers. We look forward to working with you in a productive & rewarding environment.

## RECEIPT & ACKNOWLEDGEMENT

I acknowledge I have received a copy of Equity Communications LP's Corporate Policy Manual & Employee Handbook. I understand it is my responsibility to read the Handbook & that I should contact the Chief Operating Officer if I have questions or need help (such as translation or interpretation assistance) in understanding the information contained in it.

I understand the information in the Handbook may be changed at any time with or without advance notice at the discretion of the Company (except the at-will relationship noted below); & that it is my responsibility to check with the Chief Operating Officer to be sure that I have current information about any particular subject. This Handbook does not represent an employment contract nor does it guarantee that any employee will be employed for any specific or minimum period of time.

I understand employees of Equity Communications LP are "at-will" employees & may quit or be terminated from employment at any time with or without cause or notice for any or no reason. I FURTHER UNDERSTAND & AGREE THAT ALTHOUGH OTHER TERMS & CONDITIONS OF MY EMPLOYMENT MAY CHANGE, THIS AT-WILL EMPLOYMENT RELATIONSHIP WILL REMAIN IN EFFECT THROUGHOUT MY EMPLOYMENT WITH THE COMPANY UNLESS IT IS SPECIFICALLY MODIFIED BY AN EXPRESS WRITTEN EMPLOYMENT AGREEMENT SIGNED BY THE CHIEF OPERATING OFFICER OF THE COMPANY. THIS AT-WILL EMPLOYMENT RELATIONSHIP MAY NOT BE MODIFIED BY ANY ORAL OR IMPLIED AGREEMENT OR BY ANY PERSON, STATEMENT, ACT, SERIES OF EVENTS OR PATTERN OF CONDUCT. I HEREBY ACKNOWLEDGE THESE STATEMENTS ABOUT THE AT-WILL NATURE OF MY EMPLOYMENT CONSTITUTE THE COMPLETE UNDERSTANDING BETWEEN THE COMPANY & ME REGARDING THE SUBJECT.

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Employee Signature

Employee Name

Date