

OFFICIAL EEO REPORT DEC-1-2021 THRU NOV 30, 2022

RADIO STATIONS WSKP-HOPE VALLEY, WKKB, MIDDLETOWN

WBMW-PAWCATUCK, WWRX-LEDYARD, WJF-MONTAUK,

WMRQ-WATERBURY, WBOM, MERIDEN, WSNG-TORRINGTON- WDRC-AM HARTFORD, WDRC-FM HARTFORD, WNTY, SOUTHLINGTON

WACM-WEST SPRINGFIELD, WSPR-WEST SPRINGFIELD

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sales Representatives	1-4,5,8,9,12,13,14-17, 20-31	3
Senior Sales Representatives	1-5,8-31	1
Event Set Up	1-5,7-9,11-31	2
Announcer	1-10, 12-16, 19-24, 29-34	2
Traffic/Billing/Receptionist	1-10, 12-16, 18-26, 29-32, 34	2
Managers		0

## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Albertus Magnus College 700 Prospect St New Haven, Connecticut 06511 Phone : 1-800-578- 9160 Email : careercenter@albertus.edu Karen Stokes	N	4
2	Capital Workforce1 Union Place Hartford, Connecticut 06103 Phone : 1-860-522-1111 Email : sgood@capitalworkforce.org Stephen Good	N	5
3	All Access.com www.allaccess.com	N	2
4	River Valley Chamber of Commerce 2400 Main St Glastonbury, CT 06033 NETWORK EVENTS www.crvchamber.org Phone: 860-659-3587	N	0
5	Facebook <a href="http://www.facebook.com/john.fuller.9216">www.facebook.com/john.fuller.9216</a>  Facebook of all radio stations	N	9
6	Community Technical College 61 Woodland Street Hartford, Connecticut 06101 Phone : 1-860-906--5266 Email :	N	0

	lknowlton@capitalcc.edu Lisa Knowlton		
7	Connecticut School of Broadcasting Media Park 130 Birdseye Rd Farmington, Connecticut 06032 Phone : 800-887-2346 Email : bmartines@gocsb.com Rebecca Martines	N	4

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8	Former Employee (re-hire or laid off)	N	4
9	Eastern Connecticut State University 83 Windham Street Williamantic, Connecticut 06226 Phone : 1-860-465-5000 Email : careers@easternct.edu Job Bank	N	0
10	<a href="https://www.indeed.com/cmp/Full-Power-Radio">https://www.indeed.com/cmp/Full-Power-Radio</a>	N	4
11	Employee Referral	N	2
12	Rhode Island Hispanic Chamber of Commerce <a href="http://www.rihispanicchamber.org">www.rihispanicchamber.org</a>	N	0
13	Greater New Haven Education 580 Ella Grasso Blvd. New Haven, Connecticut 06510 Phone : 1-203-865-3867 Email : JAllen@newhaven.edu Jerry Allen	N	0
14	Highschool Adult Education 580 Ella Grasso Blvd. New Haven, Connecticut 06510 Phone : 1-203-492-0218 Email : Michael.Twitty@New-Haven.k12.ct.us Michael Twitty	N	0
15	Housatonic Community College 900 Lafayette Blvd. Bridgeport, Connecticut 06604 Phone : 203-332-5983 Email : athomas@housatonic.edu Anisha Thomas	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	New London Day Job Fair- Mystic Marriot April 6, 2022 Sept 1, 2022	N	3
17	Job Fairs & Career Days	N	3
18	Linked In	N	2
19	Lyme Academy of Fine Arts 84 Lyme Street Old Lyme, Connecticut 06371 Phone : 860-434-5232 Email : klockwood@lymefs.newhaven.edu Karen Lockwood	N	0
20	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 1-800-237-8073 Email : medialine@medialine.com Mark Shilstone	N	0
21	Middlesex Community College 100 Training Hill Rd Middletown, Connecticut 06457 Phone : 800-343-5800 Email : esanchez@mxcc.edu Elana Sanchez	N	0
22	NAACP 400 Mount Hope Drive Baltimore, Maryland 21215 Phone : 1-410-580-5777 Email : Doris.Dumas@yale.edu Doris Dumas	N	0
23	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30326 Phone : 404-523-6136 Email : lojelks@aol.com Lo Jelks	N	0

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24	Post University 800 Country Club Rd Waterbury, Connecticut 06723 Phone : 203-591-7467 Email : cbillings@post.edu Christina Billings	N	0
26	Station's Website	N	0
27	Central Connecticut State University Job Fairs in 1615 Stanley St New Britain, CT 06050 www.ccsu.edu Phone: 860-832-3200	N	0
28	River Valley Chamber of Commerce 2400 Main St Glastonbury, CT 06033 NETWORK EVENTS www.crvchamber.org Phone: 860-659-3587	N	0
29	Business Network International 88 Day Hill Rd Windsor, CT 06095 www.windsorbusinessnetworks.com Phone: 860-404-2308	N	0
30	Goodwin University 1 Riverside Dr East Hartford, CT 06118 www.goodwin.edu Phone: 860-528-4111	N	0
31		N	0

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32	Urban League of Greater Hartford P.O. Box 320500 Hartford, Connecticut 06132 Phone : 860-527-0147 Email : ymatthews@ulgh.org Yvonne Matthews	N	0
33	Walk In/Self-Referral	N	2
34	Milford Post Job Fair April 28, 2022	N	4
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>37</b>

### III. RECRUITMENT INITIATIVES Dec. 1 2021- Nov. 30, 2022

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	02/26 & 27/2022	Women's Event	<b>Produced Women's Health Beauty and Bridal Event and Mohegan Sun.</b> Thousands attended and Red Wolf/Full Power Radio had a Job Fair/Career Opportunity Booth to educate and gather applicants especially women.	1	Station's President, Vice-President, Air Personalities
2	Ongoing	Networking	<b>Networking Events, Job Fairs and Chamber of Commerce events.</b> Bloomfield Chamber of Commerce Monthly Events Milford Chamber of Commerce Monthly Events Norwich Chamber of Commerce Eastern Connecticut Chamber of Commerce Pioneer Valley, MA Area Chamber of Commerce Business Networking International Ocean Chamber of Commerce Northeast Chamber of Commerce R.I. Hispanic Chamber of Commerce	3	Sales Manager, Salespeople, Air Personalities. Vice President of Red Wolf Broadcasting
3	Ongoing	Internships & Recruitment	<b>Connecticut School of Broadcasting Partnership</b> Amy Grey, Assistant Program Director at Red Wolf Personality is also the Career Counselor at Connecticut School of Broadcasting at CSB Media Arts in Farmington, CT. She mentors hundreds of students from Connecticut, Rhode Island, Massachusetts and nearby New York. She recruits the best of the best for Red Wolf Broadcasting from new voices on the air to behind the scene people who are vital in Engineering and IT, Web and Social Media, Traffic, Sound Board Techs, Event Set-Up and more	19	Assistant Program Director



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4	11/15/2022	Job Fair at Radio Station WSPR-WACM- WDRC AM & FM- WSNG-WBOM- WNTY & WMRQ-	<b><u>Major Initiative.</u> Job Fair for search for all positions and have create a bank of applicants, Interviews and voice over Auditions were conducted on a per market basis.</b> Station promoted and hosted an extensive campaign with on air commercials, newspaper, step stake signs.	1	Station's President, Vice-President, Air Personalities
5	11/16/2022	Job Fair at Radio Station WBMW-WWRX- WJFJ-WSKP	<b><u>Major Initiative.</u> Job Fair for search for all positions and have create a bank of applicants, Interviews and voice over Auditions were conducted on a per market basis.</b> Station promoted and hosted an extensive campaign with on air commercials, newspaper, step stake signs.	1	Station's President, Vice-President, Air Personalities
6	11/17/2022	Job Fair at Radio Station WKKB WSKP	<b><u>Major Initiative.</u> Job Fair for search for all positions and have create a bank of applicants, Interviews and voice over Auditions were conducted on a per market basis.</b> Station promoted and hosted an extensive campaign with on air commercials, newspaper, step stake signs.	1	Station's President, Vice-President, Air Personalities

## Major Initiative-Community Networking Events and Job Fairs

Dec. 1-2021 thru November Nov 30, 2022 reporting period

Full Power Radio participated in Career Days, Network Events, Job Fairs at area Chamber of Commerce's, as well as, Locally based Colleges and Universities and it's own locally produced Job Fairs at it's stations.

Job Fairs participated

April 28, 2022 Post Job Fair. Connecticut Post Mall 10AM-6PM

April 6, 2022 New London Day Job Fair at Mystic Marriott

Sept 1, 2022 New London Day Job Fair at Mystic Marriott

### Major Initiatives

Connecticut School of Media, Farmington, CT partnership. Amy Grey Assistant Program Director at Red Wolf Broadcasting is also a career counselor and mentor to hundreds who have attended their school.

Red Wolf Broadcasting has had a long term relationship with CSM and has hired more than 25 employees over the years. Grey will invite students to job shadow her or intern at Red Wolf's stations. Since she is at the school and spends extensive time in the classroom with students, she discovers students which can be a good fit. This initiative has been great for students, who would have never been able to set inside the competitive world of broadcasting and a unique and dynamic resource in Red Wolf's recruiting efforts.

Latin Festival Oct. 8, 2021 Farm Fresh RI 9 AM to 3 PM. WKKB & WSKP produced a Latin Festival targeting the Hispanic community in the greater Providence community. As a part of the festival it had a job fair and many employment opportunities. WKKB also had a booth to recruit sales, marketing, street teamers, voice over artists and on air personalities. About a 1,000 attended. This is the 8<sup>th</sup> year for the event. Hundreds of commercials were run over Red Wolf's stations, as well as flyers & posters and social media posts.

Job Fairs At The Radio Stations. Red Wolf went on an extensive outreach in the fall of 2022 with three in station job fairs. The first ever in the world of broadcasting. Hundreds of commercials were aired on all of it's stations offering a free audition to find the next great voice. Marketing, sales, public affairs and potential news broadcaster were also invited to attend. Red Wolf had more than 50 participants.

November 15, 2022 at 75 Oxford Street, Suite 302, Providence for WKKB and WSKP

November 16, 2022 at 869 Blue Hills Avenue at WMRQ, WDRC, WNTY, WSNG, WBOM, WSPR, WACM 10 AM to 5 PM

November 17, 2022 at 758 Colonel Ledyard Highway, Ledyard, CT for WBMW, WWRX, WJFF, WSKP from 10 AM to 5 PM