

**WFRG, WLZW, WIBX, WODZ**  
**Equal Employment Opportunity Public File Report**  
**February 1, 2009 – January 31, 2010**

**I. POSITIONS FILLED DURING THE REPORTING PERIOD**

<b>Job Title</b>	<b>Sources Used to Fill Position</b> <i>(Numbers Correspond to the Recruitment Source List in Part II)</i>	<b>Source Referring Hire</b>
Sales Rep (WLZW, WIBX)	1,2,3,4,5,6,7,8,9,10,14,19,20,22	7,22
Sales Rep (WLZW, WIBX)	1,2,3,4,5,6,7,8,9,10,14,19,20,22	19

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**II. RECRUITMENT SOURCE LIST**

<b>No.</b>	<b>Recruitment Source</b> (Name, address, contact person, telephone number)	<b>Entitled to Vacancy Notification (Y/N)</b>	<b>No. Interviewees Referred During Reporting Period by Source</b>
<b>1</b>	Working Solutions One Stop Center NYS Office Building 207 Genesee St Utica NY 13501 315 793 2229 Fax 315 793 2216 Email <a href="mailto:Uscsaw@labor.state.Ny.us">Uscsaw@labor.state.Ny.us</a>	N	0
<b>2</b>	Mohawk Valley Community College Employment Office Academic Building, room 135 1101 Sherman Drive 315 792 5696 Email <a href="mailto:Jude@mvcc.edu">Jude@mvcc.edu</a>	Y	0
<b>3</b>	Herkimer County Community College Career Counseling Center RMCC 262 Reservoir Rd Herkimer NY 13350 315 866 0300 ext 8284 fax 315 866 7253 Email <a href="http://www.herkimer.edu/jobs">www.herkimer.edu/jobs</a>	Y	0
<b>4</b>	Utica College Career Service 1600 Burrstone Rd Utica NY 13502 315 792 3111 Fax 315 792 3370 Email <a href="mailto:drusso@utica.edu">drusso@utica.edu</a>	Y	0

<b>5</b>	Utica School of Commerce Administrative office 201 Bleeker St Utica NY 13501 315 733 2309 ext 2217 Fax 315 733 9281 Email Swilliams.usc.ny.edu	Y	0
<b>6</b>	Mohawk Valley Chamber of Commerce 520 Seneca St Utica NY 13501 315 124 3151 fax 315 724 3177 Email <a href="mailto:info@mvchamber.org">info@mvchamber.org</a>	N	0
<b>7</b>	Regent Broadcasting of Utica Advertising WLZW, WFRG, WIBX, WODZ 9418 River Rd Marcy NY 315 768 9500 fax 315 736 0720	Y	3
<b>8</b>	SUNY Institute of Tech Career Services Donovan Hall, Room G172 Marcy Campus Rte 12 North Utica, NY 13502 315 792 7165 315 792 7168 Email <a href="mailto:Careerservices@sunyit.edu">Careerservices@sunyit.edu</a>	Y	0
<b>9</b>	Observer Dispatch Central New York Job Fair	Y	1
<b>10</b>	Women's Employment & Resource Center 1411 Genesee St. Utica, NY 13501 315 793 9700 315 793 9966 Email <a href="mailto:emoran46@centralny.twcbc.com">emoran46@centralny.twcbc.com</a>	N	0
<b>11</b>	Utica Observer Dispatch Classified Advertising Section-Help Wanted	N	0

<b>12</b>	Rome Sentinel Classified Advertising Section-Help Wanted	N	0
<b>13</b>	Syracuse Pos-Standard & Herald Advertising Section-Help Wanted	N	0
<b>14</b>	Central New York Help Wanted.com	Y	3
<b>15</b>	All Access internet source <a href="http://www.allaccess.com">www.allaccess.com</a>	N	0
<b>16</b>	Oneida County SABA Oneida-Herkimer-Madison Boces Box 70-4747 Middle Settlement Road New Hartford, NY 13413 315 793-8684 315 793 8531	N	0
<b>17</b>	New York State Broadcasters Assoc. 1805 Western Ave. Albany, NY 12203 518-456-8888 Email <a href="mailto:Sandy@nysbroadcastersassn.org">Sandy@nysbroadcastersassn.org</a>	N	0
<b>18</b>	Radio Ink magazine	N	0
<b>19</b>	Word of Mouth Referral	N	3
<b>20</b>	NAACP Mr. Herb Thorpe P.O. Box 325 Rome, NY 13440 315 337 0407	N	0
<b>21</b>	America's Job Exchange	N	0
<b>22</b>	Walk-In to submit application	N	0
<b>TOTAL INTERVIEWEES DURING 12-MONTH PERIOD</b>			<b>10</b>

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**III. OUTREACH INITIATIVES**

<b>No.</b>	<b>Type of Outreach Initiative</b>	<b>Brief Description of Activity</b>
<b>1</b>	<b>Co-sponsored two job fairs</b>	<p>In March and June, 2009, Regent Broadcasting of Utica co-sponsored the Career Builder job fairs with the Observer Dispatch newspaper. Station participants included the General Manager, Director of Sales, Operations Manager and Assistant Business Manager. Each job fair had an attendance of 200-250 people, and we had about 100-150 people visit our booth. We distributed informational handouts along with employment information. Applications were provided to jobseekers. This event was promoted heavily on our stations.</p>
<b>2</b>	<b>Mentoring Internship Program</b>	<p>Regent Broadcasting of Utica participated in a mentoring program that provided three local students with exposure to our broadcast operations. We welcomed the students to our stations during the fall semester. The three students attended Oneida-Herkimer-Madison BOCES, a local trade school. The students were placed with our stations as part of the Regional Program for Excellence, and each student received school credit for his or her work. The students visited all of our departments so they could get an understanding of how each of our departments works. Our Promotions Director and Operations Manager served as the coordinators for the internship program.</p> <p>Regent Broadcasting of Utica also received a request from a student at Utica College to intern at the station. We welcomed the student during the spring semester. She primarily interned in WIBX doing research and writing leads for stories.</p>

		<p>Regent Broadcasting of Utica also has a student from Herkimer County Community College who began his internship the first week of January. He is working in all of our departments getting an understanding of how each department works.</p>
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<b>3</b>	<b>EEO Training</b>	<p>In March 2009, Regent Broadcasting of Utica's General Manager presented an EEO training seminar to the department heads at the stations. The seminar presented methods to ensure nondiscriminatory hiring and promotion practices.</p>