

## Equal Employment Opportunity Public File Report

For the reporting period of February 01, 2011 through January 31, 2012

**WFRY-FM, WCIZ-FM, WTNV(AM), WNER(AM)**

Licensee: Stephens Media Group-Watertown, LLC

- i. The following is a list of all vacancies for full-time careers filled during the reporting period:

Career Title	Date Open	Date Filled
Sales Position	2-25-2011	4-4-2011
Sales Position	6-24-2011	7-25-2011
Traffic Manager	7-1-2011	7-5-2011
Secretarial	7-1-2011	8-8-2011
On Air Announcer	7-15-2011	7-18-2011

- ii. During the reporting period, the following recruitment sources were contacted as vacancies for full-time careers opened:

Source Number	Recruitment Source	Address	Contact person	Telephone Number
1	Regional Helpwanted/ 1000islandshelpwanted.com	One Civic Center Plaza Suite 506 Poughkeepsie, NY	Dale Mulder	845-471-5200
2	BOCES Alternative High School	20104 State Route 3 Watertown, NY 13601	Pam Thomas	315-779-7200
3	Watertown Daily Times	260 Washington Street	John Johnson	315-782-0400
4	On Air Broadcasts	Stephens Media Group- Watertown	Mark Gaines	315-788-0790
5	Other- word of mouth and recruitment by current employees	Stephens Media Group- Watertown	Mark Gaines	315-788-0790

iii. The following is a list of recruitment sources which provided the person hired for each position filled during the reporting period:

<b>Career Title</b>	<b>Recruitment Source</b>
Sales Position	1
Sales Position	5
Traffic Manager	In-house promotion
Secretarial	1
On Air Announcer	In-house promotion

iv. During the reporting period, there were a total of 21 people interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:

<b>Recruitment Source</b>	<b>Total No. of Interviewees</b>
1-Regional Helpwanted	12
2-BOCES AHS	0
3- Watertown Daily Times	8
4-On Air Broadcasts	0
5-Other—Word of Mouth Recruitment	1

- v. During the reporting period, the station employment unit engaged in the following outreach initiatives:

<b>No</b>	<b>Type of Outreach Initiative</b> (e.g. internship, job fair, etc.)	<b>Brief Description of Activity</b> (Include date, description of event, nature of SMG's participation in event, and title of station personnel involved)
<b>1</b>	<b>Activity Designed To Disseminate Information About Broadcast Employment to Job candidates</b>	During the course of the year Stephens Media Group- Watertown listed its job vacancies on 1000islandshelpwanted.com. In addition, Stephens Media Group- Watertown provided promotional spots for the job bank free of charge. The job bank, which is targeted to the Tri-County area served by our stations. Each year, the company dedicates approximately \$61,000 to promote the job bank on all four stations.
<b>2</b>	<b>Internship Program</b>	Stephens Media Group maintains an on-going internship program that gives local High School and College students exposure to all departments within a broadcast operation. This program operates throughout the year and has resulted in several part-time hires.
<b>3</b>	<b>Career Day at Jefferson Community Collage</b>	<p>In January, 2011 Stephens Media Group took part in a County-wide career day targeted at all Jefferson County High Schools. Information about the opportunities in the broadcast industry was discussed with the senior students that took part in the event. Attendance over 1300 students!</p> <p>(There was an identical event scheduled for January 12<sup>th</sup> 2012, but it was first postponed until January 13<sup>th</sup>, then cancelled due to weather. Stephens Media Group-Watertown was scheduled and planned to attend.)</p>

4	<b>Greater Watertown-North Country Chamber of Commerce Business Job and Career Expo</b>	On October 19, 2011, Stephens Media Group-Watertown co-sponsored this event at the Dulles State Office Building, 317 Washington Street, Watertown New York. In addition, the station donated \$7665 in advertising on all four of our radio stations to promote the event to the general public. The radio station had a booth at the event staffed with department heads that had the ability to hire to answer questions about current and possible future openings with Stephens Media Group- Watertown.
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