

Sound Communications, LLC

EEO Public File Report: 02/01/2019 – 01/31/2020

WENY(FM), WENI(AM), WENY(AM), WENI(FM), WGMM(FM), WKPQ(FM)
 WMXO(FM), WQRS(FM), WOEN(AM), WGGO(AM), WZKZ(FM)

Section 1: Vacancy Information

| Vacancy | Recruitment Source Used to Fill Vacancy | Recruitment Sources Used | Hire Date |
|-------------------------------|---|---|------------------|
| On-Air Talent/Program Manager | AllAccess.com | AllAccess.com -Online Posting Internship On-Air Advertisements LinkedIn | February 4, 2019 |
| On-Air Talent | AllAccess.com | AllAccess.com - Online Posting On-Air Advertisements Facebook.com Internships | March 19, 2019 |
| On-Air Talent | Referral | AllAccess.com - Online Posting On-Air Advertisements Facebook.com Internships | April 19, 2019 |
| Account Executive | LinkedIn Job Post | Regional Job Fair Jamestown Community College Job Fair On-Air Advertisements Facebook.com LinkedIn Job Post Indeed.com- Online Posting | June 24,2019 |

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|-------------------|----------------------|---|---------------|
| Account Executive | On-Air Advertisement | Regional Job Fair Jamestown Community College Job Fair On-Air Advertisements Facebook.com LinkedIn Job Post Indeed.com- Online Posting | June 26, 2019 |
|-------------------|----------------------|---|---------------|

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Section 2: Recruitment Source Information

| | Recruitment Source | Did Source Request Vacancy Notification? | Total Number of Interviewees Referred by Source |
|---|---|---|--|
| 1 | 2019 Regional Job Fair Corning Community College | No | 3 |
| 2 | Internships / "Job Shadowing" | No | 0 |
| 3 | AllAccess.Com Recruitment Ad http://www.allaccess.com/ | No | 10 |
| 4 | Twintiershelpwanted.com | No | 0 |
| 5 | Referral | No | 3 |
| 6 | On-Air Advertisements | No | 4 |
| 7 | Facebook.com | No | 0 |
| 8 | CSS Workforce NY Job Fair | No | 2 |

| | | | |
|---|--------------------------------------|----|-----------|
| 9 | LinkedIn Job Post | No | 4 |
| 10 | Jamestown Community College Job Fair | No | 2 |
| 11 | Indeed.com | No | 3 |
| Total Number of Interviewees over 12-Month Period: | | | 31 |

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Section 3: Recruitment Initiatives

The stations participated in the following recruitment initiatives during the period covered by this report...

-Sound Communications LLC’s Production Manager and Operations Manager participated in a tour and shadowing program for “Pathways” on February 4 , 2019

- Sound Communications LLC’s Account Executives and On-Air Talent participated in a “Job Shadowing” program with a student’s from the Greater Southern Tier Boards of Cooperative Educational Services (BOCES) on April 09, April 10 & April 11, 2019.

- Sound Communications LLC’s General Manager, Sales Manager and Operations Manager participated in the 2019 Regional Job Fair at Corning Community College, 1 Academic Dr. Corning on April 25, 2019.

- Sound Communications LLC’s General Manager and Director of Sales participated in the Job Fair at Jamestown Community College Olean Campus on May 1, 2019.

- Sound Communications LLC’s broadcast live and had On-Air Talent participate in the Job Fair at Jamestown Community College Olean Campus on May 1, 2019.

- Sound Communications LLC’s On-Air Talent participated in a tour for the kids at “KinshipCaregiver Program” on June 3, 2019.

- Sound Communications LLC's Sales Manager participated in the CSS Workforce Regional Job Fair at the Arnot Mall on September 20, 2019.

- Sound Communications LLC's broadcast live and had On-Air Talent from the CSS Workforce Regional Job Fair at the Arnot Mall on September 20, 2019.

- Sound Communications LLC's Account Executives and On-Air Talent participated in a "Job Shadowing" program with a student from the Greater Southern Tier Boards of Cooperative Educational Services (BOCES) on December 3, December 4, December 10 & December 11, 2019.

-Sound Communications LLC's Operation Manager hosted an intern from the State University of New York at Fredonia beginning on December 23, 2019 for a total of 40 hours of production experience.

Additional Information:

All applications remain on file for at least one year. Applicants are instructed to contact the General Manager at least once every three months for an update of available jobs.

The policy of Sound Communications, LLC is to promote from within the company's employee base whenever possible.

The Stations' employment application forms contain notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify the appropriate local, state or federal agency if they believe that they have been the victim of discrimination.

Appropriate notices are posted informing applicants and employees that the station is an Equal Opportunity Employer and of their right to notify an appropriate local, state or Federal agent if they believe that they have been the victims of discrimination

It is the stated policy of Sound Communications, LLC to encourage women and minorities to apply for all posted job opening. Company personnel have been instructed to refer interested parties to contact the office of the General Manager regarding any employment matters.