

EEO PUBLIC FILE REPORT

This Report covers the period January 22, 2018 January 20, 2019.

1) **Employment Unit: Regional Radio Group**

2) **Unit Members (Station and Community of License):** **WCKM-FM, Lake George, New York**
 WCQL-FM, Queensbury, New York
 WWSC-AM, Glens Falls, New York
 WDKM-FM, Poultney, Vermont

3) **EEO Contact Information for Employment Unit:**

Mailing Address: Regional Radio Group LLC 238 Bay Road Queensbury, NY 12804	Telephone Number: 518-761-9890
	Contact Person/Title: Clay Ashworth, President
	E-mail Address: cashworth@rrggf.com

4) **List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

Job Title	Recruitment Source Referring
Sales Manager	Craigs List
Production Director	Referral

5) Job Title: Sales Manager

Referral Sources of Hires: Craigs list

No.	Recruitment Source (Name Address, contact person, telephone #)	Entitled to Vacancy Notification? (Y/N)	No. Interviewees Referred During Reported Period by Source
1	adirondackhelpwanted.com	Y	0
2	capitalareahelpwanted.com	Y	0
3	The Post Star PO Box 2157 Glens Falls, NY 12801 Contact: Jennifer Austin Phone: 518-792-3131	Y	1
4	Adirondack Regional Chamber of Commerce myjobzone.net	Y	0
5	NY State Broadcasters Assoc. 1805 Western Ave. Albany, NY 12203 Contact: Dick Novak Phone: 518-456-8888	Y	1
6	NY State Dept. of Labor Northway Plaza Suite 13C Queensbury, NY 12804 Phone: 518-792-5811	N	0
7	Radio Advertising Bureau RAB	Y	2
8	New School of Radio and Television 50 Colvin Ave. Albany, NY 12206 Contact: Tom Brownlee Phone: 518-438-7682	N	0
9	Inside Radio	Y	1

10	Union College Becker Career Center, Union Street Schenectady, NY 12308	N	0
11	Media Recruiter	Y	2
12	Craigs List	Y	2
13	NAACP, Albany Branch PO Box 2544 Albany, NY 12220	N	0
14	allaccess.com	Y	0
15	RRG On Air Announcements	Y	0
16	Employee/Family Referrals	N	0
17	RRG Station Websites regionalradiogroup.com	Y	1
18	KEENA STAFFING 2 Progress Blvd Queensbury, NY 12804 Contact: Karen Howe	N	1
TOTAL INTERVIEWS DURING REPORTING PERIOD			11

5) **Job Title: Production Director**

Referral Source of Hire: Referral

No.	Recruitment Source (Name Address, contact person, telephone #)	Entitled to Vacancy Notification? (Y/N)	No. Interviewees Referred During Reported Period by Source
1	adirondackhelpwanted.com	Y	0
2	capitalareahelpwanted.com	Y	0

3	The Post Star PO Box 2157 Glens Falls, NY 12801 Contact: Jennifer Austin Phone: 518-792-3131	N	0
4	Adirondack Regional Chamber of Commerce myjobzone.net	N	0
5	NY State Broadcasters Assoc. 1805 Western Ave. Albany, NY 12203 Contact: Dick Novak Phone: 518-456-8888	Y	1
6	NY State Dept. of Labor Northway Plaza Suite 13C Queensbury, NY 12804 Phone: 518-792-5811	N	0
7	Radio Advertising Bureau RAB	Y	1
8	New School of Radio and Television 50 Colvin Ave. Albany, NY 12206 Contact: Tom Brownlee Phone: 518-438-7682	Y	1
9	Inside Radio	Y	2
10	Union College Becker Career Center, Union Street Schenectady, NY 12308	N	0
11	Media Recruiter	Y	0
12	Siena College 515 Loudon Road Loudonville, NY 12211 Phone: 518-783-2307	N	0

13	NAACP, Albany Branch PO Box 2544 Albany, NY 12220	N	0
14	allaccess.com	Y	1
15	RRG On Air Announcements	Y	0
16	Employee/Family Referrals	Y	1
17	RRG Station Websites regionalradiogroup.com	Y	1
18	SUNY Adirondack College 640 Bay Road Queensbury, NY 12804 Contact: ARLENE BROWN	Y	0
	TOTAL INTERVIEWS DURING REPORTING PERIOD		8

6) **Total # of Interviewees Referred: 4**

7) **Supplemental Recruitment Initiatives:**

(a) Initiative: Participation in Job Fairs

Job Fair – March 15, 2017

The Regional Radio Group Operation Manager and Account Executives manned a booth at the annual Adirondack Regional Chamber of Commerce Job Fair held at SUNY Adirondack College from 10:00am to 4:00pm.

Job Fair – October 18, 2017

The Regional Radio Group Account Executives and Morning Show Host of WCQL FM attended the Adirondack Regional Chamber of Commerce / Washington County Job Fair at Rainer's Gourmet Inspiration in Hudson Falls from 4:00pm to 7:00pm.

(b) Initiative: Internship Program

Local High School student (1) and College students (2) participate in an ongoing internship program on site at the Regional Radio Group. Students work in various departments learning about professional equipment, learning how scheduling takes place, observing the writing of copy and the production of spots, gathering news stories, and learning about the sales department. Most

students receive high school or college credit and are evaluated on their participation in the program. Internships range from week-long experiences to approximately 180 hours in length.

(c) **Initiative: Participation in events and programs sponsored by educational institutions relating to career opportunities in broadcasting.**

Leadership Program 2/7/18

General Manager spoke for an hour at the Adirondack Regional Chamber of Commerce Young Leaders Leadership Program on the history of broadcast, radio, advertising, comparisons of media and the future of radio.

Career Day – 9/19/18

Account Executive and on-air personality of Regional Radio Group attended Warrensburg School District Career Days held at Warrensburg Elementary School on 9/21/16 from 12:00pm to 2:00pm and discussed the different job responsibilities at a radio station with students.

Media Day/Entrepreneurship 10/25/18

General Manager spoke for 90 minutes at the Media Day and Entrepreneurship class at SUNY Adirondack on the history of broadcast, radio, advertising, comparisons of media and the future of radio.

(d) **Initiative: Participation in events sponsored by community organizations representing groups present in the community interested in broadcast employment issues.**

Throughout the year, tours of the Regional Radio Group facility are given to local Boy and Girl Scout troops as well as local elementary schools. Job Shadowing is offered to those interested to observe on-air shifts and other staff member duties. At various times during the year our Program Director, News Director or another On Air Employee will host a group tour of the studio, allowing participants to witness a live break and record their own voices on the digital equipment.

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