

EEO PUBLIC FILE REPORT

This Report covers the period January 23, 2016-January 22, 2017.

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

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
Hiree

Recruitment Source Referring

THERE WAS NO HIRING DURING THE TIME PERIOD ABOVE AT REGIONAL RADIO GROUP

5) **Job Title:**

Referral Sources of Hires:

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		
2	capitalareahelpwanted.com		
3	The Post Star PO Box 2157 Glens Falls, NY 12801 Contact: Jennifer Austin Phone: 518-792-3131		
4	Adirondack Regional Chamber of Commerce myjobzone.net		
5	NY State Broadcasters Assoc. 1805 Western Ave. Albany, NY 12203 Contact: Dick Novak Phone: 518-456-8888		
6	NY State Dept. of Labor Northway Plaza Suite 13C Queensbury, NY 12804 Phone: 518-792-5811		
7	Radio Advertising Bureau RAB		
8	New School of Radio and Television 50 Colvin Ave. Albany, NY 12206 Contact: Tom Brownlee Phone: 518-438-7682		
9	Inside Radio		

10	Union College Becker Career Center, Union Street Schenectady, NY 12308		
11	College of Saint Rose 432 Western Ave Albany, NY 12203 Contact: Mary Alice Molgard Phone: 518-454-5446		
12	Siena College 515 Loudon Road Loudonville, NY 12211 Phone: 518-783-2307		
13	NAACP, Albany Branch PO Box 2544 Albany, NY 12220		
14	allaccess.com		
15	RRG On Air Announcements		
16	Employee/Family Referrals		
17	RRG Station Websites regionalradiogroup.com		
18	KEENA STAFFING 2 Progress Blvd Queensbury, NY 12804 Contact: Karen Howe		
TOTAL INTERVIEWS DURING REPORTING PERIOD			

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16	Employee/Family Referrals		
17	RRG Station Websites regionalradiogroup.com		
18	SUNY Adirondack College 640 Bay Road Queensbury, NY 12804 Contact: ARLENE BROWN		
	TOTAL INTERVIEWS DURING REPORTING PERIOD		

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

7) **Supplemental Recruitment Initiatives:**

(a) Initiative: Participation in Job Fairs

Job Fair – March 17, 2016

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 20, 2016

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 2/10/16

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 – 9/21/16

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 10/26/16

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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