

## EEO PUBLIC FILE REPORT

This Report covers vacancy recruitment data for the period **Feb 1, 2005 to January 31, 2006**

1) Employment Unit Location/Name:

Saranac Lake, NY 12983  
Lake Placid, NY 12946  
Tupper Lake, NY 12986

2) Unit Members

WYZY-FM, WNBZ-AM, WLPW-FM, WRGR-FM, WIRD-AM  
Saranac Lake Radio, LLC  
Prescott House, LLC  
Mountain Communications, LLC  
Radio Lake Placid, Inc.

3) EEO Contact Information for Unit member:

Mailing Address:  
Post Office Box 211  
Saranac Lake, NY 12983  
Telephone Number:  
518-891-1544  
Contact Person:  
Ted Morgan  
E-Mail Address:  
[employment@wnbz.com](mailto:employment@wnbz.com)

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

<b>REF#</b>	<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
1	<u>General Sales Manager</u>	<u>Radio Advertising Bureau - Classified Advertising</u>
2	<u>Production Director</u>	<u>Employee Referral</u>
3	<u>Promotions Director</u>	<u>Regional Help Wanted</u>
4	<u>Account Executive</u>	<u>WNBZ Website</u>
5	<u>Sports Director (ESPN)</u>	<u>WNBZ Website</u>

**EEO PUBLIC FILE REPORT**

Job Title: General Sales Manager

Referral Source of Hire: Radio Advertising Bureau

(Reference Question # 4 Job Title # 4)

Hired – June 27, 2005

Total Number of Applicants: 15 (Phone or Email Inquiries / Resumes submitted)

Total Number of interviewees: 4

Name of Organization Notified of Job Vacancy	Address	Contact	Telephone Number	Fax number	Did Recruitment Source Request notification?	Total number of Inquiries referred
Syracuse Post Standard	<a href="mailto:acao@syracuse.com">acao@syracuse.com</a>	Classified Advertising	800-765-4047	Andrea	NO	
Regional Help Wanted.com	1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	Eric Straus	845-472-5200	845-485-8398	YES	10
Albany Times Union <a href="mailto:acardone@timesunion.com">acardone@timesunion.com</a>	POB 15000 / News Plaza Albany, NY 12212	Classified Advertising	518-454-5000	Tony	NO	
State University of New York - Canton	34 Cornell Drive Canton, NY 13617	Joel Bixby Terri Babcock	315-386-7119	315-386-7980	NO	
American Women in Radio and Television	8405 Greensboro Drive, Suite 800 McLean, VA 22012	Melissa Lowe	703-506-3290	703-506-3266	NO	
Asian American Journalists Association	1765 Suttler St. Suite 1000 San Francisco, CA 94115	Sandra Michioku	415-346-2051	415-346-6343	NO	
Watertown Daily Times	260 Washington Street Watertown, NY 13601	<a href="mailto:class@wdt.net">class@wdt.net</a>	315-782-1000	Stacey	NO	1
Plattsburgh State University	202 Kehoe Admin. Bldg. Plattsburgh, NY 12901		518-564-2071	518-564-5080	NO	
Paul Smith's College	Post Office Box 265 Paul Smith's, NY 12970	Sharron Elrod	518-327-6211	518-327-6016	NO	
College of St. Rose School for Communications	432 Western Avenue Albany, NY 12203	Michelle Osborne	518-454-5141	518-458-5330	NO	
New York State Department of Labor	11 St Bernards Street Saranac Lake, NY 12983	Cindy Platt	518-891-5333	518-891-5608	YES	
Station Websites	Po Box 211 Saranac Lake, NY 12983	Crystal Tatro	518-891-1544	518-891-1545	YES	
Emma L. Brown Foundation for Minority Interests in Media	1299 Pennsylvania Avenue, NW Washington, DC 20004	Sandra Rice	202-637-4494	202-637-4495	NO	
National Association of Minority Media Executives	1921 Gallows Road Suite 600 Vienna, VA 22182		703-893-2410	703-893-2414	NO	
National Urban League	120 Wall Street New York, NY 10005	Cameron Emanuel	212-558-5300	212-344-5332	NO	
New York State Broadcasters Association	1805 Western Avenue Albany, NY 12203		518-456-8888	518-456-8943	NO	
Albany County Affirmative Action	112 State Street Room 640 Albany, NY 12207	Gary Horn	518-447-5510	518-447-5560	NO	
Press Republican <a href="mailto:L.Seymour@pressrepublican.com">L.Seymour@pressrepublican.com</a>	170 Margaret Street Plattsburgh, NY 12901	Louise Seymour	518-561-2300 518-565-4127	518-561-1172	NO	1
PressRepublican.com	170 Margaret Street	Louise Seymour	n/a	Na	YES	
Radio Advertising Bureau	Irving, TX	<a href="http://www.rab.com">www.rab.com</a>	800-232-3131	972-753-6727	NO	3

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5) Job Title: On Air Personality / Production Director (Y106.3) Referral Source of Hire: Employee Referral

(Reference Job Title #2 Above)

This position is a position created specifically for the recruited party.

Hire Date: 8/15/06

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Job Title: Account Executive / Promotions Director  
 (Reference Question # 4 Job Title # 3)

Referral Source of Hire: Press Republican

Date Hired - 9/13/06

Total Number of Applicants: 15 (Phone or Email Inquiries / Resumes submitted)

Total Number of interviewees: 2

Name of Organization Notified of Job Vacancy	Address	Contact	Telephone Number	Fax number	Did Recruitment Source Request notification?	Total number of Inquiries referred
Adirondack Daily Enterprise	61 Broadway Saranac Lake, NY 12983	Classified Advertising	518-891-2600	518-891-2756	NO	1
Regional Help Wanted.com	1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	Eric Straus	845-472-5200	845-485-8398	YES	8
Lake Placid News	1 Mill Hill Lake Placid, NY 12946	Sarah	518-523-4401	518-523-1351	NO	
State University of New York - Canton	34 Cornell Drive Canton, NY 13617	Joel Bixby Terri Babcock	315-386-7119	315-386-7980	NO	1
American Women in Radio and Television	8405 Greensboro Drive, Suite 800 McLean, VA 22012	Melissa Lowe	703-506-3290	703-506-3266	NO	
Asian American Journalists Association	1765 Suttler St. Suite 1000 San Francisco, CA 94115	Sandra Michioku	415-346-2051	415-346-6343	NO	
North Country Community College	23 Santanoni Avenue Saranac Lake, NY 12983	Bobbi Carp	518-891-2915 Ext. 271	518-891-2915 Ext. 214	NO	
Plattsburgh State University	202 Kehoe Admin. Bldg. Plattsburgh, NY 12901		518-564-2071	518-564-5080	NO	
Paul Smith's College	Post Office Box 265 Paul Smith's, NY 12970	Sharron Elrod	518-327-6211	518-327-6016	NO	
College of St. Rose School for Communications	432 Western Avenue Albany, NY 12203	Michelle Osborne	518-454-5141	518-458-5330	NO	
New York State Department of Labor	11 St Bernards Street Saranac Lake, NY 12983	Cindy Platt	518-891-5333	518-891-5608	YES	3
WNBZ Website	Po Box 211 Saranac Lake, NY 12983	Crystal Tatro	518-891-1544	518-891-1545	YES	2
Emma L. Brown Foundation for Minority Interests in Media	1299 Pennsylvania Avenue, NW Washington, DC 20004	Sandra Rice	202-637-4494	202-637-4495	NO	
National Association of Minority Media Executives	1921 Gallows Road Suite 600 Vienna, VA 22182		703-893-2410	703-893-2414	NO	
National Urban League	120 Wall Street New York, NY 10005	Cameron Emanuel	212-558-5300	212-344-5332	NO	
Albany County Affirmative Action	112 State Street Room 640 Albany, NY 12207	Gary Horn	518-447-5510	518-447-5560	NO	

**EEO PUBLIC FILE REPORT**Job Title: Account Executive

Referral Source of Hire: Adk Help Wanted.com

(Reference Question # 4 Job Title #4)

Hired - December 12, 2005

Total Number of Applicants: 21 (Phone or Email Inquiries / Resumes submitted)Total Number of interviewees: 4

Name of Organization Notified of Job Vacancy	Address	Contact	Telephone Number	Fax number	Did Recruitment Source Request notification?	Total number of Inquiries referred
Adirondack Daily Enterprise	61 Broadway Saranac Lake, NY 12983	Classified Advertising	518-891-2600	518-891-2756	NO	2
Regional Help Wanted.com	1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	Eric Straus	845-472-5200	845-485-8398	YES	12
Lake Placid News	1 Mill Hill Lake Placid, NY 12946	Sarah	518-523-4401	518-523-1351	NO	
State University of New York - Canton	34 Cornell Drive Canton, NY 13617	Joel Bixby Terri Babcock	315-386-7119	315-386-7980	NO	
American Women in Radio and Television	8405 Greensboro Drive, Suite 800 McLean, VA 22012	Melissa Lowe	703-506-3290	703-506-3266	NO	
Asian American Journalists Association	1765 Suttler St. Suite 1000 San Francisco, CA 94115	Sandra Michioku	415-346-2051	415-346-6343	NO	
North Country Community College	23 Santanoni Avenue Saranac Lake, NY 12983	Bobbi Carp	518-891-2915 Ext. 271	518-891-2915 Ext. 214	NO	
Plattsburgh State University	202 Kehoe Admin. Bldg. Plattsburgh, NY 12901		518-564-2071	518-564-5080	NO	
Paul Smith's College	Post Office Box 265 Paul Smith's, NY 12970	Sharron Elrod	518-327-6211	518-327-6016	NO	
College of St. Rose School for Communications	432 Western Avenue Albany, NY 12203	Michelle Osborne	518-454-5141	518-458-5330	NO	
New York State Department of Labor	11 St Bernards Street Saranac Lake, NY 12983	Cindy Platt	518-891-5333	518-891-5608	YES	3
WNBZ Website	Po Box 211 Saranac Lake, NY 12983	Crystal Tatro	518-891-1544	518-891-1545	YES	4
Emma L. Brown Foundation for Minority Interests in Media	1299 Pennsylvania Avenue, NW Washington, DC 20004	Sandra Rice	202-637-4494	202-637-4495	NO	
National Association of Minority Media Executives	1921 Gallows Road Suite 600 Vienna, VA 22182		703-893-2410	703-893-2414	NO	
National Urban League	120 Wall Street New York, NY 10005	Cameron Emanuel	212-558-5300	212-344-5332	NO	
New York State Broadcasters Association	1805 Western Avenue Albany, NY 12203		518-456-8888	518-456-8943	NO	
Albany County Affirmative Action	112 State Street Room 640 Albany, NY 12207	Gary Horn	518-447-5510	518-447-5560	NO	

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5) Job Title: Sports Director / Director of Sports Programming (WIRD)

Referral Source of Hire: WNBZ Website - Direct Inquiry

(Reference Job Title #5 Above)

This position was created as a direct result of employee's inquiry based on this person's skill and ability in this specific area.

Hire Date: January 3rd, 2006

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6) Total number of Applicants referred by each source:

	Name of Organization Notified of Job Vacancy	Total number of Inquiries referred
1	<u>Adirondack Daily Enterprise</u>	<u>2</u>
2	<u>Regional Help Wanted.com</u>	<u>30</u>
3	<u>Lake Placid News</u>	
4	<u>State University of New York - Canton</u>	<u>1</u>
5	<u>American Women in Radio and Television</u>	
6	<u>Asian American Journalists Association</u>	
7	<u>North Country Community College</u>	
8	<u>Plattsburgh State University</u>	
9	<u>Paul Smith's College</u>	
10	<u>College of St. Rose School for Communications</u>	<u>2</u>
11	<u>New York State Department of Labor</u>	<u>6</u>
12	<u>WNBZ Website</u>	<u>6</u>
13	<u>Emma L. Brown Foundation for Minority Interests in Media</u>	
14	<u>National Association of Minority Media Executives</u>	
15	<u>National Urban League</u>	
16	<u>New York State Broadcasters Association</u>	
17	<u>Albany County Affirmative Action</u>	
18	<u>Plattsburgh Press Republican</u>	<u>1</u>
19	<u>Tupper Lake Free Press</u>	
20	<u>Radio Advertising Bureau Classifieds</u>	<u>3</u>
21	<u>Watertown Daily Times</u>	<u>1</u>

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7) Supplemental Recruitment Measures

(a) Job Fairs

Description of Supplemental Recruitment Measure	Date:	Personnel Involved: (Position)
1. Host and Sponsor annual Job Fair at The Hotel Saranac. The Job Fair is hosted in Conjunction with the Local New York State Department of Labor Saranac Lake Office, The Job Service Employer Committee and The Hotel Saranac of Paul Smith's College. It provides an opportunity for businesses including ours to connect with prospective employees. The Job Fair Regularly Attracts over 100 prospective employees.	Ongoing (Annual Event)	All Employees are involved at different levels

(b) Additional Activities

Description of Supplemental Recruitment Measure	Date:	Personnel Involved: (Position)
1. <b><u>Open and Maintain High School Internship Program</u></b> – The Stations regularly provide internship programs to promote employment in broadcasting. The 2003 intern, Cassandra Tanner worked 24 hours weekly during the Summer providing assistance to the General Manager, Chief Engineer, Business Office, and Program Director.	Ongoing	General Manager, Business Manager
2. Participation in Tupper Lake High School “Shadow” Program. The stations annual participation in this event includes an invitation to 4 Tupper Lake Students interested in the Broadcast Industry and it’s operations.	Ongoing	Program Director
3. Participation in the NCS “Shadow” Program. The stations annual participation in this event includes an invitation to NCS students interested in working in the Broadcast Industry	Ongoing	Program Director