

ANNUAL EEO PUBLIC FILE REPORT

For the period beginning 12/1/16 and ending 11/30/17

This report consists of:

- Part 1 Station information
- Part 2 Recruitment sources/interviewees for each full-time vacancy
- Part 3 Recruitment initiatives

Preparer: Joshua Kaplan

Signature: 

Title: Operations Director

Date: November 30th, 2017

Telephone: 860-887-3511

*This reports, which usually covers the prior 12 – month period, is to be placed in each station’s public file and website (if applicable) every year on the anniversary of the due date of the station’s renewal application.

PART 1

This report covers the following employment unit:

<u>Call Sign</u>	<u>AM/FM</u>	<u>Facility ID#</u>	<u>Com. Of License</u>	<u>State</u>	<u>LMA</u>
WICH	AM	72347	Norwich	CT	NO
WCTY	FM	72346	Norwich	CT	NO
WKNL	FM	48547	New London	CT	NO
WNLC	FM	25406	East Lyme	CT	NO

Attached is information concerning the recruitment efforts undertaken by the employment unit to fill the full-time vacancies during the period covered by this report.

A total of 3 full – time job vacancies were filled by the employment unit

A total number of 18 people were interviewed for all of the full – time vacancies

PART 2

FULL TIME HIRES (Job# 1 of 3)

Job Title: Full Time Announcer
Date Filled: January 31st, 2017
Total Number of Interviewees: 5
New hire was an employee referral

Recruitment Sources:

<u>NAME & ADDRESS</u>	<u>NUMBER OF REFERRALS</u>
<u>www.ctba.org/cgi-bin/HRWorx.pl</u> (Connecticut Broadcaster's Assoc Website)	0
<u>www.careerpage.org/cgi-bin/jobs</u>	0
<u>www.wcty.com</u> (WCTY website)	0
<u>www.wich.com</u> (WICH website)	0
<u>www.wnlc.com</u> (WNLC website)	0
<u>www.radoroxy.com</u> (WKNL website)	0
<u>www.hotjobs.yahoo.com</u> (In association with the New London Day)	0
<u>www.ctjobcentral.org</u>	0
Hall Communications Radio Ad WICH/WCTY/WKNL/WNLC	1
NORWICH BULLETIN 66 Franklin St. Norwich, CT 06360	0
THE NEW LONDON DAY 37 Eugene O'Neill Drive New London, CT 06320	0
Connecticut Broadcaster's Association Job Fair	0

Ms. Peggy Ferguson UNIV. OF RHODE ISLAND 221 Roosevelt Hall Kingston, RI 02887	(401) 874-2416	0
Ms. Maria Ricci PROVIDENCE COLLEGE Slavin Center 105 Providence, RI 02198	(401) 865-1000	0
Ms. Susan Trombly N.E. INSTITUTE OF TECHNOLOGY 2500 Post Road Warwick, RI 02886	(401) 739-5000	0
Mr. Steven Raucher Univ. of New Haven - Prof. Of Communications 300 Orange Avenue West Haven, CT 06516	(203) 932-7000	0
Ms. Nancy Gray Eastern CT Workforce Investment Board 113 Salem Turnpike - North Bldg Norwich, CT 06360	(860) 859-5767	0
Ms. Arlethia Monroe EEOC RESOURCE CENTER 1801 L. Street NW Washington, DC 20507	(202) 663-4900	0
Mr. Samuel Hall HOWARD UNIVERSITY - <u>1</u> / PO Box 667, Administration Building Washington, DC 20059	(202) 806-7513	0
Ms. Karen Hunter NAB CLEARING HOUSE 1771 N. Street NW Washington, DC 20046	(202) 429-5300	0
Ms. Catherine Link Univ. of New Haven - Career Development 300 Orange Street West Haven, CT 06516	(203) 932-7334	0

¹ A source with an (x) was a source that requested to be contacted as job openings occur.

Ms. Sherri Tanguay MOHEGAN TRIBAL NATION 1 Mohegan Blvd. Uncasville, CT 06382	(860) 204-6100 <u>2</u> /	0
Mr. David Grindel VETERANS CENTER 2 Cliff Street Norwich, CT 06360	(860) 887-1755	0
Mr. Garfield Ruker MARTIN LUTHER KING CENTER 21 Fairmont Street Norwich, CT 06360	(860) 887-6255 <u>1</u> /	0
Ms. Christine Johnson MADONNA PLACE 240 Main Street Norwich, CT 06360	(860) 886-6600 <u>3</u> /	0
Ms. Elsie Spoust UCONN 562 N.L. Turnpike Norwich, CT 06360	(860) 887-1608	0
Mr. Gottfried Beisel CONNECTICUT JOB SERVICE 113 Salem Turnpike Norwich, CT 06360	(860) 859-5604	0
Ms. Jacqueline Owens NAACP PO Box 24 Norwich, CT 06360	(860) 886-5529 <u>1</u> /	0
Ms. Loise Summa THREE RIVERS COM. COLLEGE Mahan Drive Norwich, CT 06360	(860) 886-1931	0
Ms. Linda Misarski Norwich Business & Prof. Women's Club 147 Wawecus Hill Rd. Bozrah, CT 06334	(860) 889-7444 <u>3</u> /	0

¹ A source with an (x) was a source that requested to be contacted as job openings occur.

Ms. Marcia Flowers EASTERN PEQUOT TRIBAL NATION <u>2</u> / 391 Norwich-Westerly Rd. North Stonington, CT 06359	(860) 535-1868	0
Ms. Nancy Albert GROTON HUMAN SERVICES 2 Fort Hill Rd. Groton, CT 06340	(860) 441-6760	0
Ms. Janene Vandi UCONN AT AVERY POINT 1084 Shennecossett Rd. Groton, CT 06340	(860) 405-9010	0
Ms. Peggy Tackett NAVY FAMILY SERVICE CENTER Box 93, Nasubase, NLON Groton, CT 06340	(860) 449-8348	0
Mr. Arthur Henick Mashantucket Pequot Tribal Nation <u>2</u> / PO Box 3130 Mashantucket, CT 06339	(860) 312-3000	0
Ms. Barbara Benson I.C.E. EMPLOY & TRAINING SERVICE PO Box 672 Gales Ferry, CT 06335	(860) 646-7221	0
Ms. Lisa Russ O.I.C. OF NEW LONDON COUNTY <u>1</u> / 106 Truman St. New London, CT 06320	(860) 447-1731	0
Mr. Jack Tinker CONNECTICUT COLLEGE 270 Mohegan Ave. New London, CT 06320	(860) 447-1911	0
Mr. Peter Bowler ALLIANCE FOR LIVING 154 Broad St. (A social services Organization) New London, CT 06320	(860) 447-0884	0

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Ms. Wendy Mathieu MITCHELL COLLEGE 437 Pequot Ave. New London, CT 06320	(860) 701-5000	0
Mr. Vic Jensen Ridley Lowell Bus & Tech Institute 470 Bank St. New London, CT 06320	(860) 433-7441	0
Ms. Rhea Joseph CREATIVE CONNECTIONS 5 Carlisle Lane (A social services Organization) Niantic, CT 06357	(860) 442-7556	0
Ms. Mirriam Lopez Centro de La Comunidad 225 Central Ave. Norwich, CT 06360	(860) 442-4463 <u>4</u> /	0
Mr. Carmen Bruno The Women's Center of SE CT. 16 Jay Street New London, CT 06320	(860) 447-0366 <u>3</u> /	0
Ms. Janice Albert CT STATE LABOR DEPT. 645 South Main St. Middletown, CT 063457	(860) 344-2044	0
Mr. Hank Tenny CT SCHOOL OF BROADCASTING Radio Park Farmington, CT 06032	(860) 887-2346	0
Mr. Dan Gaynor NEW LONDON ADULT EDUCATION Shaws Cove Three New London, CT 06320	(860) 437-2385	0

¹ A source with an (x) was a source that requested to be contacted as job openings occur.

x Ms. Laura Hall (860) 871-9908 0
 UCONN Communication Club
 45 D. Mt. Vernon Dr.
 Vernon, CT 06066

x Mr. Tim G. Martelon (203) 378-5155 0
 CT School of Broadcasting
 80 Ferry Blvd.
 Stratford, CT 06615

EMPLOYEE REFERRALS 4

SOURCE UNKNOWN 0

COMMUNITY MEMBER 0

1 / A predominantly African-American School / Organization

2 / A predominantly Native-American Organization

3 / A predominantly female Organization

4 / A predominantly Hispanic Organization

- New hire was employee referral

¹ A source with an (x) was a source that requested to be contacted as job openings occur.

PART 2

FULL TIME HIRES (Job# 2 of 3)

Job Title: Reception/Sales Assistant
Date Filled: July 31st, 2017
Total Number of Interviewees: 8
New hire was from a radio ad

Recruitment Sources:

<u>NAME & ADDRESS</u>	<u>NUMBER OF REFERRALS</u>
<u>www.ctba.org/cgi-bin/HRWorx.pl</u> (Connecticut Broadcaster's Assoc Website)	0
<u>www.careerpage.org/cgi-bin/jobs</u>	0
<u>www.wcty.com</u> (WCTY website)	0
<u>www.wich.com</u> (WICH website)	0
<u>www.wnlc.com</u> (WNLC website)	0
<u>www.bighitsbigfun.com</u> (WKNL website)	0
<u>www.hotjobs.yahoo.com</u> (In association with the New London Day)	0
<u>www.ctjobcentral.org</u>	0
Hall Communications Radio Ad	3
WICH/WCTY/WKNL/WNLC	
NORWICH BULLETIN	0
66 Franklin St. Norwich, CT 06360	
THE NEW LONDON DAY	0
37 Eugene O'Neill Drive New London, CT 06320	
Connecticut Broadcaster's Association Job Fair	0

Ms. Peggy Ferguson UNIV. OF RHODE ISLAND 221 Roosevelt Hall Kingston, RI 02887	(401) 874-2416	0
Ms. Maria Ricci PROVIDENCE COLLEGE Slavin Center 105 Providence, RI 02198	(401) 865-1000	0
Ms. Susan Trombly N.E. INSTITUTE OF TECHNOLOGY 2500 Post Road Warwick, RI 02886	(401) 739-5000	0
Mr. Steven Raucher Univ. of New Haven - Prof. Of Communications 300 Orange Avenue West Haven, CT 06516	(203) 932-7000	0
Ms. Nancy Gray Eastern CT Workforce Investment Board 113 Salem Turnpike - North Bldg Norwich, CT 06360	(860) 859-5767	0
Ms. Arlethia Monroe EEOC RESOURCE CENTER 1801 L. Street NW Washington, DC 20507	(202) 663-4900	0
Mr. Samuel Hall HOWARD UNIVERSITY PO Box 667, Administration Building Washington, DC 20059	(202) 806-7513 <u>1</u> /	0
Ms. Karen Hunter NAB CLEARING HOUSE 1771 N. Street NW Washington, DC 20046	(202) 429-5300	0
Ms. Catherine Link Univ. of New Haven - Career Development 300 Orange Street West Haven, CT 06516	(203) 932-7334	0

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Ms. Sherri Tanguay MOHEGAN TRIBAL NATION 1 Mohegan Blvd. Uncasville, CT 06382	(860) 204-6100 <u>2</u> /	0
Mr. David Grindel VETERANS CENTER 2 Cliff Street Norwich, CT 06360	(860) 887-1755	0
Mr. Garfield Ruker MARTIN LUTHER KING CENTER 21 Fairmont Street Norwich, CT 06360	(860) 887-6255 <u>1</u> /	0
Ms. Christine Johnson MADONNA PLACE 240 Main Street Norwich, CT 06360	(860) 886-6600 <u>3</u> /	0
Ms. Elsie Spoust UCONN 562 N.L. Turnpike Norwich, CT 06360	(860) 887-1608	0
Mr. Gottfried Beisel CONNECTICUT JOB SERVICE 113 Salem Turnpike Norwich, CT 06360	(860) 859-5604	0
Ms. Jacqueline Owens NAACP PO Box 24 Norwich, CT 06360	(860) 886-5529 <u>1</u> /	0
Ms. Loise Summa THREE RIVERS COM. COLLEGE Mahan Drive Norwich, CT 06360	(860) 886-1931	0
Ms. Linda Misarski Norwich Business & Prof. Women's Club 147 Wawecus Hill Rd. Bozrah, CT 06334	(860) 889-7444 <u>3</u> /	0

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Ms. Marcia Flowers	(860) 535-1868	0
EASTERN PEQUOT TRIBAL NATION <u>2</u> /		
391 Norwich-Westerly Rd.		
North Stonington, CT 06359		
Ms. Nancy Albert	(860) 441-6760	0
GROTON HUMAN SERVICES		
2 Fort Hill Rd.		
Groton, CT 06340		
Ms. Janene Vandi	(860) 405-9010	0
UCONN AT AVERY POINT		
1084 Shennecossett Rd.		
Groton, CT 06340		
Ms. Peggy Tackett	(860) 449-8348	0
NAVY FAMILY SERVICE CENTER		
Box 93, Nasubase, NLON		
Groton, CT 06340		
Mr. Arthur Henick	(860) 312-3000	0
Mashantucket Pequot Tribal Nation <u>2</u> /		
PO Box 3130		
Mashantucket, CT 06339		
Ms. Barbara Benson	(860) 646-7221	0
I.C.E. EMPLOY & TRAINING SERVICE		
PO Box 672		
Gales Ferry, CT 06335		
Ms. Lisa Russ	(860) 447-1731	0
O.I.C. OF NEW LONDON COUNTY <u>1</u> /		
106 Truman St.		
New London, CT 06320		
Mr. Jack Tinker	(860) 447-1911	0
CONNECTICUT COLLEGE		
270 Mohegan Ave.		
New London, CT 06320		
Mr. Peter Bowler	(860) 447-0884	0
ALLIANCE FOR LIVING		
154 Broad St. (A social services Organization)		
New London, CT 06320		

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Ms. Wendy Mathieu MITCHELL COLLEGE 437 Pequot Ave. New London, CT 06320	(860) 701-5000	0
Mr. Vic Jensen Ridley Lowell Bus & Tech Institute 470 Bank St. New London, CT 06320	(860) 433-7441	0
Ms. Rhea Joseph CREATIVE CONNECTIONS 5 Carlisle Lane (A social services Organization) Niantic, CT 06357	(860) 442-7556	0
Ms. Mirriam Lopez Centro de La Comunidad 225 Central Ave. Norwich, CT 06360	(860) 442-4463 <u>4</u> /	0
Mr. Carmen Bruno The Women's Center of SE CT. 16 Jay Street New London, CT 06320	(860) 447-0366 <u>3</u> /	0
Ms. Janice Albert CT STATE LABOR DEPT. 645 South Main St. Middletown, CT 063457	(860) 344-2044	0
Mr. Hank Tenny CT SCHOOL OF BROADCASTING Radio Park Farmington, CT 06032	(860) 887-2346	0
Mr. Dan Gaynor NEW LONDON ADULT EDUCATION Shaws Cove Three New London, CT 06320	(860) 437-2385	0

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- Ms. Laura Hall (860) 871-9908 0
 x UCONN Communication Club
 45 D. Mt. Vernon Dr.
 Vernon, CT 06066
- x Mr. Tim G. Martelon (203) 378-5155 0
 CT School of Broadcasting
 80 Ferry Blvd.
 Stratford, CT 06615

EMPLOYEE REFERRALS 2

SOURCE UNKNOWN 2

COMMUNITY MEMBER 1

1 / A predominantly African-American School / Organization

2 / A predominantly Native-American Organization

3 / A predominantly female Organization

4 / A predominantly Hispanic Organization

- New hire was from a radio ad

¹ A source with an (x) was a source that requested to be contacted as job openings occur.

PART 2

FULL TIME HIRES (Job# 3 of 3)

Job Title: Sales Executive
Date Filled: August 30th, 2017
Total Number of Interviewees: 5
New hire was an employee referral

Recruitment Sources:

<u>NAME & ADDRESS</u>	<u>NUMBER OF REFERRALS</u>
<u>www.ctba.org/cgi-bin/HRWorx.pl</u> (Connecticut Broadcaster's Assoc Website)	0
<u>www.careerpage.org/cgi-bin/jobs</u>	0
<u>www.wcty.com</u> (WCTY website)	0
<u>www.wich.com</u> (WICH website)	0
<u>www.wnlc.com</u> (WNLC website)	0
<u>www.bighitsbigfun.com</u> (WKNL website)	0
<u>www.hotjobs.yahoo.com</u> (In association with the New London Day)	0
<u>www.ctjobcentral.org</u>	0
Hall Communications Radio Ad WICH/WCTY/WKNL/WNLC	0
NORWICH BULLETIN 66 Franklin St. Norwich, CT 06360	0
THE NEW LONDON DAY 37 Eugene O'Neill Drive New London, CT 06320	0
Connecticut Broadcaster's Association Job Fair	0

Ms. Peggy Ferguson UNIV. OF RHODE ISLAND 221 Roosevelt Hall Kingston, RI 02887	(401) 874-2416	0
Ms. Maria Ricci PROVIDENCE COLLEGE Slavin Center 105 Providence, RI 02198	(401) 865-1000	0
Ms. Susan Trombly N.E. INSTITUTE OF TECHNOLOGY 2500 Post Road Warwick, RI 02886	(401) 739-5000	0
Mr. Steven Raucher Univ. of New Haven - Prof. Of Communications 300 Orange Avenue West Haven, CT 06516	(203) 932-7000	0
Ms. Nancy Gray Eastern CT Workforce Investment Board 113 Salem Turnpike - North Bldg Norwich, CT 06360	(860) 859-5767	0
Ms. Arlethia Monroe EEOC RESOURCE CENTER 1801 L. Street NW Washington, DC 20507	(202) 663-4900	0
Mr. Samuel Hall HOWARD UNIVERSITY ¹ / ₁ PO Box 667, Administration Building Washington, DC 20059	(202) 806-7513	0
Ms. Karen Hunter NAB CLEARING HOUSE 1771 N. Street NW Washington, DC 20046	(202) 429-5300	0
Ms. Catherine Link Univ. of New Haven - Career Development 300 Orange Street West Haven, CT 06516	(203) 932-7334	0

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Ms. Sherri Tanguay MOHEGAN TRIBAL NATION <u>2</u> / 1 Mohegan Blvd. Uncasville, CT 06382	(860) 204-6100	0
Mr. David Grindel VETERANS CENTER 2 Cliff Street Norwich, CT 06360	(860) 887-1755	0
Mr. Garfield Ruker MARTIN LUTHER KING CENTER <u>1</u> / 21 Fairmont Street Norwich, CT 06360	(860) 887-6255	0
Ms. Christine Johnson MADONNA PLACE <u>3</u> / 240 Main Street Norwich, CT 06360	(860) 886-6600	0
Ms. Elsie Spoust UCONN 562 N.L. Turnpike Norwich, CT 06360	(860) 887-1608	0
Mr. Gottfried Beisel CONNECTICUT JOB SERVICE 113 Salem Turnpike Norwich, CT 06360	(860) 859-5604	0
Ms. Jacqueline Owens NAACP <u>1</u> / PO Box 24 Norwich, CT 06360	(860) 886-5529	0
Ms. Loise Summa THREE RIVERS COM. COLLEGE Mahan Drive Norwich, CT 06360	(860) 886-1931	0
Ms. Linda Misarski Norwich Business & Prof. Women's Club <u>3</u> / 147 Wawecus Hill Rd. Bozrah, CT 06334	(860) 889-7444	0

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Ms. Janene Vandi UCONN AT AVERY POINT 1084 Shennecossett Rd. Groton, CT 06340	(860) 405-9010	0
Ms. Peggy Tackett NAVY FAMILY SERVICE CENTER Box 93, Nasubase, NLON Groton, CT 06340	(860) 449-8348	0
Mr. Arthur Henick Mashantucket Pequot Tribal Nation <u>2</u> / PO Box 3130 Mashantucket, CT 06339	(860) 312-3000	0
Ms. Barbara Benson I.C.E. EMPLOY & TRAINING SERVICE PO Box 672 Gales Ferry, CT 06335	(860) 646-7221	0
Ms. Lisa Russ O.I.C. OF NEW LONDON COUNTY <u>1</u> / 106 Truman St. New London, CT 06320	(860) 447-1731	0
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Mr. Peter Bowler ALLIANCE FOR LIVING 154 Broad St. (A social services Organization) New London, CT 06320	(860) 447-0884	0

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Ms. Wendy Mathieu MITCHELL COLLEGE 437 Pequot Ave. New London, CT 06320	(860) 701-5000	0
Mr. Vic Jensen Ridley Lowell Bus & Tech Institute 470 Bank St. New London, CT 06320	(860) 433-7441	0
Ms. Rhea Joseph CREATIVE CONNECTIONS 5 Carlisle Lane (A social services Organization) Niantic, CT 06357	(860) 442-7556	0
Ms. Mirriam Lopez Centro de La Comunidad 225 Central Ave. Norwich, CT 06360	(860) 442-4463 <u>4</u> /	0
Mr. Carmen Bruno The Women's Center of SE CT. 16 Jay Street New London, CT 06320	(860) 447-0366 <u>3</u> /	0
Ms. Janice Albert CT STATE LABOR DEPT. 645 South Main St. Middletown, CT 063457	(860) 344-2044	0
Mr. Hank Tenny CT SCHOOL OF BROADCASTING Radio Park Farmington, CT 06032	(860) 887-2346	0
Mr. Dan Gaynor NEW LONDON ADULT EDUCATION Shaws Cove Three New London, CT 06320	(860) 437-2385	0

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 x UCONN Communication Club
 45 D. Mt. Vernon Dr.
 Vernon, CT 06066
- Mr. Tim G. Martelon (203) 378-5155 0
 x CT School of Broadcasting
 80 Ferry Blvd.
 Stratford, CT 06615

EMPLOYEE REFERRALS 1

SOURCE UNKNOWN 4

COMMUNITY MEMBER 0

1 / A predominantly African-American School / Organization

2 / A predominantly Native-American Organization

3 / A predominantly female Organization

4 / A predominantly Hispanic Organization

- New hire was an employee referral

¹ A source with an (x) was a source that requested to be contacted as job openings occur.

PART 3

SUPPLEMENTAL RECRUITMENT ACTIVITIES

UNDERTAKEN BY THE STATION UNIT

Activity No. 1

ACTIVITY:

Activity designed by the station to further job dissemination

DATE: December 1st, 2016 – November 30th, 2017

PREPARER: Joshua Kaplan

HOST/SPONSOR OF ACTIVITY: Hall Communications

PARTICIPATING EMPLOYEES: Joshua Kaplan, Promotions

DESCRIPTION OF ACTIVITY AND STATION PARTICIPATION:

In an effort to widely recruit resources for obtaining personnel, stations WICH-AM, WCTY-FM, WKNL-FM, WNLC-FM each aired an announcement asking groups or organizations that wish to be notified of any or all openings, to call the station, ask for Josh Kaplan and their name will be placed on the Employment Notification List. It was noted in the announcement that Hall Communications is an equal opportunity employer and encourages minority and female applicants. Announcements were aired at least once per day on all days of the week, in all dayparts from December 1st, 2016 through November 30th, 2017

PART 3

SUPPLEMENTAL RECRUITMENT ACTIVITIES

UNDERTAKEN BY THE SEASON UNIT

Activity No. 2

DATE: September 26th, 2017

HOST/SPONSOR OF ACTIVITY: Hall Communications

PREPARER: Joshua Kaplan

PARTICIPATING EMPLOYEES: Andy Russell, VP/General Manager

DESCRIPTION OF ACTIVITY AND STATION PARTICIPATION:

On September 26th, 2017 Andy Russel spoke to a group of Greater Norwich Area Chamber of commerce Leadership Program participants. These young business people are in a 9 month chamber program that gives them exposure to the different business opportunities in our region. The program last 30 minutes and included information about radio in general. Hall Communications station in the region and the employment opportunities available in our industry. There were 12 participants from the Chamber in the audience.

PART 3

SUPPLEMENTAL RECRUITMENT ACTIVITIES

UNDERTAKEN BY THE STATION UNIT

Activity No. 3

ACTIVITY: Extraordinary training programs to enable station personnel to improve their positions.

DATE: December 1st, 2017 – November 30th, 2017

PREPARER: Joshua Kaplan

HOST/SPONSOR OF ACTIVITY: Members of the Sales Department, Andy Russel, General Manager, Engineering Department, and News Director Marty Hausberger

DESCRIPTION OF ACTIVITY AND STATION PARTICIPATION:

Hall Communications offers and provides for the following in training programs for current employees:

Account Executives: The Radio Advertising Bureau Certified Radio marketing Consultant Program was created and maintained by the Bureau to educate Account Executives in advertising, marketing and sales. Successful completion of an industry examination under the RAB auspices provides the Executive with documentation of furthering his/her skills to a higher level of excellence in the radio profession, not only for the company but for the clients serviced, but also to qualify for the higher level executive positions. Only 5% of radio sales people nationwide have this certification. To date, every member of the sales department of this station group now hold a RMP and/or CRMC certification. Krystal Dyer, Account Executive, was hired in September and received her RMP certification in October 2017.

Training Workshops: Account Executives are also exposed to ongoing sales training and motivation through various seminars and workshops held throughout the year. An example would include the Connecticut Broadcasters Association seminar on Getting Inside the Automotive Industry held on October 25th, 2017 at the University of Hartford in West Hartford, CT. Members of the Hall Communications Connecticut stations Sales Department, management team and New Director attended.

ACTIVITY No. 3, Continued

Connecticut Broadcasters Association Annual Convention: Seminar presented through the CBA for managerial personnel for an update on broadcast issues under consideration or enacted at the FCC, in congress and the administration. In addition, a separate session, was included on interviewing people. Programs were presented by specialist from ESPN. In attendance were General Manager, Andy Russell and News Director Marty Hausberger.

Promotional Assistants: With PR skills, electronic background and/or audiovisual experience are specifically trained by the stations to set up and facilitate station remote broadcasts and other skills to qualify them for higher level positions. During the report period, two new part time employees were trained.

Part 3

Supplemental Recruitment Activities

Undertaken by Station Unit

Activity No. 4

ACTIVITY: Extraordinary Training Programs to enable station personnel to improve their positions.

DATE: Wednesday, October 18th, 1pm to 2:15pm ET

HOST/SPONSOR OF ACTIVITY: Massachusetts Broadcasters Association & Pillsbury Law Firm

PARTICIPATING EMPLOYEES: Bob Reed, Station Manager

DESCRIPTION OF ACTIVITY AND STATION PARTICIPATION:

The Massachusetts Broadcasters Association conducted a webinar to all broadcasters from any state to a presentation given by Lauren Lynch Flick, Esq. of the Pillsbury Winthrop Shaw Pittman LLP of Washington, D.C. topic being "The Changing Face of the FCC's EEO Rule in 2017. Webinar covered subjects including Non-discrimination requirements, employment outreach and record keeping and reporting.

PART 3

SUPPLEMENTAL RECRUITMENT ACTIVITIES

UNDERTAKEN BY THE STATION UNIT

Activity No. 5

ACTIVITY: Participation in events programs sponsored by organizations and education institutions to encourage student careers in broadcasting.

DATE: April 24th, 2017 & October 30th, 2017

PREPARER: Joshua Kaplan

HOST/SPONSOR OF ACTIVITY: Hall Communications and The Day Newspaper

PARTICIPATING EMPLOYEES: Jim Reed, Senior VP of Programming, Andy Russel, VP and General Manager, Bob Reed, Station Manager

DESCRIPTION OF ACTIVITY AND STATION PARTICIPATION:

Two job fairs were co-sponsored by Hall Communications stations WCTY, WICH, WKNL, and WNLC. The radio stations pre-promoted the event 4 weeks prior to the event. We had a booth at the two job fairs that were held this year on April 24th, 2017 and October 30th, 2017, and talked with participants about the job possibilities at our stations and in the broadcast industry.

PART 3

SUPPLEMENTAL RECRUITMENT ACTIVITIES

UNDERTAKEN BY THE STATION UNIT

Activity No. 6

ACTIVITY: Participation in events/programs sponsored by organizations and education institutions to encourage student careers in broadcasting.

DATE: December 1st, 2016 through November 30th, 2017

PREPARER: Joshua Kaplan

PARTICIPATING EMPLOYEES: Roger Arnold, Chief Engineer

DESCRIPTION OF ACTIVITY AND STATION PARTICIPATION:

Roger Arnold, Chief Engineer, is a member of the Norwich Technical High School's Trade Advisory Committee representing a part of the electronics trade via radio. The school's department heads meet with the committee member to review curriculum and offer suggestions and advice on the most desirable skills and education required or requested for employability within their respective industries. Roger attended the meeting on April 3rd, 2017. Committee members also address classes and provide tours of their facilities for students in encouragement of their seeking jobs within the industry.