

**NASSAU BROADCASTING – NEW ENGLAND  
BARRE/MONTPELIER/ST. JOHNSBURY EMPLOYEE UNIT**

The purpose of this EEO Public File Report is to comply with Section 73.2080(c) (6) of the FCC's 2002 EEO rule. This report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations:

WWFY, WORK, WSNO, WMOO, WIKE

If your organization distributes information about employment opportunities to job seekers or refers job seekers to employers, and would like to receive job vacancy notices for Nassau Broadcasting – New England, please provide Nassau Broadcasting – New England with the name, mailing address, email address, if applicable, telephone number, fax number and contact person and identify the category of categories of vacancies for which you would like information specified above to the following person at Nassau Broadcasting – New England:

Jacqueline Federico  
Nassau Broadcasting  
477 Congress Street  
Portland, ME 04101  
jfederico@nassaubroadcasting.com  
207-797-0780

The information in this report covers the time period beginning November 21, 2005 to and including November 20, 2006. The FCC's 2002 EEO Rule requires that this report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the applicable period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy.
3. The recruitment source that referred the hiree for each full-time vacancies during the applicable period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
4. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(s) of the FCC rules.

It is the policy of Nassau Broadcasting d/b/a WWFY, WORK, WSNO, WMOO & WIKE to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, sex, age, disability, sexual orientation or any other characteristic protected by law, in all personnel actions. As required by Section 73.2080 of the Commission's Rules, the stations have participated in several different recruitment activities to ensure broad outreach. A list and brief description of the initiatives undertaken is described in Section 3.

**WWFY, WORK, WSNO, WMOO, WIKE**

**EEO PUBLIC FILE REPORT  
NOVEMBER 21, 2005 – NOVEMBER 20, 2006**

**I. VACANCY LIST**

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	2,3, 19	3
Account Executive	2,3, 19	3
Account Executive	1,2,3, 19	3
Sales Manager	2,3,5, 19	3
Traffic Manager	2,3,5, 19, 20, 21	20
Account Executive	2,3, 19	3
Account Executive	2,3, 19	3

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12 month-period
1.	Times Angus Newspaper Michael Knight 540 North Main Street Barre, VT 05641	No	2
2.	Station Websites John Gales 41 Jacques Street Barre, VT 05641	No	5
3.	Employee Referral	No	7
4.	Vermont Department of Employment and Training P.O. Box 310, Burlington, VT 05402	No	0
5.	Monster.com <a href="http://www.monster.com">www.monster.com</a>	No	0
6.	Syracuse Newhouse School of Broadcasting University of Syracuse, NY Address: <a href="mailto:kmcgee@syr.edu">kmcgee@syr.edu</a>	No	0
7.	University of Vermont Career Center University of Vermont Department of Athletics Phone: (802) 656-3450 Fax: (802) 656-0126 email:	No	0

	<p><a href="mailto:careerservices@uvm.edu">careerservices@uvm.edu</a>  Address: UVM, Career Services  Living/learning E-Building  633 Main Street  Burlington, VT 05405-0390</p>		
8.	<p>Burlington Free Press  College Street  Burlington, VT 05401  Attn: Classified (802) 658-3321</p>	No	0
9.	<p>St. Michaels College Career Center  Saint Michael's College Career Center  One Winooski Park  Colchester, VT 05439  Switchboard: 802.654.2000  <a href="mailto:ipeterson@smcvt.edu">ipeterson@smcvt.edu</a></p>	No	0
10.	<p>Champlain College  Career Planning Office (CPO)  Durick Hall  174 South Willard Street, Burlington  VT 05401  Attn: Dolly Shaw</p>	No	0
11.	<p>Broadcast Marketing Services  <a href="http://www.broadcastmarketingservices.com">www.broadcastmarketingservices.com</a></p>	No	0
12.	<p>Lake Champlain Regional Chamber of  Commerce  110 Main Street, Burlington,  VT 05401  Attn: Susan  <a href="mailto:Susanb@vermont.org">Susanb@vermont.org</a></p>	No	0
13.	<p>All Access  Attn: Joel Denver  28955 Pacific Coast Highway, Suite  210-5  Malibu, CA 90265  <a href="http://www.allaccess.com">www.allaccess.com</a></p>	No	2
14.	<p>Seven Days  255 South Champlain Street  Burlington, VT 05401  Attn: Classifieds</p>	No	0
15.	<p>Radio 1 Broadcast School  <a href="mailto:www.radio1school@charterinternet.net">www.radio1school@charterinternet.net</a>  Mail to: Joe Deschler</p>	No	0
16.	<p>North Country Help Wanted.com  <a href="http://www.northcountryhelpwanted.com">www.northcountryhelpwanted.com</a></p>	No	0
17.	<p>Radio and Records  <a href="http://www.radioandrecords.com">www.radioandrecords.com</a></p>	No	0

18.	Hirediversity.com	No	0
19.	On Air Announcements	No	15
20.	Rutland Herald Glenda Hawley, Ryan Decalle PO Box 668, Rutland, VT 05702 (802) 747-6126 <a href="mailto:Ryan.decelle@rutlandherald.com">Ryan.decelle@rutlandherald.com</a>	No	7
21.	Vab.org PO Box 4489, Burlington, VT 05406 vab@together.net	No.	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>38</b>

### III. RECRUITMENT INITIATIVES: Menu Option Initiatives

- 1) Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions
- 2) Hosting of at least one job fair.
- 3) Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.
- 4) Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.
- 5) Establishment of an intern program designed to assist members of the community to acquire skills needed for broadcast employment
- 6) Participation in job banks, internet programs, and other programs designed to promote outreach generally
- 7) Participation in scholarship programs designed to assist students interest in pursuing a career in broadcasting
- 8) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions
- 9) Establishment of a mentoring program for station personnel
- 10) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting
- 11) Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting
- 12) Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities
- 13) Provision of assistance to unaffiliated non-profit entities in the maintenance of websites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting.
- 14) Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination
- 15) Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions
- 16) Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1.	14	On December 7, 2005, Nassau Broadcasting held its yearly management meeting in which important operational issues are discussed, in addition to Commission compliance issues.

		Nassau Broadcasting pays for travel and lodging for all of its stations managers to attend this yearly function. At each meeting, EEO compliance and documentation issues are reviewed and thoroughly discussed. This "EEO workshop" is followed by a short question and answer session. Issues such as how to prevent discrimination and sexual harassment are also discussed.
2.	1	On April 11, 2006 two on air personalities and four Account Executives hosted a job fair at the stations with 15 other vendors. The purpose of the event was two fold: To provide local job seekers with an opportunity to learn about job openings in the area, and to give them a chance to learn more about the wide variety of companies who took part by speaking directly with their respective staff members. Members of Nassau's sales and air staff were also on hand to answer questions about careers in the broadcasting industry. The event was promoted live on air leading up to and during the event.
3.	4	On November 14, 2006 Joseph Tansley, Program Director and Jim Severance, Program Director lectured a junior class at Spaulding High School about broadcasting and careers in broadcasting.