

# **Annual EEO Public File Report**

**For the period beginning 12/1/23 and ending 11/30/24**

## **This report consists of:**

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

**Preparer:**      **Bob Reed**  
**Signature:**        
**Title:**          **Operations**  
**Date:**          **November 30<sup>th</sup>, 2024**  
**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:**

| <b>Call Sign</b> | <b>AM/FM</b> | <b>Facility ID#</b> | <b>Com.Of License</b> | <b>State</b> | <b>LMA</b> |
|------------------|--------------|---------------------|-----------------------|--------------|------------|
| <b>WICH</b>      | <b>AM</b>    | <b>72347</b>        | <b>Norwich</b>        | <b>CT</b>    | <b>NO</b>  |
| <b>WCTY</b>      | <b>FM</b>    | <b>72346</b>        | <b>Norwich</b>        | <b>CT</b>    | <b>NO</b>  |
| <b>WKNL</b>      | <b>FM</b>    | <b>48547</b>        | <b>New London</b>     | <b>CT</b>    | <b>NO</b>  |
| <b>WNLC</b>      | <b>FM</b>    | <b>25406</b>        | <b>East Lyme</b>      | <b>CT</b>    | <b>NO</b>  |
| <b>WILI</b>      | <b>AM</b>    | <b>66180</b>        | <b>Willimantic</b>    | <b>CT</b>    | <b>NO</b>  |
| <b>WILI</b>      | <b>FM</b>    | <b>66179</b>        | <b>Willimantic</b>    | <b>CT</b>    | <b>NO</b>  |

**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 2 full-time vacancies were filled by the employment unit**

**A total of 12 people were interviewed for all full-time vacancies**

## **Part 2**

**Full Time Hires (Job #1 of 2)**

**Job Title: Sales Executive**

**Date Filled: 12/11/23**

**Total Number of Referrals: 6**

PART 2

PART TIME HIRES (Job# 1 of 2 )

Job Title: Sales Executive  
Date Filled: 12/11/23  
Total Number of Interviewees: 6

Recruitment Sources:

| <u>NAME &amp; ADDRESS</u>   | <u>NUMBER OF REFERRALS</u> |
|---|----------------------------|
| <a href="http://www.ctba.org/cgi-bin/HRWorx.pl">www.ctba.org/cgi-bin/HRWorx.pl</a><br>(Connecticut Broadcaster's Assoc Website) | 0                          |
| <a href="http://www.careerpage.org/cgi-bin/jobs">www.careerpage.org/cgi-bin/jobs</a>  | 0                          |
| <a href="http://www.wcty.com">www.wcty.com</a><br>(WCTY website)  | 0                          |
| <a href="http://www.wich.com">www.wich.com</a><br>(WICH website)  | 0                          |
| <a href="http://www.wnlc.com">www.wnlc.com</a><br>(WNLC website)  | 0                          |
| <a href="http://www.bighitsbigfun.com">www.bighitsbigfun.com</a><br>(WKNL website)  | 0                          |
| <a href="http://www.wili.com">www.wili.com</a><br>(WILI Website)  | 0                          |
| <a href="http://www.hitmusici983.com">www.hitmusici983.com</a><br>(WILI Website)  | 0                          |
| <a href="http://www.hallcommunications.com">www.hallcommunications.com</a><br>Job Opportunities                                 | 0                          |

Hall Communications Radio Ad  
WICH/WCTY/WKNL/WNLC/WILI –AM & FM

|                                   |         |          |
|-----------------------------------|---------|----------|
| 246-Hall Communications Radio Ads | WCTY-FM | 3* Hiree |
| 238-Hall Communications Radio Ads | WKNL-FM |          |
| 245-Hall Communications Radio Ads | WNLC-FM |          |
| 233-Hall Communications Radio Ads | WICH-AM | 1        |
| 248-Hall Communications Radio Ads | WILI-AM |          |
| 251-Hall Communications Radio Ads | WILI-FM |          |

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

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

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

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

|  |                |   |
|--|----------------|---|
| 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                           |                |   |

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

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

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



|   |  |                |   |
|---|--|----------------|---|
|   | Ms. Laura Hall   | (860) 871-9908 | 0 |
| x | UCONN Communication Club<br>45 D. Mt. Vernon Dr.<br>Vernon, CT 06066 |                |   |
| x | Mr. Tim G. Martelon  | (203) 378-5155 | 0 |
|   | CT School of Broadcasting<br>80 Ferry Blvd.<br>Stratford, CT 06615   |                |   |
|   | WALK-INS   |                | 1 |
|   | EMPLOYEE REFERRALS   |                | 0 |
|   | SOURCE UNKNOWN   |                | 1 |
|   | <u>1</u> / A predominantly African-American School / Organization    |                |   |
|   | <u>2</u> / A predominantly Native-American Organization              |                |   |
|   | <u>3</u> / A predominantly female Organization                       |                |   |
|   | <u>4</u> / A predominantly Hispanic Organization                     |                |   |

<sup>1</sup> 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 2)**

**Job Title: Sales Executive**

**Date Filled: 5/1/24**

**Total Number of Referrals: 6**

PART 2

PART TIME HIRES (Job# 2 of 2 )

Job Title: Sales Executive  
Date Filled: 5/1/24  
Total Number of Interviewees: 6

Recruitment Sources:

| <u>NAME &amp; ADDRESS</u>   | <u>NUMBER OF REFERRALS</u> |
|---|----------------------------|
| <a href="http://www.ctba.org/cgi-bin/HRWorx.pl">www.ctba.org/cgi-bin/HRWorx.pl</a><br>(Connecticut Broadcaster's Assoc Website) | 0                          |
| <a href="http://www.careerpage.org/cgi-bin/jobs">www.careerpage.org/cgi-bin/jobs</a>  | 0                          |
| <a href="http://www.wcty.com">www.wcty.com</a><br>(WCTY website)  | 0                          |
| <a href="http://www.wich.com">www.wich.com</a><br>(WICH website)  | 0                          |
| <a href="http://www.wnlc.com">www.wnlc.com</a><br>(WNLC website)  | 0                          |
| <a href="http://www.bighitsbigfun.com">www.bighitsbigfun.com</a><br>(WKNL website)  | 0                          |
| <a href="http://www.wili.com">www.wili.com</a><br>(WILI Website)  | 0                          |
| <a href="http://www.hitmusici983.com">www.hitmusici983.com</a><br>(WILI Website)  | 0                          |
| <a href="http://www.hallcommunications.com">www.hallcommunications.com</a><br>Job Opportunities                                 | 0                          |

Hall Communications Radio Ad  
WICH/WCTY/WKNL/WNLC/WILI –AM & FM

|                                   |         |          |
|-----------------------------------|---------|----------|
| 246-Hall Communications Radio Ads | WCTY-FM | 2* Hiree |
| 238-Hall Communications Radio Ads | WKNL-FM |          |
| 245-Hall Communications Radio Ads | WNLC-FM |          |
| 233-Hall Communications Radio Ads | WICH-AM | 1        |
| 248-Hall Communications Radio Ads | WILI-AM |          |
| 251-Hall Communications Radio Ads | WILI-FM |          |

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

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

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

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

|  |                |   |
|--|----------------|---|
| 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                           |                |   |

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

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

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

|   |  |   |
|---|--|---|
| x | Ms. Laura Hall (860) 871-9908<br>UCONN Communication Club<br>45 D. Mt. Vernon Dr.<br>Vernon, CT 06066    | 0 |
| x | Mr. Tim G. Martelon (203) 378-5155<br>CT School of Broadcasting<br>80 Ferry Blvd.<br>Stratford, CT 06615 | 0 |
|   | WALK-INS   | 1 |
|   | EMPLOYEE REFERRALS   | 0 |
|   | SOURCE UNKNOWN   | 2 |
|   | <u>1</u> / A predominantly African-American School /<br>Organization                                     |   |
|   | <u>2</u> / A predominantly Native-American<br>Organization   |   |
|   | <u>3</u> / A predominantly female Organization   |   |
|   | <u>4</u> / A predominantly Hispanic Organization   |   |

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



## **Part 3**

### **SUPPLEMENTAL RECRUITMENT ACTIVITIES** **UNDERTAKEN BY STATION UNIT**

**ACTIVITY #1:** Extraordinary training programs to enable station personnel to improve their positions.

Dates: August 13th, 20th, 27th, 2024

Preparer: Bob Reed

Host/Sponsor of Activity: Marketron Digital/NXT Digital Training

Participating Station Personnel: Members of the Sales Department and Business Manager. Art Rowbotham, Executive VP/CEO, Dave Elder, Operations Manager, Bob Reed, Operations, Marketing Consultants - Joyce Wallace, Melanie Macierowski, Melanie Moyers, Rebecca Angelastro and Business Manager Tracy Atherton.

Marketron Digital Training sessions were held on the above dates and covered developing platforms and getting results for station clients. Subjects covered were the use of digital display, pre-roll, geo-fencing, OTT and You Tube. Sessions lasted on average on one hour followed by question and answer periods.

## **SUPPLEMENTAL RECRUITMENT ACTIVITIES**

**ACTIVITY #2:** Activity designed by station to further job dissemination

Preparer: Bob Reed

Dates: December 1, 2023 – November 30, 2024

Host/Sponsor of Activity: Hall Communications

Description of Activity and Station Participation:

In an effort to widely recruit resources for obtaining personnel, stations WICH-AM & FM, WKNL-FM, WCTY-FM, WNLC-FM, WILI-AM & WILI-FM each aired an announcement asking groups or organizations that wish to be notified of any or all job openings, to call the station 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, 7 days a week, in all dayparts from December 1, 2023 through November 30, 2024.

## **SUPPLEMENTAL RECRUITMENT ACTIVITIES**

**Activity #3:** Participation in events programs sponsored by organizations and education institutions to encourage careers.

Preparer: Bob Reed

Dates: June 12, 2024 and October 10, 2024

Host/Sponsor of Activity: Hall Communications, The Day Newspaper, Chamber of Commerce of Eastern CT.

### **Description of Activity and Station Participation:**

Hall Communications ran promotional announcements alerting area residents of Job Fairs taking place at the Mystic Hilton in Mystic, CT and one under a huge tent at Uncasville Commons in Uncasville, CT. Both Job Fairs took place between 10am and 2 pm. More than 70 businesses and organizations took part at each Job Fair including Hall Communications stations. Hall Executive VP/CEO, Art Rowbotham, Operations Manager, Dave Elder and Operations/Public Relations Bob Reed staffed the booth during both events representing WICH, WCTY, WNLC, WKNL, WILI AM & FM. Information was handed out for an opening for a sales position.

## **SUPPLEMENTAL RECRUITMENT ACTIVITY**

### **ACTIVITY #4**

Dates: May 20, 2024 – August 20, 2024

Preparer: Dave Elder-Operations Manager

Host/Sponsor of Activity: WICH-AM, WCTY-FM, WKNL-FM, WNLC-FM WILI-AM & WILI-FM

### **Description of Activity and Station Participation:**

This Internship Program, under the supervision of Operations Manager Dave Elder, recruited a student at Dean College. This program is for college credit only or college experience and is approved by the Connecticut Department of Labor. 1 Intern was hosted during the summer of 2024. This intern invested an average of 12 hours per week for the college summer break. A senior from North Stonington, CT at Dean College in Franklin MA served as an intern at Hall Communications in Norwich, CT performing more than 130 hours in all aspects of radio broadcasting. The intern worked in radio production, voice tracking, music scheduling, remote broadcast and promotions. The intern earned college credits in return. At the end of the internship the intern received a written evaluation from radio station supervisors, which then were sent to the student's respective department head.

## **SUPPLEMENTAL RECRUITMENT ACTIVITIES**

**ACTIVITY #5** Station E-Blasts looking for Marketing Consultants

Dates: Once monthly throughout January-October 2024

Preparer: Dave Elder-Operations Manager

Host/Sponsor of Activity: WCTY-FM, WNLC-FM & WKNL-FM

Description of Activity and Station Participation:

WCTY-FM, WKNL-FM & WNLC-FM sent out monthly E-Blasts to thousands of listeners who registered to receive notifications of station news, contests, as well as job opportunities at all Connecticut Hall Communications stations.