ANNUAL EEO PUBLIC FILE REPORT

For the period beginning 12/01/24 and ending 11/30/25

This report is not required if unit has fewer than five full-time employees.

This report consists of:

Part 1 Station Information

Part 2 Recruitment sources/interviewees for each full-time vacancy

Part 3 Recruitment initiatives

Preparer: Tammy Garen

Signature: Our My Store

Title: Business Manager

Date: <u>December 1, 2025</u>

Telephone: 802-658-1230

^{*}This report, which usually covers the prior 12-month period, is to be placed in each station's public file and web site (if applicable) every year on the anniversary of the due date of the station's renewal application. The initial reporting period is from July 5, 2022 to the station's renewal filing deadline.

PART 1

This report covers the following employment unit:

Call Sign	AM/FM	Facility ID#	Community of License	<u>State</u>	<u>LMA</u>
WOKO	FM	25867	Burlington	VT	No
WKOL	FM	68692	Plattsburgh	NY	No
WJOY	AM	25864	Burlington	VT	No
WIZN	FM	7839	Vergennes	VT	No
WBTZ	FM	52807	Plattsburgh	NY	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 two full-time job vacancies were posted.

A total number of _7_persons were interviewed for the full-time vacancies.



FULL-TIME VACANCY #1

Date	Title: e Filled: il Number of Ii	nterviewees:	Office Manager January 14, 202 FIVE		
Rec	ruitment Sour	ces: 1			
The	following recr	uitment source	es were utilized to	fill this vacano	ey:
	Name of Source	Address	Contact Person	Telephone Number	Number of Interviewees Referred
 1. 2. 3. 4. 5. 6. 7. 			source on the atta interviewees refe		contacted for this job d on the list.
	(Add r	nore sources if utilize	d)		

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

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		One Winooski Park, Box 264	654-2547	1
t Michael's College	Ingrid A. Peterson	One Windoski Park, Dox 204		1
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		158 Harmon Drive		
Norwich University		Northfield, VT 05663	802-485-2000	.
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		P O Box 1164		7.
Seven Days	Michelle Brown	Burlington, VT 05402	802-864-5684	2
		Burnington, VI DOTOL		
		1011-1186	652-0311	
/ermont Employment &		59 Pearl Street #63	652-0363	
Training Department		Burlington, VT 05401		, no + 5*
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Community College of Vermont		Winooski, VT 05404		
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the second secon		575 Stone Cutters Way	802-728-1100	
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FULL-TIME VACANCY #2

	Title: Filled: I Number of Inte		Sales Represe November 1, 2 2		
Recr	uitment Source	es: 1			
The	following recrui	tment sources	were utilized to	o fill this vacand	y:
	Name of Source	Address	Contact Person	Telephone Number	Number of Interviewees Referred
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2.					
3.					
4.					
5.					
6.					
7.					
	Recruitment efforts will be year's report	e conducted af	osted on June 1 ter December 1	4, 2025. Furthe 1, 2025 and will	er recruitment be included in next
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¹ A source with an (*) was the source that referred the hiree. A source with an (x) was a source that requested to be contacted as job openings occur.

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		163 So Willard Street		
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NYS Department of Labor		Plattsburgh, NY 12903	•	
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		Career Counselor	518-564-5075	
State University of New York	Tobi L. Hay	Employer Relations Specialist		* * * * *
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Training Department		Burlington, VT 05401	002-0000	
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Volume To End Domestic Violence		P O Box 1535	802-658-313	
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		200 Celeborter Avenue	802-656-134	5
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SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity #1*

Activity: BFA Fairfax students

Date: January 28, 2025 Preparer: Tammy Garen

Host/Sponsor of Activity: Hall Communications

Participating Station Personnel: Mark Knight, Operations Manager and Jon Brooks Production Dir

Description of activity and scope of station participation:

Event: Building Tour

Hall Communications hosted a group of 10 high school students from BFA-Fairfax. WKOL Morning Show host and Production Director Jon Brooks hosted a one-hour tour of the WOKO-WKOL-WJOY facility. Students learned more about the radio industry, from the sales and business aspects of our building, to music and on-air programming, engineering, and I-T operations.



SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity #2

Activity: Advocacy and Resource

Date: February 19, 2025

Preparer: tammy Garen

Host/Sponsor of Activity: Hall Communications

Participating Station Personnel: Mark Knight, Operations

Description of activity and scope of station participation:

Event: Building Tour

Hall Communications hosted a group of 6 individuals from the Advocacy and Resource Center in Plattsburgh, New York. During their one-hour tour of the WOKO-WKOL-WJOY facility, they learned more about the radio industry, from the sales and business aspects of our building, to music and on-air programming, engineering, and I-T operations.



SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity #3

Activity: CVU High School students

Date: June 5, 2025 Preparer: Tammy Garen

Host/Sponsor of Activity: Hall Communications

Participating Station Personnel: Bill Sargent Program Director WOKO

Description of activity and scope of station participation:

Hall Communications hosted a group of 22 high school students from Champlain Valley High School in Hinesburg, VT. WKOL Morning Show host and Production Director Jon Brooks, and WOKO Morning Show co-host and Program Director Bill Sargent hosted a one-hour tour of the WOKO-WKOL-WJOY facility. Students learned more about the radio industry, from the sales and business aspects of our building, to music and on-air programming, engineering, and I-T operations.



SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity #4

Activity: Plattsburgh/North Country Chamber Spring Job Fair 2025

Date: May 14, 2025 Preparer: Tammy Garen

Host/Sponsor of Activity: North Country Chamber of Commerce, Hall Communications, Inc., WPTZ-

TV, OneWorkSource

Participating Station Personnel: Dan Dubonnet, General Manager; Meaghan Bombardier,

Marketing Consultant

Description of activity and scope of station participation:

Hall Communications attended North Country Chamber of Commerce Job Fair in Plattsburgh, NY on May 14, 2025. The event, which was open to the public, allowed those looking for a job or new career the chance to meet with representatives of our company and conduct instant on-the-spot mini-interviews. General Manager Dan Dubonnet, and Marketing Consultant attended the event, which Hall Communications also sponsored and promoted on all of its radio stations.

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY #5

Activity: VAB Summer School -training sessions

Date: June 10, 2025 Preparer: Tammy Garen

Host/Sponsor of Activity: Hall Communications, Inc.

Participating Station Personnel: <u>Dan Dubonnet, V.P. & General Manager, and marketing</u>
<u>Consultants Kate Lanza, Kate Tucker, Meaghan Bombardier, Sue Gosselin, Margie Stern Hackett</u>
and Erin Howard

Description of Activity and Station Participation:

The Vermont Association of Broadcasters held their annual meeting and Sales-Program seminars in conjuction with the Commercial award ceremony at St. Michaels college. We attended Sales seminars, a session on digital marketing and content and a Owner/Manager session on hiring and retention practices. The event went from 9am-2pm



SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity #6

Activity: Plattsburgh North Country Fall jiob Fair

Date: September 9, 2025

Preparer: Tammy Garen

Host/Sponsor of Activity: North Country Chamber of Commerce, Hall Communications, Inc., WPTZ-

TV, OneWorkSource

Participating Station Personnel: Dan Dubonnet, General Manager; Meaghan Bombardier,

Marketing Consultant

Description of activity and scope of station participation:

Hall Communications attended North Country Chamber of Commerce Job Fair in Plattsburgh, NY on September 9, 2025. The event, which was open to the public, allowed those looking for a job or new career the chance to meet with representatives of our company and conduct instant on-the-spot mini-interviews. General Manager Dan Dubonnet, and Marketing Consultant attended the event, which Hall Communications also sponsored and promoted on all of its radio stations.



SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity #7

Activity: Digital Training Sessions

Date: May-June 2025 Preparer: Tammy Garen

Host/Sponsor of Activity: SoCast and Advantage Systems Digital

Participating Station Personnel: Dan Dubonnet, GM/COO;

Marketing Consultants Meaghan Bombardier, Kate Lanza, Margie Stern-Hackett, Sue Gosselin,

Angle Myers, Kate Tucker, Erin Howard

Description of activity and scope of station participation:

DIGITAL TRAINING

May 14- On board training for Socast digital platforms

May 27- Training on REACH platform

June 16- Training with Advantage Systems for SEO and Wed Sites

June 27- Training with SoCast for out of home tactics

These training systems lasted one hour each