

EEO PUBLIC FILE REPORT

This Report covers the period January 23, 2019 to January 22, 2020.

1) **Employment Unit: Regional Radio Group**

2) **Unit Members (Station and Community of License):** **WCKM-FM, Lake George, New York**
 WCQL-FM, Queensbury, New York
 WWSC-AM, Glens Falls, New York
 WDKM-FM, Poultney, Vermont

3) **EEO Contact Information for Employment Unit:**

Mailing Address: Regional Radio Group LLC 238 Bay Road Queensbury, NY 12804	Telephone Number: 518-761-9890
	Contact Person/Title: Clay Ashworth, President
	E-mail Address: cashworth@rrgf.com

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

NO FULL-TIME POSITIONS WERE FILLED DURING THIS REPORTING CYCLE

5) Total # of Interviewees: 0

6) Supplemental Recruitment Initiatives:

(a) Initiative: Participation in Job Fairs

Job Fair – March 13, 2019

The Regional Radio Group Operation Manager and Account Executives manned a booth at the annual Adirondack Regional Chamber of Commerce Job Fair held at SUNY Adirondack College.

Job Fair – October 16, 2019

The Regional Radio Group Account Executives and Morning Show Host of WCQL FM attended the Adirondack Regional Chamber of Commerce / Washington County Job Fair at Rainer's Gourmet Inspiration in Hudson Falls.

(b) Initiative: Internship Program

Local High School student (1) and college students (2) participate in an ongoing internship program on site at Regional Radio Group. Students work in various departments learning about professional equipment, learning how scheduling takes place, observing the writing of copy and the production of spots, gathering news stories, and learning about the sales department. Most students receive high school or college credit and are evaluated on their participation in the program. Internships range from week-long experiences to approximately 180 hours in length.

(c) Initiative: Participation in events and programs sponsored by educational institutions relating to career opportunities in broadcasting.

Leadership Program - 2/6/19

General Manager spoke for an hour at the Adirondack Regional Chamber of Commerce Young Leaders Leadership Program on the history of broadcasting, radio, advertising, comparisons of media and the future of radio.

Career Day – 9/18/19

Account Executive and on-air personality of Regional Radio Group attended Warrensburg School District Career Days held at Warrensburg Elementary School on 9/18/19 and discussed with students the different job responsibilities at a radio station.

Media Day/Entrepreneurship 10/23/19

General Manager spoke at the Media Day and Entrepreneurship class at SUNY Adirondack on the history of broadcasting, radio, advertising, comparisons of media and the future of radio.

(d) Initiative: Participation in events sponsored by community organizations representing groups present in the community interested in broadcast employment issues.

Throughout the year, tours of the Regional Radio Group facility are given to local Boy and Girl Scout troops as well as local elementary schools. Job Shadowing is offered to those interested to observe on-air shifts and other staff member duties. At various times during the year our Program Director, News Director or another On Air Employee will host a group tour of the studio, allowing participants to witness a live break and record their own voices on the digital equipment.