

## **WOR RADIO STATION ANNUAL EEO PUBLIC FILE REPORT**

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080©(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 station:

WOR (AM) New York, New York FIN: 7710

The information contained in this Report covers the time period beginning February 1, 2007 to and including January 31, 2008. 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 vacancy during the applicable period;
4. Data reflecting the total number of persons interviewed for 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
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080©(2) of the FCC rules.

Sections 1, 2 and 3, which follow provide the required information. Please note that the numbers listed on Section 2 under the column entitled "Full-Time Positions for which this Source Was Utilized" refer to the number of the full-time job positions listed on Section 1.

Buckley Broadcasting/WOR, LLC, the licensee of WOR (AM), and has and will continue to be Equal Employment Opportunity Employers. Buckley is committed to broad and inclusive outreach for hiring full-time employees, affording equal opportunity to all qualified persons and refraining from discrimination on the basis of race, color, national origin, gender and religion. As required by Section 73.2080 of the Commission's Rules, the station has participated in several different recruitment activities to ensure broad outreach. A list and brief description of the initiatives undertaken is described in Section 3.

|   |  |                             |
|---|--|-----------------------------|
| <b>WOR RADIO STATION</b>                                  |  |                             |
| EEO PUBLIC FILE REPORT                                    |  |                             |
| COVERING PERIOD FROM FEBRUARY 1, 2007 TO JANUARY 31, 2008 |  |                             |
| STATIONS COMPRISING STATION EMPLOYMENT UNIT: WOR          |  |                             |
| <b>Section 1: Vacancy Information</b>                     |  |                             |
|   | FULL TIME POSITIONS FILLED BY JOB TITLE                              | RECRUITMENT SOURCE OF HIREE |
| 1   | Sales Assistant  | Monster.com                 |
| 2   | Sales Assistant  | WOR Referral                |
| 3   | Traffic Manager  | WOR Website                 |
| 4   | Producer   | WOR Referral                |
| 5   | Producer   | AllAccess.com               |
| 6   | Talent   | Talent's Agent              |
| 7   | Continuity Coordinator   | AllAccess.com               |
| 8   | News Anchor  | WOR Referral                |
| 9   | Account Executive  | WOR Referral                |
| 10  | Account Executive  | WOR Referral                |
| 11  | News Coordinator   | In-House Referral           |
| 12  | Producer   | WOR Referral                |
| 13  | Marketing Coordinator  | Monster.com                 |
| 14  | Account Executive  | NJBA/NYSBA                  |
| 15  | Affiliate Sales Representative                                       | Inside Radio                |
| 16  | Traffic Coordinator  | Monster.com                 |
| 17  | Producer   | In-House Referral           |
| 18  | Chief Engineer   | WOR Referral                |
|   | <b>Total Number of Persons Interviewed During Applicable Period:</b> | <b>104</b>                  |

| <b>WOR RADIO STATION</b>   |   |  |
|--|---|--|
| EEO PUBLIC FILE REPORT   |   |  |
| COVERING PERIOD FROM FEBRUARY 1, 2007 TO JANUARY 31, 2008  |   |  |
| STATIONS COMPRISING STATION EMPLOYMENT UNIT: WOR   |   |  |
| <b>Section 2: Vacancy Information</b>  |   |  |
| * Newly added EEO Recruitment Sources 8,12,13,15,25-28, 30,31  |   |  |
| Recruitment Source (Name, Address, Telephone, Contact Person)  | Total Number of Interviewees this Source Has Provided During This Period (if any) | Full-Time Positions For Which This Source Was Utilized |
| <b>1</b> <b>Monster.com</b><br>JoshWeissman<br>1-800-MONSTER<br>(800)666-7837(P) ext 8247<br>Josh.Weissman@monster.com                             | 29  | 1,13,16  |
| <b>2</b> <b>NJBA(includes 200 agencies)</b><br>Deepak Massand<br>(336) 375-2991(P) ext 222<br>www.njba.com   | 2   | 14   |
| <b>3</b> <b>NYSB (available to all trade members)</b><br>Sandy Messineo<br>(518) 456-8888(P)<br>(518) 456-8943(F)<br>sandy@nysbroadcastersassn.org | 0   | 14   |
| <b>4</b> <b>WOR Website</b>  | 10  | 3  |
| <b>5</b> <b>WOR Referrals</b>  | 23  | 2,4,8-12,17,18   |
| <b>6</b> <b>Fordham University</b><br>Jon Liberatore<br>(718) 817-4358 (P)<br>(718) 817-5155 (F)<br>liberatore@fordham.edu                         | 1   | 14   |
| <b>7</b> <b>Montclair State University</b><br>Jackie Tillson<br>(973) 655-6965 (P)<br>(973)655-7979 (F)  | 0   | 0  |
| <b>8</b> <b>Media Bistro</b><br>Laurel Touby<br><a href="mailto:jobcare@mediabistro.com">jobcare@mediabistro.com</a><br>Mediabistro.com            | 4   | 0  |
| <b>9</b> <b>Inside Radio</b><br>Gene McKay<br>800-640-8852 (P)   | 12  | 15   |

|    |  |   |   |
|----|--|---|---|
|    | genemckay@insideradio.com  |   |   |
| 10 | <b>Westchester Community College</b><br>Susan Hacker<br>www.sunywcc.edu  | 0 | 0 |
| 11 | <b>Ithaca College</b><br>John Fracchia<br>607-274-1687 (P)<br>jfracchia@ithaca.edu   | 0 | 0 |
| 12 | <b>Career &amp; Educational Metro Training Institute</b><br>212-564-0600 (P)<br>212-643-9995 (F)                                     | 0 | 0 |
| 13 | <b>Seton Hall University</b><br>Anne E De Santis M.A.<br>973-275-2316 ext(P)<br>desantan@shu.edu                                     | 0 | 0 |
| 14 | <b>Connecticut School of Broadcasting</b><br>Joe Lachance<br>203-378-5155 (P)<br>203-378-4330 (F)<br>stratcsb@aol.com                | 0 | 0 |
| 15 | <b>Bayliss Foundation</b><br>Rachel Sprinkles<br>(831)655-5229 (P)<br>(831)655-5228 (F)<br>rsprinkles@baylissfoundation.org          | 0 | 0 |
| 16 | <b>Mercy College</b><br>Marguerite Busetti<br>(914)674-7203 (P)<br>(914) 693-9455(F)<br>MBusetti@mercy.edu                           | 0 | 0 |
| 17 | <b>Vanguard Temporary Personnel</b><br>Dan Romero<br>(212)682-6400 (P)<br>(212) 682-7416(F)<br>dromero@temporarypersonnel.com        | 0 | 0 |
| 18 | <b>The Children's Aid Society</b><br>Elona Logue<br>(212)876-9716 (P) ext 328<br>(212)876-1482 (F)<br>elonal@childrensaidsociety.com | 0 | 0 |

|              |  |            |       |
|--------------|--|------------|-------|
| <b>19</b>    | <b>International Radio and Television Society Foundation</b><br>Amy Peloso<br>420 Lexington Avenue, Suite 1601<br>New York, NY 10170<br>(212)867-6650 (P) ext 303<br>(212)867-6653 (F) amy.peloso@irts.org | 0          | 0     |
| <b>20</b>    | <b>Barnard College</b><br>Kim Barberich<br>(212) 854-7747 (P)<br>(212) 854-2188 (F)<br>kbarberich@barnard.edu  | 0          | 0     |
| <b>21</b>    | <b>Columbia University</b><br>Alex Yepes<br>(212) 854-5494 (P)<br>ay2147@columbia.edu  | 0          | 0     |
| <b>22</b>    | <b>NJ Advertising Club</b><br>(201) 998-5133 (P)<br>info@njadclub.org  | 0          | 0     |
| <b>23</b>    | <b>St. John's University</b><br>cramerj@stjohns.edu  | 0          | 0     |
| <b>24</b>    | <b>Institute of Audio Research</b><br>Brian Edwards<br>bedwards@iar.edu  | 0          | 0     |
| <b>25</b>    | <b>Entertainment Careers</b><br>entertainmentcareers.net   | 4          | 0     |
| <b>26</b>    | <b>TV and Radio Jobs</b><br>tvandradijobs.com  | 0          | 0     |
| <b>27</b>    | <b>New York Times</b><br>onlinejobs@nytimes.com  | 0          | 0     |
| <b>28</b>    | <b>All Access</b><br>Allaccess.com   | 13         | 5 & 7 |
| <b>29</b>    | <b>Katharine Gibbs School (Digital Media &amp; Visual Communications)</b><br>Nansi Barrie<br>(646) 218-2345 (P)<br>(212) 885-6950 (F)<br>nbarrie@gibbsnewyork.com  | 0          | 0     |
| <b>30</b>    | <b>NYMRAD</b><br>www.nymrad.org  | 1          | 0     |
| <b>31</b>    | <b>Craigslist</b><br>Craigslist.com  | 4          | 0     |
| <b>32</b>    | <b>Talent's Agent</b>  | 1          | 6     |
| <b>TOTAL</b> |  | <b>104</b> |       |

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STATIONS COMPRISING STATION EMPLOYMENT UNIT: WOR**

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken By WOR

1) On Friday, 10/12/07 WOR Radio had a visit from Fordham University's "Career View Program". The Career View Program is a career development program, designed to introduce students to the world of work and the culture of the organizations they visit. Career View's visit with WOR Radio started with a breakfast and a quick introduction of the students and the positions they were interested in holding in the communications industry. Following the student's introduction they were ushered through the studios and allowed to observe how WOR's daily programs are run. At the end of the visit the students were allowed to hand in a copy of their resumes. The purpose of this visit was to allow the students to broaden their awareness of the communications industry and allow WOR Radio to meet potential recruitment candidates. This group of students was made up of minorities and women. Their resumes were kept on file for future openings.

2) On Friday, 10/12/07 WOR Director of HR/EEO attended the City University of New York's Journalism & Media Career Fair. Approximately 800 students attended the Career Fair many of whom are minorities. WOR handed out promotional items as well as information/materials on internships and job openings at WOR Radio. One White Female was hired for a part-time position from this Career Fair.

3) On Wednesday, 11/7/07 Provision of training to management. The VP/General Manager, VP/Director of Sales, Local Sales Manager, Assistant Program Director, Director of Operations, Director of Event Marketing, Director of Marketing & PR, Director of Human Resources/EEO, News Director, General Service Manager, VP/Corporate Director of Engineering, Traffic Director, Executive Director WOR Radio Network, Director of Network Sales and Business Manager attended a presentation by Kauff McClain & McGuire attorneys explaining what to do to avoid and how to report discrimination/harassment activities in the workplace.

## Internship Programs

### WOR Radio Internship Program

WOR Radio has had a very successful long-standing internship program open to high school and college students with a sincere interest in broadcasting. WOR Radio hires interns from a diverse background and a wide variety of educational institutions within the Tri-State area. Four interns from this program were hired for part-time positions after the completion of the program. Two interns, one white male and one white female were hired as part-time producers. One white male was hired as a part-time production technical assistant and one black female hired as a news desk assistant. An asterisk (\*) on the chart below indicates the interns that were hired.

### List of College Intern Participants and Schools

Summer 2007: Approximately 3 months

|                        |                              |                              |
|------------------------|------------------------------|------------------------------|
| 1 White Male Student   | Bergen Community College     | WOR Programming Department * |
| 1 White Female Student | Fordham University           | WOR Programming Department * |
| 1 White Male Student   | Syracuse University          | WOR News Department          |
| 1 White Male Student   | Seton Hall University        | WOR Operations Department *  |
| 1 White Female Student | Cornell University           | WOR Network Department       |
| 1 White Male Student   | Loyola College               | WOR Sales Department         |
| 1 White Female Student | George Washington University | WOR Programming Department   |

|                        |                       |                              |
|------------------------|-----------------------|------------------------------|
| 1 White Male Student   | Seton Hall Prep       | WOR Programming Department   |
| 1 White Male Student   | Quinnipiac University | WOR Marketing Department     |
| 1 White Male Student   | Ramapo High School    | WOR News Department          |
| 1 Black Female Student | Lehman College        | WOR Programming Department * |

Bayliss Radio Intern Program

The John Bayliss Broadcast Foundation Internship Program places America's top communication students who are interested in a full-time career in Radio with innovative companies for an incomparable learning experience.

List of Intern Participants and Schools

Summer 2007: Approximately 3 months

|                        |                     |                          |
|------------------------|---------------------|--------------------------|
| 1 White Female Student | Monmouth University | WOR Marketing Department |
|------------------------|---------------------|--------------------------|

New York State Broadcasters Association Internship Program

The New York State Broadcasters Association Internship Program is open to all New York State High School Seniors and undergraduate college students. The intern will have the opportunity to work in each department at the radio station. After this is completed, the intern chooses the department they would like to be placed in for the remainder of the internship.

List of High School Intern Participants and Schools

Summer 2007: Approximately 3 months

|                        |                       |                         |
|------------------------|-----------------------|-------------------------|
| 1 White Female Student | Stella K Abraham H.S. | WOR Various Departments |
|------------------------|-----------------------|-------------------------|