

Equal Employment Opportunity Public File Report

For the reporting period of February 01, 2009 through January 31,2010

WFRY-FM, WCIZ-FM, WTNV(AM), WNER(AM)

Licensee: Stephens Media Group-Watertown, LLC

- i. The following is a list of all vacancies for full-time careers filled during the reporting period:

Career Title	Date Open	Date Filled
Revenue Generating Specialist 1	April 25, 2009	May 26, 2009
Traffic/Production Manager	October 2, 2009	September 28, 2009
Revenue Generating Specialist 2	December 7, 2009	January 4, 2010

- ii. During the reporting period, the following recruitment sources were contacted as vacancies for full-time careers opened:

Source Number	Recruitment Source	Address	Contact person	Telephone Number
1	Regional Helpwanted/ 1000islandshelpwanted.com	One Civic Center Plaza Suite 506 Poughkeepsie, NY	Dale Mulder	845-471-5200
2	BOCES Alternative High School	20104 State Route 3 Watertown, NY 13601	Pam Thomas	315-779-7200
3	Watertown Daily Times	260 Washington Street		315-782-0400
4	On Air Broadcasts	Stephens Media Group- Watertown		315-788-0790

iii. The following is a list of recruitment sources which provided the person hired for each position filled during the reporting period:

Career Title	Recruitment Source
Revenue Generating Specialist 1	1000islandshelpwanted.com
Traffic/Production Manager	Walk-in application
Revenue Generating Specialist 2	Previous Interviewee- 1000islandshelpwanted.com

iv. During the reporting period, there were a total of 9 people interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:

Recruitment Source	Total No. of Interviewees
Regional HelpWanted	6
Watertown Daily Times	1
Walk in	1
Current Employee	1

v. During the reporting period, the station employment unit engaged in the following outreach initiatives:

No	Type of Outreach Initiative (e.g. internship, job fair, etc.)	Brief Description of Activity (Include date, description of event, nature of SMG's participation in event, and title of station personnel involved)
1	Activity Designed To Disseminate Information About Broadcast Employment to Job candidates	During the course of the year Stephens Media Group- Watertown listed its job vacancies on 1000islandshelpwanted.com. In addition, Stephens Media Group- Watertown provided promotional spots for the job bank free of charge. The job bank, which is targeted to the Tri-County area served by our stations, produced a tremendous response and the diversity of respondents makes this one of the unit's best recruitment sources. Each year, the unit dedicates approximately \$61,000 to promote the job bank on all four stations.

2	Internship Program	Stephens Media Group maintains an on-going internship program that gives local High School and college students exposure to all departments within a broadcast operation. This program operates throughout the year and has resulted in several part-time hires.
3	Career Day at Jefferson Community Collage	In January, 2009 Stephens Media Group took part in a County-wide career day targeted at all Jefferson County High Schools. Information about the opportunities in the broadcast industry was discussed with the senior students that took part in the event. Attendance over 1300 students!

4	Greater Watertown-North Country Chamber of Commerce Job and Career Fair	In March of 2009, Stephens Media Group-Watertown sponsored the 2009 Job and Career Fair at the Dulles State Office Building, 317 Washington Street, Watertown New York. In addition, the station ran \$6200 in advertising on all four of our radio stations to promote the event to the general public. The radio station had a booth at the event staffed only with department heads that had the ability to hire to answer questions about current and possible future openings with Stephens Media Group- Watertown.
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