

# **WLAD-AM/WDAQ-FM/WREF-AM**

## **Annual EEO Public File Report**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rules. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WLAD-AM, WDAQ-FM Danbury, CT WREF-AM Ridgefield, CT (the “Stations”) and is required to be placed in the public inspection files of these Stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning 12/1/07 to and including 11/30/08 (the “Applicable Period”).

The FCC’s 2002 EEO Rules 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 sources utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
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(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 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 Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person and/or over the telephone.

**WLAD-AM/WDAQ-FM/WREF-AM**  
 198 Main Street  
 Danbury, CT 06810

Appendix 1 to  
**EEO Public File Report Form**  
 December 1, 2007 to November 30, 2008

**WLAD-AM/WDAQ-FM/WREF-AM is an Equal Opportunity Employer**

**Full Time Job Vacancies/Interviewee Data**

Position	Job Title	Date Filled	Recruitment Sources Used to Fill Vacancy*	Source Which Referred Interviewee	No. of Interviewees Per Source	Recruitment Source of Hire*
1.	Program Director	07/01/08	1-10, 14-20	All Access	3	20
2.	Announcer	07/01/08	1-10, 14-20	All Access Internal Posting	3 1	1
3.	Sales Associate	09/15/08	1-20	WLAD/ WDAQ/ WREF.com  Referral  WLAD/ WDAQ/ WREF On-Air Announcements  Western CT State University	10  6  2  1	19

\*Corresponding sources shown on Appendix 2

Total Number of Persons Interviewed During Applicable Period: 27

Appendix 2 to  
Annual EEO Public File Report Form

Covering the Period from 12/1/07 to 11/30/08  
Stations Comprising Station Employment Unit:  
***WLAD-AM/WDAQ-FM/WREF-FM***  
**Master Recruitment Source List**

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Source Entitled to Vacancy Notification?	Number of Interviewees from this Source
1	All Access- <a href="http://www.allaccess.com">www.allaccess.com</a> 28955 Pacific Coast Highway Suite 210-S Malibu, CA 90265 (310)457-6616 Joel Denver	No	5
2	Association of Religious Committees 325 Main St- Danbury, CT 06810 (203)792-9450 Rev. P.J. Leopold	No	0
3	Community Action Committee 66 North Street- Danbury, CT 06810 (203)744-4700 Elise Nicholson	No	0
4	Danbury Chinese Alliance Church PO Box 2362- Danbury, CT 06810 (203)740-1372 Mr. Mike Wang	No	0
5	Harambee Center 54 West Street- Danbury, CT 06810 (203)748-0230 Bill Curtis	No	0
6	Hispanic Center of Greater Danbury 87 West Street- Danbury, CT 06810 (203)798-2855 Maria Cinta Lowe	No	0
7	Minority Business Association PO Box 4013 -Danbury, CT 06813 (203)740-1660 Alex Williams	No	0
8	NAACP C/O New Hope Christian Academy 8 Cherry Street, Danbury, CT 06810 (203)744-6268 Sherri Neptune	No	0
9	United Way 85 West Street - Danbury, CT 06810 (203)790-5182 June Renzulli	No	0
10	Women's Center of Greater Danbury 2 West St - Danbury, CT 06810 (203)731-5200 Kerry Roig	No	0
11	WLAD/WDAQ/WREF ON –AIR Announcements 198 Main Street, Danbury, CT 06810 (203)744-4800 Irv Goldstein	No	2
12	Danbury News-Times 333 Main Street, Danbury, CT 06810 (203)797-1414 Yola Rowe	No	0
13	98Q.COM/WLAD.COM/WREF.COM 198 Main Street, Danbury, CT 06810 (203)744-4800 Irv Goldstein	No	10

14	Teikyo Post University Physical Address: 800 Country Club Road Waterbury, CT 06723 Mailing Address: 800 Country Club Road P.O. Box 2540 Waterbury, CT 06723 Director: Dominick Micotta (203)596-4630	No	0
15	Southern Connecticut State University 501 Crescent Street New Haven, CT 06515 Director: Marge Sadden (Career Services) (203)392-6536	No	0
16	Western Connecticut State University 181 White Street Danbury, CT 06810 Director: Maureen Gernert (203)837-8266	No	1
17	Mercy College 555 Broadway Dobbs Ferry, NY 10522 Director: Agnes Basler (914)674-7203	No	0
18	Word Of Mouth	No	1
19	Personal Referral	No	6
20	Internal Posting/Candidate	No	2

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period from 12/1/07 to 11/30/08

Station(s) Comprising Station Employment Unit:  
***WLAD-AM/WDAQ-FM/WREF-FM***

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

1. Internship Program

Company offers internship opportunities in programming and promotions. The internships are for a semester-long period and are offered throughout the year. The Program Directors coordinate the internship program and oversee the interns' progress. Eighteen (18) interns participated in this program during the report period.

2. Solicitation Announcements

All Company stations broadcast four announcements per week soliciting community organizations who have or may have prospective employees to refer to the Company.

3. Scholarship Program

Company participates in the Connecticut Broadcasters Association Scholarship Program. In addition to the Company dues payment that helps fund the program, all Company stations broadcast announcements during March, April and May soliciting scholarship applicants.

4. Management EEO Training

Company General Manager participated in a Connecticut Broadcasters Association EEO training program on October 14, 2008.

