

EEO Public File Report
for the Period Ending January 2018

This report covers the following employment units:

WLVY-FM Elmira, New York
WOKN-FM Southport-Elmira, New York
WEHH-AM Elmira Heights-Horseheads, New York
WELM-AM Elmira, New York

- 1. In 2017, there were zero full time vacancies**

- 2. In spite of the lack of full time vacancies covered under this report, Tower Broadcasting continues to conduct an outreach program with various community groups and educational organizations in the event of a full time opening.**

- 3. A listing of Outreach Organizations is listed as follows:**

The New York State Job Bank, and NYS Dept of Labor
Elmira Business Institute, Elmira and Vestal, New York
All Access Trade Publication
Elmira College and Elmira College Radio Station
NYS Broadcasters Association
Mansfield University
Southern Tier BOCES
YWCA Elmira
Arnot Mall Job and College Fair
Horseheads Youth Bureau

- 4. Other outreach activites consisted of the following:**

On-going Help Wanted/EEO announcements on-air

A listing for future employees on indeed.com (50 referrals)

Job referral on various social media platforms.

Continual communication from management and management staff to potential applicants.

On site employment information during numerous live broadcasts on all stations, including, but not limited to the following:

Kids Safe Kids (Spring)

Wisner Market (16 weeks in Spring and Summer)

Chemung County Fair (summer) Seven days on site.

It is the policy of Tower Broadcasting Elmira to provide a fair and equal employment opportunity for all associates and job applicants regardless of race, color, religious creed, national origin, age, gender, marital status and other, in accordance with applicable federal, state and local law.

Tower Broadcasting hires and promotes individuals solely on the basis of their qualifications.