

## **Appendix 1**

Station(s) Comprising Station Employment Unit:

WELM Elmira, NY

WEHH Elmira Heights-Horseheads, NY

WLVY, Elmira NY

WOKN-FM Southport-Elmira, NY

### **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 Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations. WELM Elmira, NY, WEHH Elmira Heights-Horseheads NY, WLVY Elmira, NY and WOKN Southport-Elmira, NY.

The information contained in this Report covers the time period beginning January 22, 2016 up to and including January 22, 2017. (the “Applicable Period”).

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 Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the 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.

**EEO Public File Report  
Tower Broadcasting Elmira  
WEHH, WELM, WLVY, WOKN**

**Section 1:  
Vacancy Information**

<u>Job Title</u>	<u>Recruitment Sources</u>
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Account Executive (no vacancies, but constant recruitment)	as below
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No Other Vacancies	as below
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Tower Broadcasting conducts continual outreach efforts to recruit for sales and other employment opportunities as the need presents itself.

Recruitment Sources include the following:

Internal posting of employment opportunities on station Bulletin Board, e-mails and word of mouth

Broadcast of future employment opportunities by way of station, websites, and on-air.

An outreach program by way of e-mails, regular mail and conversations with the following regarding future openings:

Elmira College, Elmira New York (two referrals)  
Corning Community College, Corning New York (one referral)  
BOCES of New York and Pennsylvania (one referral)  
The YMCA of Chemung County (no referrals)

Outreach advertising with the following:

Quarterly Announcements in All Access Dot Com. (one referral)  
A listing with Indeed.com (80 referrals)

Further, Tower Broadcasting attends Job Fairs and out reach and outreach programs several times per year with the following:

Elmira College  
Town of Horseheads Youth Bureau