

EEO Public File Report
Period Ending January 2019

This report covers the following employment units:

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

1. In 2017, there were zero full time vacancies

2. Despite 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

Other outreach activities consisted of the following:

- On-going Help Wanted/EEO announcements on-air
- A listing for future employees on indeed.com (31 referrals)
- Job referral on various social media platforms.
Attendance at two college Job Fairs at the Arnot Mall
- Attendance at a Job Fair at the Elmira Elks Club
- Participation at Job Fairs by various organizations (3)
- 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:

Strong Kids Safe Kids (Spring)

Wisner Market (16 weeks in Spring and Summer)

Chemung County Fair Seven days on site (Summer).

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.

Section 1:
Vacancy Information

Openings

Recruitment Sources

1. Account Executives and Part-Time as below
Announcers
(no openings, but constant recruitment)

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.

Appendix 2
Annual EEO Public File Report Form

Section 2: Recruitment Source Information

	Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period	Full-time Positions for Which This Source Was Utilized
1	All Access Website	8	n/a
2	TV and Radio Jobs Publication	6	n/a
3	Star Gazette Classifieds 201 Baldwin Street Elmira NY		n/a
4	Job Fairs	3	n/a
5	PPMG on Air Job Postings	6	n/a
6	Elmira College Fair	1	n/a

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

- I. PPMG has established an internship program that is designed to assist students from local educational institutions to acquire skills needed for broadcast employment. Interns receive academic credit for participation in the program.
2. PPMG has an established/ongoing training program designed to enable station personnel to acquire skills that could qualify them for higher level positions.
3. Provided EEO and anti-discrimination training to management level personnel.

Section 1 : Vacancy Information