

Equity Communications LP  
EEO PUBLIC FILE REPORT

This report covers the following stations:

WAYV/WAIV WZXL WTHH WEZW WZBZ/WSNQ WMID WCMC

EEO Contact: Gary Fisher – President  
8025 Black Horse Pike W. Atlantic City NJ 08232  
ph: 609-484-8444 / fx: 609-646-6331 /email: gfequity@aol

Reporting Period: February 1 2009 – January 31 2010

Equity Communications LP is an Equal Opportunity employer that maintains a diverse non-discriminatory workplace encouraging females & minorities to apply for all openings. These policies are stated in Equity's Corporate Policy Manual & Employee Handbook, which is provided to all employees & available in the Company's Public Inspection Files. A copy of this Handbook is available upon request.

In support of our policies on October 20 2003 & October 7 2008 every Equity employee was required to attend a day-long seminar on the Company's anti-discrimination & EEO policies. A copy of this program entitled "Harassment and Discrimination Prevention" is available in the Company's Public Inspection Files & available upon request. Follow-up meetings to review these procedures were held quarterly during 2004 and 2009 with Equity Communications department heads & hiring managers.

The Equity Communications Policy Manual states Equity's commitment to "base employment decisions on factors such as experience, character, & ability (and not) upon such factors as race, religion, color, sex, age, national origin, or any other non-job related trait or characteristic" and specifically asks for its employees' "cooperation and assistance in Equity's efforts to recruit, hire, and promote qualified women & minorities."

Equity Communications has a four-part plan of outreach & communications procedures to reach all segments of the population to fill fulltime & part-time positions without regard to color, race, gender, or religious belief. Since most Company employees provide services to all stations, our efforts are commonly performed & shared in behalf of all Equity stations as follows:

1. **Market-wide distribution & dissemination of information about fulltime & part-time openings** via on-air announcements on our radio stations, newspaper classified & display advertising, online advertising via stations' websites, posting of notices in & networking with local colleges, & networking with appropriate job sources & community groups.
2. **Sending notices to local community groups via letters, faxes, or email.** Through the Company's ongoing membership in local chambers of commerce & development of relationships with local recruitment organizations we have seen our referral list grow every year.
3. **An on-going internship program** encourages high school, community college & university students to spend their summers working in radio & participating in the Company's daily activities. These unpaid positions occurred in Sales, Marketing, Promotion, & General Office Management, & allowed interns to gain a better understanding of skills needed for career opportunities in radio. Internships generally run for one semester, or all summer long. Four interns worked with Equity Communications LP during this reporting period.
4. **Easy Accessibility to local applicants, walk-ins, referrals & other job seekers who visit or contact Equity Communications** or who visit any of the Company's local community events to seek employment on an informal basis.

This EEO Report is filed in each of the Stations' Public Inspection files, is available upon written request from the Company & covers the following reporting period: February 1 2009 – January 31 2010. For the purposes of this Report a position was deemed "filled" not when an offer was extended but when hiree accepted the offer. A person was deemed "interviewed" when he or she was interviewed either in-person or over the telephone.

### EEO Recruitment Sources

Following is the list of Recruitment Sources used by Equity Communications LP to actively recruit for new hires during the period February 1 2009 – January 31 2010:

ACC Community College	1535 Bacharach Blvd.	Atlantic City NJ 08401	609-343-4800
AC Help Wanted . com	9100 East Pomona Drive	Englewood CO 80112	845-445-8398
All Access Radio Music Web Site	28955 Pacific Highway	Malibu CA 90265	310-457-6616
Atlantic City Career Center	1433 Bacharach Blvd.	Atlantic City NJ 08401	609-441-3294
Atlantic City Press Classifieds	1000 Washington Ave	Pleasantville NJ 08232	609-646-7500
Atlantic City Weekly Newspaper	Bayport One	Atlantic City NJ 08232	609-646-4848
Atlantic County Womens' Center	PO Box 311	Northfield NJ 08225	609-646-4441
Bloomfield College Placement Ctr	467 Franklin Street	Bloomfield NJ 07003	973-748-9008
Bergen Community College	400 Paramus Road	Paramus NJ 07652	201-447-7171
Cape May Herald Newspapers	PO Box 400	Rio Grande NJ 08242	609-886-8600
Conn. School of Broadcasting	1 Cherry Hill #203	Cherry Hill NJ 08002	856-755-1200
Engineering Society (SBE)	9102 N. Meridian #150	Indianapolis IN 46260	317-846-9000
Gazette Cape May Newspapers	PO Box 619	Northfield NJ 08225	609-383-8994
Hispanic Resource Center of NJ	913 Sewell Avenue	Asbury Park NJ 07712	732-774-3282
Inside Radio Classifieds	PO Box 442	Littleton NH 03561	800-640-8852
NAACP of South Jersey	1100 Atlantic Avenue	Atlantic City NJ 08401	609-555-1400
New Jersey Dept of Labor	44 White Horse Pike #A	Hammonton NJ 08037	609-561-8800
National Assoc of Women (NOW)	110 West State St.	Trenton NJ 08608	609-393-0156
New Jersey Employment Services	3810 New Jersey Avenue	Wildwood NJ 08260	609-729-0997
Radio Engineering Magazine	9800 Metcalf	Overland Park, KS 66212	913-341-1300
Radio World Newspaper	5825 Shawnee Road	Alexandria VA 22312	703-852-4600
Stockton Community College	PO Box 195	Pomona NJ 08240	609-652-4617
Trenton Times Newspaper	PO Box 847	Trenton NJ 08605	609-989-5507
Urban League of Philadelphia	136 W. Gerard Avenue	Philadelphia PA 19123	215-451-5005
Woodbine Development Center	1175 DeHirsch Avenue	Woodbine NJ 08270	609-861-6048

- None of the above-listed organizations requested notice of vacancies.

### Full-Time Vacancy List

The following Vacancy List for WAYV/WAIV, WZXL, WTTH WEZW, WZBZ/WSNQ, WMID & WCMC covers the period February 1 2009 – January 31 2010:

Position / Job Title Job Description	Recruitment Sources Used To Seek Candidates for & Publicize this Position	Number Interviewees From Each Source	Recruitment Source of Hiree
Promotion Director	AC Press Classifieds	4	
	Atlantic City Weekly	3	
	On-Air Advertising	2	
	Internal Posting	2	
	AC Help Wanted.com	2	
	NOW Trenton NJ	1	
	EEO Distribution List	1	
	Facebook Website	1	1
	Station Websites	1	
		17	

Director of Sales	Employee Referrals	5	
	Industry Referrals	4	1
	On-line Advertising	4	
	AC Help Wanted.com	2	
	NJ Dept of Labor	2	
	Inside Radio Classifieds	2	
	EEO Distribution List	2	
	Urban League of Philadelphia	0	
	Station Web sites	<u>0</u>	
	21		
Chief Engineer	Radio World Newspaper	11	
	Industry Referrals	6	
	Engineering Society Referrals	5	
	Radio Magazine Classifieds	5	
	SBE Engineering Society	4	
	Inside Radio classifieds	3	
	Station Websites	3	
	EEO Distribution List	<u>0</u>	
	37		
Account Executive Outside Sales	On-air Announcements	18	
	Online advertising	12	1
	Shore Mall Job Fair	6	
	Station Websites	4	1
	AC Career Center	4	
	Internal Posting	3	
	EEO Distribution List	3	
	Lecture at Rowan College	2	
	Lecture at Stockton College	2	
	NAACP South Jersey	1	
	NOW Trenton NJ	1	
	ACCC Posting	<u>1</u>	
		57	
WAYV On-Air Talent 10A-3P DJ / Newscaster	All Access Web Site	18	1
	Station Websites	7	
	Listings in Trade Periodicals	3	
	NAACP South Jersey	3	
	Radio & Records Magazine	3	
	AC Help Wanted.com	1	
	Connecticut School of Bdcstg	1	
	EEO Distribution List	<u>1</u>	
	37		
<b>Total # Persons Interviewed (either in person or via telephone) during reporting period:</b>		<b>168</b>	
	<b>Total # Hires:</b>		<b>5</b>

**SUPPLEMENTAL (Non-Vacancy-Related) RECRUITMENT ACTIVITIES UNDERTAKEN BY EQUITY COMMUNICATIONS LP**

1. Production & daily broadcast of 1-minute announcements on all stations soliciting local organizations who request notification of local job openings, & providing information about careers in radio broadcasting & specific employment opportunities at the Equity Stations.
2. Ongoing internship program to assist members of the South Jersey community to acquire skills needed for broadcast employment while earning college credit. Supervised by Promotion Director & Program Directors. Duties include prize fulfillment, set-up for promotional events, & administrative office duties. In 2009 the Company hosted four interns all of whom successful completed their programs & received scholastic credit for their participation: two from The Connecticut School of Broadcasting, one from Stockton College, & one from Temple University.
3. Participation in Career Day Job Fair @ Richard Stockton College of New Jersey May 15 2009 attended by hiring manager Gary Fisher. Applications for employment were accepted from graduating seniors & questions were answered about possible careers in broadcasting.
4. Equity Communications LP Careers in Broadcasting Open House Friday October 16 2009 @ Bayport One 8025 Black Horse Pike West Atlantic City NJ supervised by hiring manager Gary Fisher & attended by Program Directors & Promotion Director. Resumes were accepted & questions were answered about career opportunities with the Company.
5. Participation in & promotion of Atlantic City Job Fair November 15 2009 @ Shore Mall W. Atlantic City NJ attended by hiring manager Gary Fisher. Attendees received information about employment opportunities with the Company & applications were accepted from those in attendance.

These events allow Equity Communications to distribute information about career opportunities within our nine radio stations. Resumes are collected for future reference when job openings occur. The results have been positive with over 120 resumes received from the above sources during the reporting period February 1 2009 – January 31 2010.