

**NASSAU BROADCASTING – CENTRAL  
TRENTON-FLEMINGTON NEW JERSEY EMPLOYEE UNIT**

The purpose of this EEO Public File 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:

WPST, WNJE and WCHR

If your organization distributes information about employment opportunities to job seekers or refers job seekers to employers, and would like to receive job vacancy notices for Nassau Broadcasting – Central, please provide Nassau Broadcasting – Central with the name, mailing address, email address, if applicable, telephone number, fax number and contact person and identify the category of categories of vacancies for which you would like information specified above to the following person at Nassau Broadcasting – Central:

Human Resources  
Nassau Broadcasting  
619 Alexander Road, Third Floor  
Princeton, New Jersey 08540  
609-452-9696

The information in this report covers the time period beginning February 1, 2011 to and including January 31, 2012. 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 Stations comprising the Station Employment Unit during the applicable period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy.
3. The recruitment source that referred the hiree for each 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
4. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(s) of the FCC rules.

It is the policy of Nassau Broadcasting d/b/a WPST, WNJE and WCHR to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, sex, age, disability, sexual orientation or any other characteristic protected by law, in all personnel actions. As required by Section 73.2080 of the Commission's Rules, the stations have participated in several different recruitment activities to ensure broad outreach. A list and brief description of the initiatives undertaken is described in Section 3.

**WPST, WNJE and WCHR**

**EEO PUBLIC FILE REPORT  
FEBRUARY 1, 2011 TO JANUARY 31, 2012**

**I. VACANCY LIST**

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1,3,6,11,14,15,16,18	3
Account Executive	1,3,6,11,14,15,16,18	18

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12 month-period
1.	WPST website <a href="http://www.wpst.com">www.wpst.com</a>	No	0
2.	On Air Announcements WPST	No	0
3.	Employee Referral	No	2
4.	Asbury Park Press 3601 Highway 66, NJ 07754 Chris Wessels <a href="mailto:cwessel@gannett.com">cwessel@gannett.com</a>	No	0
5.	NJBA 348 Applegarth Rd Monroe, NJ 08831 609.860.0111	No	0
6.	Internal Posting 619 Alexander Road, Third Floor Princeton, NJ 08540	No	0
7.	All Access Website 28955 Pacific Coast Highway, 210-5 Malibu, CA 90265 310.457.6616 <a href="http://www.allaccess.com">www.allaccess.com</a>	No	0
8.	Radio Info <a href="http://www.radio-info.com">www.radio-info.com</a>	No	0
9.	Inside Radio Gene McKay 1.800.640.8852 <a href="mailto:ads@insideradio.com">ads@insideradio.com</a>	No	0
10.	Rutgers University Career Center	No	0

	<a href="http://www.cdc.newark.rutgers.edu">www.cdc.newark.rutgers.edu</a>		
11.	Debi Swarner, M.A. Office of Career Services Penn State Lehigh Valley 8380 Mohr Lane 105 Administration Building Fogelsville, PA 18051-9999 Phone: 610.285.5002 <a href="http://www.blkb.psu.edu/careerservices">www.blkb.psu.edu/careerservices</a>	No	0
12.	NAACP 1619 West Cecil B. Moore Avenue Philadelphia, PA 19121 Phone: 215.978.7500 <a href="mailto:infosundayssun@yahoo.com">infosundayssun@yahoo.com</a> Jerry Minasure – President	No	0
13.	Merideth Amos Coordinator of Student Employment Camden County College Community Center Room 101A.2 P.O. Box 200 College Drive Blackwood NJ 08012 Phone: 856.227.7200 Ext 4345 <a href="mailto:mamos@camdencc.edu">mamos@camdencc.edu</a>	No	0
14.	Temple University 2 <sup>nd</sup> Floor Mitten Hall Philadelphia, PA 06122-6092 215.204.7891 <a href="mailto:careerd@temple.edu">careerd@temple.edu</a>	No	0
15.	Drexel University 3201 Arch Street, Suite 250 Philadelphia, PA 19104 215.895.2185 <a href="mailto:srcmail@drexel.edu">srcmail@drexel.edu</a>	No	0
16.	Cabrini College 610 Kind of Prussia Road Radnor, PA 19087 610.902.8305 <a href="mailto:Nch722@cabrini.edu">Nch722@cabrini.edu</a>	No.	0
17.	Walk In	No	0
18.	Craigslist.com	No	11
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>13</b>

### III. RECRUITMENT INITIATIVES: Menu Option Initiatives

- 1) Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions
- 2) Hosting of at least one job fair.
- 3) Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.
- 4) Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.
- 5) Establishment of an intern program designed to assist members of the community to acquire skills needed for broadcast employment
- 6) Participation in job banks, internet programs, and other programs designed to promote outreach generally
- 7) Participation in scholarship programs designed to assist students interest in pursuing a career in broadcasting
- 8) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions
- 9) Establishment of a mentoring program for station personnel
- 10) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting
- 11) Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting
- 12) Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities
- 13) Provision of assistance to unaffiliated non-profit entities in the maintenance of websites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting.
- 14) Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination
- 15) Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions
- 16) Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1.	5	<p>22 Interns at WPST received experience and instruction in the following areas:</p> <ul style="list-style-type: none"> <li>• Promotional Duties of Radio</li> <li>• Marketing in the Media; Product, Price, Package, Position &amp; Promotion</li> <li>• Marketing Proposals &amp; Promotional Recaps; Integrating with Sales</li> <li>• Record Labels and Music Promotions</li> <li>• Creating Radio Listenership: Cume, TSL &amp; Other promotions</li> <li>• Event Management</li> <li>• Production &amp; Copywriting</li> </ul>

		<ul style="list-style-type: none"> <li>• Programming Concepts</li> <li>• On-Air; Create an Aircheck</li> </ul>
2.	16	Nassau Broadcasting provides all contest winners, and any visitors of the stations the opportunity to tour the radio stations and talk with the staff. During this time, careers in broadcasting are discussed and visitors are educated about the broadcasting industry. The tour includes information about how the broadcasting industry strives to serve its local community. Visitors are asked to give their opinions as to what the hottest topics in the local community are.
3.	8	Nassau Broadcasting provides training to current employees involved in the traffic and promotions department which enables them to gain specific skills needed for promotion
4.	3	On March 7, 2011 Nassau Broadcasting co-sponsored the annual career fair held at Pennsbury High School East. Several additional exhibitors participated in the event. Multiple employees that were responsible for making hiring decisions were present. Careers in broadcasting were discussed with participants and applications were accepted.
5.	3	On May 11, 2011 Nassau Broadcasting co-sponsored the mercer Chamber of Commerce Spring Business Expo in Hamilton, NJ. Multiple employees that were responsible for making hiring decisions were present. Careers in broadcasting were discussed with participants and applications were accepted.
6.	3	On September 26, 2011 Nassau Broadcasting co-sponsored the Princeton Regional Chamber of Commerce Trade Fair in Princeton, NJ. Multiple employees that were responsible for making hiring decisions were present. Careers in broadcasting were discussed with participants and applications were accepted.
7.	3	On October 11, 2011 Nassau Broadcasting co-sponsored the Hunterdon Chamber of Commerce Business Expo in Flemington, NJ. Multiple employees that were responsible for making hiring decisions were present. Careers in broadcasting were discussed with participants and applications were accepted.
8.	3	On October 19, 2011 Nassau Broadcasting co-sponsored the Mercer County Chamber of Commerce Fall Business Expo at the Sun National Bank Center in Trenton, NJ. Multiple employees that were responsible for making

		hiring decisions were present. Careers in broadcasting were discussed with participants and applications were accepted.
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