

**WRNQ(FM), WPKF(FM), WKIP(AM), WBWZ(FM),
 WRWD-FM, WGHQ(AM) WBPM(FM)
 EEO PUBLIC FILE REPORT
 Poughkeepsie-SEU
 February 1, 2006 – January 31, 2007**

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
BUSINESS MANAGER	1, 2, 3, 4, 9, 10, 15, 19, 32, 25	4
RECEPTIONIST	1, 2, 6, 9, 15, 19, 32, 25	1
PROMOTIONS DIRECTOR	3, 4, 15, 16, 25	25
TRAFFIC PRODUCER/REPORTER/ANCHOR	3, 4, 9, 10, 11, 12, 15, 16, 18, 19, 26, 32, 48, 25	25
WPKF-FM/KISS ON-AIR PERSONALITY	4, 13, 15, 16, 26, 25	15
WRWD-FM PD/ON-AIR PERSONALITY	4, 9, 13, 15, 16, 19, 26, 32, 25	4
SALES ASSISTANT	4, 15, 1, 2, 5, 25	1
ACCOUNT EXECUTIVE	9, 15, 19, 32, 35, 25	22
MARKETING & NTR DIRECTOR	4, 11, 12, 15, 16, 26, 31,25,22	22
PRODUCTION ASSISTANT	3, 4, 6, 11, 12, 13, 15, 16, 19, 25	25
COMMERCIAL LOG COORDINATOR	1, 4, 15, 25	25
FACILITIES MANAGER/KINGSTON	1, 15, 4, 26	4
PROMOTIONS DIRECTOR	1, 4, 15, 16, 25	1
RECEPTIONIST	1, 4, 9, 15, 16, 22, 25, 29, 30	25

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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	HUDSON VALLEY HELP WANTED. COM 1 CIVIC CENTER PLAZA SUITE 506 POUGHKEEPSIE, NY 12601 (845) 471-5858 DALE www.hudsonvalleyhelpwanted.com	N	24
2	COLUMBIA GREENE HELP WANTED 1 CIVIC CENTER PLAZA SUITE 506 POUGHKEEPSIE, NY 12601 (845) 471-5858 www.columbiagreenehelpwanted.com	N	
3	NEW YORK BROADCASTERS ASSOCIATION 1805 WESTERN AVENUE ALBANY, NY 12205 (518) 456-8888 SANDY E-Mail: sandy@nysbroadcastersassn.org . www.nysbroadcastersassn.org .	N	
4	CLEAR CHANNEL JOB WEBSITE (National) 200 E. Basse Road San Antonio, TX www.clearcareers.com	Y	9
5	POUGHKEEPSIE JOURNAL/CAREER BUILDER 85 CIVIC CENTER PLAZA POUGHKEEPSIE, NY 12601 (845) 451-4516 www.poughkeepsiejournal.com	N	2
6	NEW YORK STATE DEPARTMENT OF LABOR 233 MAIN STREET POUGHKEEPSIE, NY 12601 (845) 473-9253 RICK A. www.labor.state.ny.us	Y	1
7	HUDSON VALLEY NEWSPAPERS REGISTER STAR 364 WARREN STREET HUDSON, NY 12534 (800) 836-4069 X 2225	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
8	HUDSON VALLEY NEWSPAPERS THE DAILY MAIL 30 CHURCH STREET CATSKILL, NY 12414 (800) 836-4069 X 2225	N	
9	POK SEU-ON AIR ANNOUNCEMENTS 20 TUCKER DRIVE POUGHKEEPSIE, NY 12603 WRNQ-FM/WRWD-FM/WBWZ-FM/ WBPM-FM/WKIP-AM/WGHQ-AM/WPKF-FM (845) 471-2300	N	4
10	NORTH JERSEY HELP WANTED.COM www.northjerseyhelpwanted.com	N	
11	CONNECTICUT SCHOOL OF BROADCASTING 130 BIRDSEYE ROAD FARMINGTON, CT 06032 (800) 887-2346 ATTN: RON ZORN	Y	
12	NEW SCHOOL OF RADIO AND TELEVISION 50 COLVIN AVENUE ALBANY, NY 12206 (518) 438-7682 ATTN: JIM STEELE	Y	
13	RADIO AND RECORDS MAGAZINE ONLINE 2049 CENTURY PARK EAST 41 ST FLOOR LOS ANGELES, CA 90067 (310) 553-4330 WWW.RADIOANDRECORDS.COM	N	
14	NATIONAL ASSN. OF BROADCASTERS 1771 N. STREET, NW WASHINGTON, DC 20036 (202) 429-5498 ATTN: KAREN www.nab.com	N	
15	STATIONS LOCAL WEBSITE (INTERNET) 20 Tucker Drive Poughkeepsie, NY 12603 (845) 471-2300 www.clearchannelhv.com	Y	3
16	ALL ACCESS MUSIC GROUP 28955 PACIFIC COAST HIGHWAY MALIBU, CA 90265 (310) 457-6616 WWW.ALLACCESS.COM	N	3
17	RADIO ADVERTISING BUREAU 1320 GREENWAY DRIVE SUITE 500 IRVING, TX 75038 (800) 232-3131 WWW.RAB.COM	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
18	MARIST COLLEGE CANNILINO LIBRARY RM 332 NORTH ROAD POUGHKEEPSIE, NY 12601	Y	
19	HUDSON ON-AIR ANNOUNCEMENTS (WCTW-FM/WHUC-AM/WZCR-FM)	N	
20	THE INDEPENDENT 2720 RT 23 , P.O. BOX 360 HILLSDALE, NY 12529 (518) 325-4400	N	
21	CAREER RESOURCE CENTER AT SUNY NEW PALTZ HAB 705 75 S. MANHEIM BLVD. NEW PALTZ, NY 12548 (845) 257-3265 www.newpaltz.edu/careers	N	
22	WORD-OF-MOUTH REFERRALS	N	11
23	JOB FAIRS	N	
24	INSIDE RADIO ads@insideradio.com	N	
25	INTERNAL CANDIDATES	N	17
26	RADIO AND TV JOBS WEBSITE www.radioandtvjobs.com	N	
27	MUSTARD SEED 70 SOUTH HAMILTON STREET POUGHKEEPSIE, NY 12601 Gaile59@yahoo.com	N	
28	RIDLEY-LOWELL TECHNICAL & BUSINESS INSTITUE 28 SOUTH HAMILTON STREET POUGHKEEPSIE, NY 12601 (845) 471-0330 PCPLACEMENT@RIDLEY.EDU	Y	
29	DUTCHESS COMMUNITY COLLEGE 53 Pendell Road Poughkeepsie, NY 12601 porter@sunydutchess.edu	N	
30	BARD COLLEGE CAREER DEVELOPMENT OFFICE P.O. BOX 5000 ANNADALE-ON-HUDSON, NY. 12504 (845) 758-7539 www.collegecentral.com/bard	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
31	NAACP 2269 SAWMILL RIVER ROAD ELMSFORD, NY 10523 (914) 592-5600 O'Dean Mangum	N	
32	NEWBURGH-MIDDLETOWN SEU ON-AIR ANNOUNCEMENTS WFKP-FM – WRWD-AM	N	
33	AM/FM JOBS Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 (800) 374-0119 or (760) 754-8177 www.amfmjobs.com	N	
34	JOB LINK FOR JOURNALISTS -INTERNET www.newslink.org/joblink.html	N	
35	MONSTERTRAK.COM (College Job Website) 11845 W Olympic Blvd., Suite 500 Los Angeles, CA 90064 (800) 999-8725 www.monstertrak.com	N	
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			74

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship program – Spring ‘06	During the Spring 2006, our stations hosted 4 interns. (2) students from Marist College, (1) student from Dutchess Community College both located in Poughkeepsie, NY and (1) student from SUNY New Paltz in New Paltz NY. They worked in our Promotions department under the supervision of Nick Smirnoff.
2	Internship program – Spring ‘06	During the Spring 2006, our stations hosted 3 more interns. A Marist College intern from Poughkeepsie, NY was assigned to our news department , overseen by the News Director. Another intern from SUNY New Paltz in New Paltz, NY worked in our Marketing/On-Line Content department which website oriented and supervised by the On-Line Content Manager. We also had another intern from Marist College working directly for the Sales Department and supervised by Philip Howort, General Sales Manager.
3	Participated in the Career Fair at Marist College.	On March 23, 2006, the stations participated in the Career Conference at Marist College in Poughkeepsie, NY. Participants from the stations were Michelle Armstrong, Public Affairs Director, Kiki Mochopoulos, Human Resources, Douglas MacLeod, NTR Director and Frank Curcio, General Sales Manager..
4	Participated in the Sienna College Job Fair	On March 30, 2006 the stations participated in the Job Fair at Sienna College in Loudonville, NY. Attending this job fair was our General Sales Manager Philip Howort.
5	Participated in the Columbia-Greene Workforce New York Spring Job Fair	On April 5, 2006 the stations participated in the Columbia-Greene Workforce New York Job Fair. Representing us at this fair was our Hudson Site Manager Bill Williams and a part-time staffer Dianne Myers.

6	Internship Program – Summer '06	During the Summer of '06 we hosted 4 interns. They were from Marist College, Quinnipiac University, SUNY New Paltz and Dutchess Community College.
7	Participated in the Poughkeepsie Journal Job Fair	On May 23, 2006 the stations participated in the Poughkeepsie Journal Job Fair at the Best Western in Poughkeepsie, NY . Representing the stations were Doug MacLeod, Marketing Director and Angeliki (Kiki) Mochopoulos, Human Resources.
8	Internship Program – Fall '06	During the Fall of '06 we hosted 3 interns. They were from Marist College, SUNY New Paltz.
9	Participated in Career Day – Fall '06	On Nov 29, 2006, we participated in Career Day at the Arlington High School. Poughkeepsie Chamber partnered with the school. Four staff members attended representing our cluster: Dennis Nesel, CJ, Reggie, Annie/Fuzzy.