

Annual Equal Employment Opportunity Public File Report

WDNB (FM)/WHNB-FM/WSUL (FM)/WVOS-FM/WVOS (AM)

February 1, 2019 – January 31, 2020

The purpose of this EEO Public File Report is to comply with Section 73.2080(c)(6) of the Federal Communications Commission's 2002 EEO Rule. This report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WDNB (FM) Jeffersonville, NY, WHNB-FM, Hancock, NY, WSUL (FM) Monticello, NY, WVOS-FM Liberty, NY, and WVOS (AM) Liberty, NY: and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this report covers the time period beginning February 1, 2019 up to and including January 31, 2020.

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 including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule which should be identified separately by name, address, contact person and telephone number;
3. The recruitment source that referred the person hired 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 72.2080(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 positions listed on Appendix 1.

For the purposes of this report, a vacancy was deemed "filled" not when the offer was extended but when the person hired accepted the job offer. The person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1

EEO Public File Report

Covering the period February 1, 2019 to January 31, 2020

Stations Comprising the Station Employment Unit:
WDNB (FM)/WHNB-FM/WSUL (FM)/ WVOS-FM/WVOS (AM)

Section 1: Vacancy Information

| Full-time Positions Filled By Job Title | Recruitment Source of Person Hired | Total Number of Interviewees from All Sources for this Position |
|--|---------------------------------------|---|
| Production/Programing | Internship Program | 1 |

Total Number of Persons Interviewed During Applicable Period: 1

Annual Source Information

Recruitment Sources Employed for outreach during Applicable Period:

Recruitment Ads aired on radio stations

Internship Program

Appendix 2

EEO Public File Report Form

Covering the period February 1, 2019 to January 31, 2020

Stations Comprising Station Employment Unit:
WDNB (FM)/WHNB-FM/WSUL (FM)/ WVOS-FM/WVOS (AM)

Section 2: Recruitment Source Information

| Recruitment Source | Total Number of Interviewees This Source Has Provided During This Period | Full-time Positions for Which This Source Was Utilized |
|---|--|--|
| Recruitment Ads aired on radio stations | 0 | 0 |
| Internship Program | 1 | 1 |

Appendix 3

Annual EEO Public File Report Form

Covering the period February 1, 2019 to January 31, 2020

Stations Comprising Station Employment Unit:
WDNB (FM)/WHNB-FM/WSUL (FM)/ WVOS-FM/WVOS (AM)

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
WDNB (FM)/WHNB-FM/WSUL (FM)/ WVOS-FM/WVOS (AM)

The following activities were undertaken during the Applicable Period. Details of activities are included in the appendix.

Appendix A-2020

Co-Hosted Northeast Broadcast Career Fair on March 25, 2019.

Appendix B-2020

Broadcast Equal Opportunity Employment Notices on all stations.

Appendix C-2020

Participated in the Northeast Broadcasters Employment Fair

Appendix D-2020

Participated in Employment Expo 2019

Appendix E-2020

Participated in Working Pike Job Fair 2019

Appendix F-2020

Internship Program

Appendix A-2020

Northeast Broadcast Career Fair

1. Event narrative
2. Station Promotional Announcement
3. Social Media: Facebook

Appendix A
1. Event Narrative

Northeast Broadcast Career Fair

Sponsored by

Bold Gold Media WBS, LP Licensee/Operator of WWRR WICK WYCK WTRW WCDL
Bold Gold Media Group, LP Licensee/Operator of WDNH, WYCY, WPSN, WVOS-FM,
WVOS (AM) WDNB, WSUL, WHNB
Public Broadcasting WVIA-FM/TV

Bold Gold Media and Public Broadcasting WVIA-FM and WVIA-TV co-sponsored, developed, and produced a market wide event to expose members of the general public to information about career opportunities in the broadcasting field. The event was held at the studios of WVIA-FM/TV, Pittston Township, PA on Monday, March 25, 2019 from 4:00 pm. to 6:00 pm. The sponsors offered area broadcasters an opportunity to meet persons interested in broadcasting careers and offered members of the public the opportunity to learn about careers in broadcasting at a event open to the public with nine employers present. This event was conducted at no cost to the participating employers and attendees.

The sponsors promoted the event in advance by devoting a significant amount of airtime in the weeks preceding the event to promote of the Career Fair. In addition, both sponsors promoted the event on station web sites. Members of the public were invited to learn about career opportunities in the broadcasting field.

The event was developed by Bold Gold Media Group Business Manager, Ashok Divecha, and WVIA-FM Vice President for Radio, Chris Norton. The sponsor representatives consulted in January, 2019 and drew up the outline for the career fair based on a successful promotion held in 2018. The sponsor representatives decided that the event would be held on a weekday afternoon. Members of the public would be encouraged to attend to learn about opportunities in the broadcasting field. Bold Gold Media and WVIA-FM/TV would promote the event on the air. Other area broadcasters would be invited to attend by the sponsors, and would be encouraged to promote the event on their stations.

In January 2019 the sponsor representatives selected the WVIA studio location on Old Boston Road in Pittston Township, PA as the site of the event. WVIA agreed to provide the room. The sponsor representatives confirmed that other broadcasters would be invited to attend at no cost to them. The WVIA studio location is centrally located in the Scranton/Wilkes Barre area. The WVIA main TV Studio would offer sufficient space for the expected turnout. WVIA would select a suitable date in March 2019. The sponsors would schedule the time of the event so it ran beyond normal business hours so that individuals who were presently employed, but interested in opportunities in broadcasting, would be able to attend. The sponsors selected 4:00 pm. to 6:00 pm. as the time for the event.

Phil Bullwinkel and Chris Norton developed a list of broadcasters and Chris Norton extended written invitations on behalf of the sponsors to:

Times-Shamrock Communications
149 Penn Avenue
Scranton, PA 18503

WHLM - Columbia Broadcasting Co.
124 East Main St.
Bloomsburg, PA 17815

Cumulus Communications
600 Baltimore Drive
Wilkes Barre, PA 18702

WSBG-WVPO
619 Alexander Rd 3rd Floor
Princeton, NJ 08540

Entercom Wilkes Barre-Scranton
305 Route 315
Pittston Twp., PA 18640

WYNY
Neversink Broadcasting
PO Box 920
Port Jervis, NY 12771

Bold Gold Media Group
1049 North Sekol Road
Scranton, PA 18504

WAZL
Panorama PA Inc.
600 South Poplar St.
Hazleton, PA 18201

WVIA Radio-TV
100 WVIA Way
Pittston, PA 18640

Ion Media
WQPX
409 Lackawanna Ave Suite 700
Scranton, PA 18503

WNEP-TV
16 Montage Mountain Road
Moosic, PA 18507

WPEL
Montrose Broadcasting Corp.
9 Locust St.
Montrose, PA 18801

WBRE-WYOU
62 South Franklin St.
Wilkes Barre, PA 18701

WOLF-TV
1181 Highway 315
Plains Twp, PA 18702

WRGN
RR3
Hunlock Creek, PA 18621

Geos Communications
54 Wilmar Drive
Tunkhannock, PA 18657

WWRR/WICK/WYCK/WTRW/WCDL/WDNH/WYCY/WDNB/WHNB and WVIA scheduled announcements during the four weeks leading up to the Job Fair. The announcement script was provided to the broadcasters invited to attend and they were asked to schedule announcements. WVIA and Bold Gold Media posted the event on their web sites. Promotion of the event was scheduled from February 27 to March 25, 2019.

Posters promoting the event were sent to communications departments of area colleges and universities:

Marywood University
University of Scranton
Keystone College
King's College
Wilkes University
Misericordia University
Luzerne County Community College

The sponsor representatives reviewed plans in mid-February.

On Monday, March 25, 2019 the sponsors conducted the career fair. 9 employers: WOLF/WSWB/WQMY-TV, ION Media, WHLM Radio, WNEP-TV, WBRE/WYOU-TV, Geos Communications, MX1 and the sponsors Bold Gold Media and WVIA-FM/TV reserved space to greet persons interested in broadcasting careers. The participating employers sent 8 total staff members to conduct the event. WVIA provided tables and chairs for the broadcasters in the station's main television studio. The location was large enough for the broadcasters to conduct private conversations with the attendees. Attendees were asked to register at a central location at the entrance to the room. They were free to meet with any employers they desired. A review of the central registration showed that 19 individuals signed in for the event. Most attendees spoke with multiple broadcasters. The promotion of the event resulted in a high level of interest among those who attended. Many attendees came with resumes in hand and asked about full time and part time employment opportunities. Attendees included college students, recent college graduates, members of the public seeking information or opportunities with broadcasters and current or former broadcast employees seeking new opportunities for employment Broadcasters with openings used the event to arrange for follow-up meetings with interested attendees.

The sponsor representatives judged that the event was a success. It drew potential employees, many of whom had no broadcast employment experience. Attendees came from communities throughout the market area. The participation of multiple broadcasting companies made the event more valuable to the attendees because it offered a wide variety of potential employers. The companies attending said the career fair was valuable to them and they would be interested in attending a future career fair.

To ensure the success of the future event, the sponsors will evaluate avenues of promotion to identify additional means of outreach.

The sponsor representatives judged that the event was a positive means of outreach for employees and that it fulfilled the broadcasters' requirement to conduct equal opportunity employment outreach and to reach qualified, potential employees.

The sponsors will schedule another event of this type in the next year using a similar plan. The sponsor representatives will coordinate to set the date and firm up the rest of the plans in the beginning of 2020.

Appendix A
2. Station Promotional Announcement

Bold Gold Media Group/WVIA Career Fair

Bold Gold Sponsor's Message

Are you considering a career in the field of broadcasting? The area's leading radio and television stations want to meet you at the Northeast Broadcasting Employment Fair on Monday, March 25th. This will be your opportunity to explore a career in broadcasting. Meet with broadcasters and learn more about working in radio and television. The event is free and open to all. Monday, March 25th from 4 to 6 PM at the WVIA Broadcasting Center in Pittston. Sponsored by Bold Gold Media Group, and WVIA Public Media, equal opportunity employers who hope to meet you there.

Broadcasters were permitted to customize this message.

3. Social Media: Facebook (published 18 Feb 2019)

Event Insights Edit ...

28 Events

Events

Calendar 4

Broadcast Career Fair 2019

Birthdays

Discover

Hosting

[+ Create Event](#)

Manage Page Events

- 98.3 WSUL
- 105 The River
- DNH Discovered

[See More](#)



2019 Broadcast Career Fair

MAR 25 Broadcast Career Fair 2019
Public · Hosted by Bold Gold Media Group and WVIA

Going ...

🕒 Monday, March 25, 2019 at 4 PM – 6 PM
about 10 months ago

📍 WVIA
100 Wvia Way, Pittston, Pennsylvania 18640 Show Map

[About](#) [Discussion](#)

INSIGHTS See More

1K People Reached
+0 last 7 days

11 Responses
+0 last 7 days

Track ticket sales on your next event by adding a ticket link

Audience
Women 35-44
18% of total reach

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Facebook © 2020

Appendix B-2020

EEO On-Air Outreach

Exhibit A: Text of the WDNB announcement

Exhibit B: Text of the WSUL announcement

Exhibit C: Text of the WVOS-FM/WVOS (AM) announcement

Exhibit A

WDNB(FM)/WHNB-FM

EQUAL OPPORTUNITY ANN

THIS IS DAWN CIORCIARI, VICE GENERAL MANAGER AND DIRECTOR OF SALES AT BOLD GOLD MEDIA GROUP, THUNDER 102, 98-3 WSUL AND 95-9 VOS-FM. WE'RE LOOKING FOR QUALIFIED, PROFESSIONAL RADIO SALES PEOPLE TO JOIN THE TEAM OF SULLIVAN COUNTY'S MOST LISTENED TO AND MOST RESPECTED RADIO STATIONS. A STRONG WORK ETHIC AND A DESIRE TO BE PART OF THE SUCCESS OF OUR LOCAL BUSINESSES AND OUR COMMUNITY ARE A MUST. WE'RE EXPANDING OUR ON AIR BROADCAST AND OUR INNOVATIVE DIGITAL MARKETING PLATFORMS. IF YOU WANT TO PART OF THE BOLD GOLD MEDIA GROUP TEAM GO TO BOLDGOLDNEWYORK DOT COM THAT'S BOLDGOLDNEWYORK.COM AND CLICK ON THE CONTACT TAB. PREVIOUS SALES AND MARKETING EXPERIENCE IS A PLUS. BOLD GOLD MEDIA IS AN EQUAL OPPORTUNITY EMPLOYER.

Exhibit B

WSUL(FM)

EQUAL OPPORTUNITY ANN

THIS IS DAWN CIORCIARI, VICE GENERAL MANAGER AND DIRECTOR OF SALES AT BOLD GOLD MEDIA GROUP, THUNDER 102, 98-3 WSUL AND 95-9 VOS-FM. WE'RE LOOKING FOR QUALIFIED, PROFESSIONAL RADIO SALES PEOPLE TO JOIN THE TEAM OF SULLIVAN COUNTY'S MOST LISTENED TO AND MOST RESPECTED RADIO STATIONS. A STRONG WORK ETHIC AND A DESIRE TO BE PART OF THE SUCCESS OF OUR LOCAL BUSINESSES AND OUR COMMUNITY ARE A MUST. WE'RE EXPANDING OUR ON AIR BROADCAST AND OUR INNOVATIVE DIGITAL MARKETING PLATFORMS. IF YOU WANT TO PART OF THE BOLD GOLD MEDIA GROUP TEAM GO TO BOLDGOLDNEWYORK DOT COM THAT'S BOLDGOLDNEWYORK.COM AND CLICK ON THE CONTACT TAB. PREVIOUS SALES AND MARKETING EXPERIENCE IS A PLUS. BOLD GOLD MEDIA IS AN EQUAL OPPORTUNITY EMPLOYER.

Exhibit C

WVOS-FM / WVOS (AM)

EQUAL OPPORTUNITY ANN

THIS IS DAWN CIORCIARI, VICE GENERAL MANAGER AND DIRECTOR OF SALES AT BOLD GOLD MEDIA GROUP, THUNDER 102, 98-3 WSUL AND 95-9 VOS-FM. WE'RE LOOKING FOR QUALIFIED, PROFESSIONAL RADIO SALES PEOPLE TO JOIN THE TEAM OF SULLIVAN COUNTY'S MOST LISTENED TO AND MOST RESPECTED RADIO STATIONS. A STRONG WORK ETHIC AND A DESIRE TO BE PART OF THE SUCCESS OF OUR LOCAL BUSINESSES AND OUR COMMUNITY ARE A MUST. WE'RE EXPANDING OUR ON AIR BROADCAST AND OUR INNOVATIVE DIGITAL MARKETING PLATFORMS. IF YOU WANT TO PART OF THE BOLD GOLD MEDIA GROUP TEAM GO TO [BOLDGOLDNEWYORK DOT COM](http://BOLDGOLDNEWYORK.COM) THAT'S BOLDGOLDNEWYORK.COM AND CLICK ON THE CONTACT TAB. PREVIOUS SALES AND MARKETING EXPERIENCE IS A PLUS. BOLD GOLD MEDIA IS AN EQUAL OPPORTUNITY EMPLOYER.

Interns and part-time employees will be recruited for positions as they occur using all resources available. Those part-time employees may apply for full-time openings and compete for those full time positions with other qualified candidates as the employment unit performs outreach. In all recruiting and hiring the station employment unit will recruit and hire with full compliance to the Equal Employment Opportunity regulations.

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Appendix C-2020

Bold Gold Media Group, LP participated as an exhibitor at the Northeast Pennsylvania Broadcast Career Fair on Monday, March 25, 2019. This event was organized to offer members of the public the opportunity to meet with area broadcasters and learn about employment opportunities in the market. The event was held at the WVIA Studio Building in Pittston TWP, PA. Bold Gold Media was a co-sponsor of the event. Ashok Divecha represented the Monticello Employment Unit at the event. They met with 12 attendees and explained job opportunities in the broadcasting field and collected resumes for consideration for future job openings.

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Appendix D-2020

Bold Gold Media Group, LP participated as exhibitor and media sponsor at the Employment Expo 2019. The event was held on Thursday, April 4, 2019 at the Mohegan Sun Arena in Wilkes-Barre Twp, PA. More than 80 employers/organizations participated with over 400 job seekers in attendance. The event was co-sponsored by the Greater Scranton Chamber of Commerce. Ashok Divecha represented the Bold Gold Media. He met with interested job seekers, explaining employment opportunities in the field of radio broadcasting, and accepting resumes for future openings.

Appendix E-2020

Bold Gold Media Group, LP participated as exhibitor and media sponsor at the Working Pike Job Fair 2019. The event was held on Tuesday, April 16, 2019 at the Best Western Inn at Hunt's Landing in Matamoras, PA. Over 70 employers/organizations participated with over 300 job seekers in attendance. The event was co-sponsored by the Pike County Economic Development Authority, Pike County Workforce Development Agency, Pike County Commissioners, and local faith-based organizations. Ashok Divecha represented the Bold Gold Media. He met with interested job seekers, explaining employment opportunities in the field of radio broadcasting, and accepting resumes for future openings.

Appendix F-2020

Bold Gold Media Group LP, sponsored and conducted one internship at our Monticello, NY office from February 1, 2019 to January 31, 2020.

1. James Furman participated in an unpaid internship from February to April of 2019. He is a student Albany Technical College in Albany, NY and is majoring in Communication. During his internship, he received training/experience with Production, Programing and On-Air duties.

Bold Gold was pleased with the program, the student's effort and participation, and will plan to conduct internship programs in the future.