

**EEO PUBLIC FILE REPORT**

This Report covers the period January 23, 2021 to January 22, 2022.

1) Employment Unit: Regional Radio Group

2) Unit Members (Station and Community of License):      **WCKM-FM, Lake George, New York**  
   **WCQL-FM, Queensbury, New York**  
   **WWSC-AM, Glens Falls, New York**  
   **WDKM-FM, Poultney, Vermont**

3) EEO Contact Information for Employment Unit:

Mailing Address:  Regional Radio Group LLC 238 Bay Road Queensbury, NY 12804	Telephone Number: 518-761-9890
	Contact Person/Title: Clay Ashworth, President
	E-mail Address: cashworth@rrggf.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

**Job Title**

**Recruitment Source Referring**

**ACCOUNT EXECUTIVE/SALES**

**ON AIR RECRUITMENT MESSAGES**

5) Job Title: ACCOUNT EXECUTIVE/SALES

Referral Sources of Hires: On-air recruitment messages

No.	Recruitment Source (Name Address, contact person, telephone #)	Entitled to Vacancy Notification? (Y/N)	No. Interviewees Referred During Reported Period by Source
1	<b>adirondackhelpwanted.com</b>	0	0
2	<b>capitalareahelpwanted.com</b>	0	0
3	<b>The Post Star</b> PO Box 2157 Glens Falls, NY 12801 Contact: Jennifer Austin Phone: 518-792-3131	0	0
4	<b>Adirondack Regional Chamber of Commerce</b> <b>myjobzone.net</b>	0	0
5	<b>NY State Broadcasters Assoc.</b> 1805 Western Ave. Albany, NY 12203 Contact: Carolyn Jung Phone: 518-456-8888	0	0
6	<b>NY State Dept. of Labor</b> Northway Plaza Suite 13C Queensbury, NY 12804 Phone: 518-792-5811	0	0
7	<b>Radio Advertising Bureau</b> RAB	0	0
8	<b>New School of Radio and Television</b> 50 Colvin Ave. Albany, NY 12206 Contact: Tom Brownlee Phone: 518-438-7682	0	0
9	<b>Inside Radio</b>	0	0

10	<b>Union College</b> Becker Career Center, Union Street Schenectady, NY 12308	0	0
11	<b>Media Recruiter</b>	0	0
12	<b>Craigs List</b>	0	0
13	<b>NAACP, Albany Branch</b> PO Box 2544 Albany, NY 12220	0	0
14	<b>allaccess.com</b>	0	0
15	<b>RRG On Air Announcements</b>	3	3
16	<b>Employee/Family Referrals</b>	0	0
17	<b>RRG Station Websites</b> <b>regionalradiogroup.com</b>	0	0
18	<b>KEENA STAFFING</b> 2 Progress Blvd Queensbury, NY 12804 Contact: Karen Howe	0	0
	<b>TOTAL INTERVIEWS DURING REPORTING PERIOD</b>		3

6) Total # of Interviewees: 3

7) Supplemental Recruitment Initiatives:

(A) Initiative: Participation in JOB Fairs and Biz Expos

**Biz Expo – THE EMPLOYMENT UNIT PARTICIPATED IN THE ARCC BIZ EXPO ON NOVEMBER 17, 2021 IN QUEENSBURY, NEW YORK.**

**(B) Initiative: Internship Program**

**BECAUSE OF HEALTH AND SAFETY RESTRICTIONS REQUIRED DUE TO THE ONGOING COVID-19 PANDEMIC, THE EMPLOYMENT UNIT WAS UNABLE TO OPERATE ITS INTERNSHIP PROGRAM DURING THE REPORTING PERIOD.**

**(C) Initiative: ENGAGEMENT WITH CIVIC ORGANIZATIONS INTERESTED IN THE BROADCASTING INDUSTRY**

**ON DECEMBER 28, 2021, THE EMPLOYMENT UNIT HOSTED A GIRL SCOUT TROUP FROM HUDSON FALLS, NEW YORK AND PROVIDED A TOUR OF THE EMPLOYMENT UNIT.**

**(D) INITIATIVE: MANAGEMENT-LEVEL EEO TRAINING**

**Management Personnel (company president) reviewed the FCC's EEO FAQ ("FAQs About Equal Employment Opportunity Rules") at <https://www.fcc.gov/general/eeo-frequently-askedquestions>. The FAQ provides a wide-ranging guide to the FCC's EEO rules and policies.**