

EEO PUBLIC FILE REPORT

This Report covers the period January 21, 2025 January 20, 2026.

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:	Telephone Number: 518-761-9890
Regional Radio Group LLC 238 Bay Road Queensbury, NY 12804	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**

1 HIRE FOR THIS PERIOD

5) Job Title: ACCOUNT EXECUTIVE/SALES

Referral Sources of Hires: 1 HIRE FOR THIS PERIOD

No.	Recruitment Source (Name Address, contact person, telephone #)	Entitled to Vacancy Notification? (Y/N)	No. Interviewees Referred During Reported Period by Source
1	adirondackhelpwanted.com	N	0
2	capitalareahelpwanted.com	N	0

3	The Post Star PO Box 2157 Glens Falls, NY 12801 Contact: Jennifer Austin Phone: 518-792-3131	N	0
4	Adirondack Regional Chamber of Commerce myjobzone.net	N	0
5	NY State Broadcasters Assoc. 1805 Western Ave. Albany, NY 12203 Contact: Carolyn Jung Phone: 518-456-8888	N	0
6	NY State Dept. of Labor Northway Plaza Suite 13C Queensbury, NY 12804 Phone: 518-792-5811	N	0
7	Radio Advertising Bureau RAB	N	0
8	Inside Radio	N	0
9	INDEED	N	0
10	Media Recruiter	N	0
11	SUNY ADIRONDACK	N	0
12	NAACP, Albany Branch PO Box 2544 Albany, NY 12220	N	0

13	allaccess.com	N	0
14	RRG On Air Announcements	2	2
15	Employee/Personal Referrals	3	3
16	RRG Station Websites regionalradiogroup.com	N	0
17	KEENA STAFFING 2 Progress Blvd Queensbury, NY 12804 Contact: Karen Howe	N	0
	TOTAL INTERVIEWS DURING REPORTING PERIOD	5	5

6) Total # of Interviewees: 5

7) Supplemental Recruitment Initiatives:

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

Job Fairs:

CAREER EXPLORATION @ SUNY ADIRONDACK SPRING JOB FAIR, 4/10, 11A-2P
JOB FAIR @ WSWHE BOCES JANUARY 27, 10A-2P
JOB FAIR @ QUEENSBURY HIGH SCHOOL MARCH 18, 10:30AM-12:30PM
CTE JOB FAIR @ BOCES MARCH 26, 8:30-10:30AM & 12:00-2:00PM
SPRING JOB FAIR @ GLENS FALLS HIGH SCHOOL, MARCH 27TH 8:30AM-12PM.
WARREN COUNTY JOB FAIR APRIL 16TH @ GLENS FALLS YMCA, 2:00-5:00.

Bix Expo– PARTICIPATION IN THE ADIRONDACK REGIONAL CHAMBER OF COMMERCE BIZ EXPO ON THURSDAY NOVEMBER 13TH @ QUEENSBURY HOTEL

(B) Initiative: Internship Program

2 APPLICATIONS FOR INTERNSHIPS THIS PERIOD, 2 HIRED

(C) Initiative: SHADOWING

MJ Palmer shadowed Operations Manager/Morning Host, Dan Miner of WCKM and John Pratt, Program Director/Morning Host of WCQL July-December

(D) Initiative: EEO/DISCRIMINATION SEMINAR

JANEY ASHWORTH FROM HUMAN RESOURCES TOOK TRAINING ON EEO/DISCRIMINATION AT KEENA STAFFING.

(E) Initiative: HIRING

REGIONAL RADIO GROUP CONTINUES AN ONGOING ON AIR CAMPAIGN ACROSS WWSC, WCKM, WDKM AND WCQL LOOKING TO HIRE LOCAL SALESPEOPLE AND OTHERS LOOKING FOR CLERICAL/BUSINESS