

Narrative Statement

EEO Program Report (Form 396) for WJOY(AM), WOKO(FM), and WIZN(FM)

As reflected in the attached 2020 and 2021 EEO Public File Reports, Stations WJOY(AM), WOKO(FM) and WIZN(FM), along with co-owned and co-located Stations WKOL(FM) and WBTZ(FM), Plattsburgh, New York (the “Stations”), have had one job opening during the past two-year period under review for which a full-time employee was hired. For that vacancy, efforts were made to disseminate information by posting ads on the company website and in-house at the Stations’ studio; by utilizing job placement services, such as the New York State Department of Labor Employment Services, the Vermont Employment and Training Department and the “Steps to End Domestic Violence” organization; by looking to area colleges and universities, including the Champlain College Career Planning Office, the New England School of Communications, the Plattsburgh State University Career Counselor, St. Michael’s College, the University of Vermont Career Service, Castleton State College, the Clinton Community College Human Resources Department and the University of Vermont Center on Disability and Community Inclusion; by running classified advertisements in the Burlington Free Press and USA Today, the Press Republican and in the Burlington “Seven Days” publication; and also by reaching out to the Vermont Association of Broadcasters. Moreover, in addition, during the past two years, the Stations have been engaged in a number of recruitment initiatives to better educate the public about careers in broadcasting by sponsoring and participating in a number of virtual job fairs, including the Plattsburgh/North Country Chamber Fairs, the Community College of Vermont Virtual Career Fair and the Champlain College Virtual Career Fair, by airing announcements in all day parts throughout the past two years asking groups or organizations that wish to be notified of any or all openings to call the Stations to place their name on the Stations’ Employment Notification List and by partnering with a business class at St. Michaels College for students to learn in bi-weekly sessions via Zoom how a radio broadcast business works and about the programming aspect of radio broadcasting and how to use perceptual research to finetune music playlists and programming strategies. Consequently, Hall Communications, Inc., licensee of the Stations, believes that its recruitment efforts and its outreach initiatives have been successful in providing fair and equal employment opportunities for those interested in careers in broadcasting.