

EEO PUBLIC FILE REPORT - DECEMBER 1, 2009

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WDRC AM/FM, Hartford; WMMW, Meriden, WSNG, Torrington, and WWCO, Waterbury 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 December 1, 2008 to and including November 30, 2009.

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all fulltime 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;
3. The recruitment source that referred the hiree for each fulltime vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for fulltime 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 73.2080(c) (2) of the FCC rules.

Appendices A, B and C, which follow in the aggregate, have been designed to provide the required information.

Buckley Broadcasting of Connecticut, LLC, the licensee of WDRC AM/FM, Hartford, WMMW, Meriden, WSNG, Torrington, and WWCO, Waterbury, have and will continue to be Equal Employment Opportunity Employers. Buckley is committed to broad and inclusive outreach for hiring full-time employees, affording equal opportunity to all qualified persons and refraining from discrimination on the basis of race, color, national origin, gender and religion. As required by Section 73.2080 of the Commission's Rules, the stations have participated in several different recruitment activities to ensure broad outreach. A list and brief description of the initiatives undertaken is described in Appendix C.

APPENDIX A TO
ANNUAL EEO PUBLIC FILE REPORT

COVERING THE PERIOD FROM DECEMBER 1, 2008 TO NOVEMBER 30, 2009

STATIONS COMPRISING STATION EMPLOYMENT UNIT:

WDRC AM/FM - Hartford WMMW - Meriden WSNG - Torrington WWCO - Waterbury

SECTION 1: Vacancy Information

FULLTIME POSITIONS FILLED BY JOB TITLE	RECRUITMENT SOURCE OF HIREE	TOTAL # OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION
1. Account Executive	Business Referral	11
2. Announcer	Promotion of Part-time Employee	30
3. Account Executive	Employee Referral	6

Total Number of Persons Interviewed During Applicable Period: 47

APPENDIX B TO
ANNUAL EEO PUBLIC FILE REPORT

COVERING THE PERIOD FROM DECEMBER 1, 2008 TO NOVEMBER 30, 2009

STATIONS COMPRISING STATION EMPLOYMENT UNIT:

WDRC AM/FM - Hartford WMMW - Meriden WSNG - Torrington WWCO - Waterbury

SECTION 2: Recruitment Source Information

(Total # of Referrals this Period) Position # this source referred

CT State Job Service Bill Ladny (860)754-5050/Fax: 754-5051 645 So. Main Street, Middletown, CT 06457	(1)	3		
Connecticut Broadcasters Association Website	(0)		Manchester CC Job Fair	(0)
WDRC AM/FM, WMMW, WSNG, WWCO Website	(2)	1, 3	WDRC AM/FM, WMMW, WSNG, WWCO On-Air Announcements	(8) 1
Referrals from clients/employees	(7)	1-3	Radio & Records	(29) 2

Inadvertently, this list of sources was not used in 2009 because of a faxing error in contacting them. A correction of this oversight has been made and these sources will be contacted for future positions.

Manchester Community College Job Line Carl J. Ochnio, Director of Career Services (860)512-3372/Fax: 512-3371 60 Bidwell Street, Manchester, CT 06040	(0)		Asnuntuck Community College Denise Bowman-Fax(860)253-3063 170 Elm St., Enfield, CT 06082 Phone(860)253-3020	(0)
Urban League of Greater Hartford, Inc. Mary Judkins-(860)527-0147/Fax:293-2621 1229 Albany Ave., Hartford, CT 06112-2187	(0)		CT Women's Education/Legal Fund Alice Pritchard-Fax(860)524-0804 135 Broad St., Hartford, CT 06105 Phone(860)247-6090	(0)
Blue Hills Civic Association Sylvia Noriega-(860)769-3848/Fax:242-0741 120 Holcomb St., Hartford, CT 06112	(0)		Department of Social Services Susan Daly-(860)647-1441/Fax:647-5825 494 Main St., Manchester, CT 06040	(0)
Bristol Community Organization Nancy Micloskey-(860)589-8623/Fax:582-5224 98 Summer St., Bristol, CT 06010	(0)		Human Resources Agency Olga Egipciano Rosado-Fax(860)225-4843 180 Clinton St, New Britain, CT 06053 Phone(860)225-8601	(0)
Humanidad Inc. Evans Jacobs-(860)563-6103/Fax:721-7215 1800 Silas Deane Hwy.#150, Rocky Hill, CT 06067	(0)		Unitarian Women's Alliance Brian Mullen(860)233-9897/Fax:233-1333 50 Bloomfield Ave, Hartford, CT 06105	(0)
CT School of Broadcasting Stacey Buba-(860)677-7577/Fax:677-1141 130 Birdseye Rd., Farmington, CT 06032	(0)		Institute for the Hispanic Family Damaris Pena-Fax (860)724-2539 80 Jefferson St., Hartford, CT 06115 Phone(860)527-1124	(0)

Jewish Federation of Gr.Hartford (0)
Lisa Vaeth-(860)769-3848/Fax:232-5221
333 Bloomfield Ave., West Hartford, CT 06117

Latino & Puerto Rican Affairs Comm. (0)
Clarisa Cardone(860)240-8330/Fax:240-0315
18-20 Trinity St., Hartford, CT 06106

Bethel AME Church (0)
Shirley Belcher-Fax(860)242-2969
1154 BlueHills Ave,Bloomfield, CT 06002

CT Puerto Rican Forum (0)
Amanda Perez(860)247-3227/Fax (860)549-5761
95 Park St., Hartford, CT 06106

Enfield Neighborhood Center (0)
Linda Sokolowski(860)253-6396/Fax:253-6400
100 High St., Enfield, CT 06082

Prudence Crandall Center for Women (0)
Jessica Lewis-Branson(860)225-5187/Fax(860)826-4994
P O Box 895, New Britain, CT 06053

YWCA Hartford Region (0)
Carol O'Rielly(860)525-1163/Fax(860)543-8919
135 Broad St., Hartford, CT 06105

Unitarian Women's Alliance (0)
Brian Mullen(860)233-9897/Fax(860)233-1333
50 Bloomfield Ave., Hartford, CT 06105

YWCA Women's Center (0)
Pamela Dove(203)235-9297/Fax(203)237-7571
167 Colony St., Meriden, CT 06450

Community Renewal Team (0)
Emily Rivera(860)347-4465/Fax(860)246-0203
282 Main St., Middletown, CT 06457

Nutmeg Big Brothers/Big Sisters (0)
Gloria Talbot(860)525-5437/Fax(860)525-4609
30 Laurel St., Hartford, CT 06106

University of New Haven (203)932-7334 (0)
Career Development Office-Sarah Payne
Kaplan Hall, 300 Orange Ave., New Haven, CT 06516
Fax:203-932-7343

United Services (0)
Steve Dyer(860)423-7791/Fax:450-7289
47 Arnolds La., Willimantic, CT 06226

Hartford Seminary Black Ministries (0)
Bea Rocker(860)509-9555/Fax:509-9509
77 Sherman St., Hartford, CT 06105

Career Center - University of Hartford (0)
200 Bloomfield Ave., W Hartford, CT 06117
Melissa O'Brien(860)768-4287/Fax:768-5141

San Juan Center (0)
Gladys Soto(860)522-2205/Fax:524-0089
1297 Main St., Hartford, CT 06103

Comm. Action for Gr.Middletown (0)
Evelyn Nieves(860)347-4465/Fax(860)343-1441
282 Main St Ext, Middletown, CT 06457

CT OPA (0)
Debbie Craig(860)297-4300/Fax(860)566-8714
60-B Weston St., Hartford, CT 06120

Community Renewal Team (0)
555 Windsor St., Hartford, CT 06120
Christa Harrington(860)560-5664/Fax(860)560-5600

SINA Job Center (0)
John Bailey(860)278-5337/Fax(860)520-1359
207 Washington St., Hartford, CT 06106

OIC (0)
Paulette Fox(860)224-7151/Fax(860)224-8397
180 Clinton St., New Britain, CT 06053

Warburton Community Church (0)
Delores Sumler(860)951-0058/Fax(860)951-0561
420 Brookfield St., Hartford, CT 06106

Htfd.Comm. on Human Relations-City Hall (0)
Lillian Ruiz(860)543-8595/Fax(860)722-6486
550 Main St., Hartford, CT 06103

Charter Oak Cultural Club (0)
Kirsten Collins(860)249-1207/Fax(860)524-8014
21 Charter Oak Ave., Hartford, CT 06106

National Organization for Women (0)
Kathleen Sloan(860)524-5978/Fax(860)524-1092
135 Broad St., Hartford, CT 06105

Permanent Comm. Status of Women (0)
Rosemary Lopez(860)240-8300/Fax(860)240-8314
18 Trinity St., Hartford, CT 06106

Central CT State University (0)
Linda Sershen(860)832-1645/Fax:832-1650
1615 Stanley St., New Britain, CT 06050

APPENDIX C TO

OPTION A - ANNUAL EEO PUBLIC FILE REPORT

COVERING THE PERIOD FROM DECEMBER 1, 2008 TO NOVEMBER 30, 2009

STATIONS COMPRISING STATION EMPLOYMENT UNIT:

WDRC AM/FM - Hartford WMMW - Meriden WSNG - Torrington WWCO - Waterbury

SECTION 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by above stations.

1. Job openings are listed on our website, the Connecticut Broadcasters Association website, in the State of Connecticut Job Bank and are also registered with Job Banks that automatically pick up information from our site. Positions with specific criteria requirements, such as on-air talent, are listed with industry sources, such as Radio and Records.
2. Announcements are broadcast daily on all stations requesting organizations to contact us if they would like to be notified when we have job openings.
3. From January 26 through March 20, 2009, announcements were broadcast on all stations offering scholarships through the CT Broadcasters Association to full-time students majoring in marketing, communications and electronic engineering. Our General Manager participated in the selection process and 118 applications were received. Eleven scholarships were awarded, including five women, two Black and one Asian student, totaling \$42,500.
4. Our stations co-sponsored the Manchester Community College Job Fair on March 28, 2009, at the college in Manchester, CT. Announcements were broadcast at no charge advertising this event from March 1 – 27, 2009. Our Office Manager and Program Director met with students and the general public, including many women and minorities interested in working in radio. Numerous resumes were obtained and these applicants will be considered for future positions.
5. On March 30, 2009, our Operations Manager attended a meeting of the Advisory Board for the Business Office Technology revised curriculum Planning Committee for CT State Colleges. This group of business leaders met with college officials to discuss current business practices and the skill set required in existing and new staff.
6. On April 17, 2009, a female high school senior, heading to college in the fall, participated in a “Job Shadow” program with our FM morning show, learning about the behind-the-scenes details of a radio broadcast.

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7. Once a week, from May 6 through June 3, 2009, our Program Director coordinated and executed a music appreciation class for elementary school students as part of an after-school Enrichment Program. The curriculum included the history of the rock 'n roll era, from 1955-2000.
8. From May 18 – June 12, 2009, our stations partnered with Easter Seals Employment Industries to provide a minority participant in their Work Experience program the opportunity to gain experience in the broadcasting field.
9. From July 6 – September 30, 2009, our stations participated in the Capital Workforce Partners Summer Youth Program. A local, black high-school male student and a black female college student performed various office duties, learning relevant practical skills and gaining insight into a career in radio.
10. On October 15, 2009, our General Sales Manager and Office Manager attended an Employment Summit conducted by the CT Department of Social Services, outlining the availability and value of hiring the disabled. Training and recruitment opportunities are available and contacts were made for future job openings.
11. As a provision of training to management, on October 14, 2009, the General Manager, Sales Manager, Program Director, Operations Manager, Office Manager, Traffic Manager, Business Manager, Chief Engineer and Production Director attended a presentation by Attorney Dan Blume, who explained what to do to avoid and how to report discrimination and harassment activities in the workplace.
12. On November 5, 2009, a representative from our Promotions Department participated in the Rocky Hill High School Post-Secondary Career Fair, providing information on radio careers and answering questions from students.
13. An on-going internship program provides training and opportunities to learn the broadcasting field. During the applicable period, two college students (one female) and a broadcasting school student participated in this program, for a period of 3 months each, assisting in the areas of promotions, sales and programming for course credit with their respective schools. Upon completion of the internship, one was hired as a part-time promotions assistant.