

EEO Public File Report
Connoisseur Media Erie

April 1, 2018 to March 31, 2019

Call Signs:

WRKT (FM) (Rocket 105)	WLTM (FM) (Lite 95.9)
WRTS (FM) (Star 104)	WJET (AM/FM) (Jet 1400)
WTWF (FM) (Wolf 93.9)	WFNN (AM) (Fox Sports 1330)
WXBB (FM) (Bob 94.7)	

A. Full-Time Vacancies Filled During Past Year	
1. Job Title: Account Executive	Date Filled: 5/14/18
2. Job Title: Account Executive	Date Filled: 9/24/18
3. Job Title: Account Executive	Date Filled: 1/02/19
4. Job Title: Account Executive	Date Filled: 1/02/19

B. Recruitment/Referral Sources used to Seek Candidates for Each Vacancy				
1. Job Title: Account Executive		Number Interviewed: 5	Date Filled: 5/14/18	
Source	Contact Person	Address	Telephone Number	Referred Person Hired
Indeed.Com		https://www.indeed.com		Yes
ErieHelpWanted		https://regionalhelpwanted.com	800-365-8630	
Walk-in / Call-in		One Boston Store Place, Erie, PA 16501	814-461-1000	
Connoisseur website		http://connoisseurmedia.com	814-461-1000	
Zip Recruiter	Sharon Williams	https://www.ziprecruiter.com	855-724-7130	

2. Job Title: Account Executive		Number Interviewed: 3	Date Filled: 9/24/18	
Source	Contact Person	Address	Telephone Number	Referred Person Hired
Indeed.Com		https://www.indeed.com		
Zip Recruiter	Sharon Williams	https://www.ziprecruiter.com	855-724-7130	
On-air recruitment ad –our 7 radio stations		One Boston Store Place, Erie, PA 16501	814-461-1000	
Connoisseur website		http://connoisseurmedia.com	814-461-1000	
LinkedIn Corporation		1000 W Maude Ave, Sunnyvale, CA 94085		Yes
Referral		One Boston Store Place, Erie, PA 16501	814-461-1000	

3. Job Title: Account Executive *		Number Interviewed: 10	Date Filled: 1/02/19	
Source	Contact Person	Address	Telephone Number	Referred Person Hired
Indeed.Com		https://www.indeed.com		
Zip Recruiter	Sharon Williams	https://www.ziprecruiter.com	855-724-7130	
On-air recruitment ad –our 7 radio stations		One Boston Store Place, Erie, PA 16501	814-461-1000	
Connoisseur website		http://connoisseurmedia.com	814-461-1000	
LinkedIn Corporation		1000 W Maude Ave, Sunnyvale, CA 94085		
Referral		One Boston Store Place, Erie, PA 16501	814-461-1000	Yes

4. Job Title: Account Executive *		Number Interviewed: 10	Date Filled: 1/02/19	
Source	Contact Person	Address	Telephone Number	Referred Person Hired
Indeed.Com		https://www.indeed.com		Yes
Zip Recruiter	Sharon Williams	https://www.ziprecruiter.com	855-724-7130	
On-air recruitment ad –our 7 radio stations		One Boston Store Place, Erie, PA 16501	814-461-1000	
Connoisseur website		http://connoisseurmedia.com	814-461-1000	
LinkedIn Corporation		1000 W Maude Ave, Sunnyvale, CA 94085		
Referral		One Boston Store Place, Erie, PA 16501	814-461-1000	
C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past Year				18

*These 2 positions filled from the same pool of applicants

D. Total Number of Interviewees for All Full-Time Vacancies Filled During the Past Year per Recruitment Referral/Sources:				
Referral Source	Contact Person	Address	Telephone Number	# of Interviewees Referred
Gannon University	Janet Armbruster	109 University Square, Erie, PA 16541	814-871-5603	0
Penn State Behrend College	Heather Rogers	4701 College Dr., Erie, PA 16563	814-898-6164	0
Allegheny College	Jim Fitch	520 N. Main St., Meadville, PA 16335	814-332-3100	0
Edinboro University	Monica Clem	219 Meadville St., Edinboro, PA 16444	814-732-2781	0
Mercyhurst University	Frank Rizzone	501 East 38 th St., Erie, PA 16546	814-824-2424	0
ErieHelpWanted		https://regionalhelpwanted.com	800-365-8630	0
Zip Recruiter	Sharon Williams	https://www.ziprecruiter.com	855-724-7130	2
Indeed.Com		https://www.indeed.com		11
Internal		One Boston Store Place, Erie, PA 16501	814-461-1000	0
Referrals		One Boston Store Place, Erie, PA 16501	814-461-1000	4
Walk-in / Call-in		One Boston Store Place, Erie, PA 16501	814-461-1000	0
On-Air recruitment ad – our 7 radio stations		One Boston Store Place, Erie, PA 16501	814-461-1000	0
Connoisseur website		http://connoisseurmedia.com	814-461-1000	0
LinkedIn Corporation		1000 W Maude Ave, Sunnyvale, CA 94085		1

E. Outreach Activities	
4/1/18-3/31/19	On-Going Internship Program for Area College Students
<p>This on-going internship program has been in place at the station for at least the past thirteen years. The station has recruited and placed students from the following area universities and colleges: Edinboro University, Gannon University, Penn State (Main campus), Penn State Erie-Behrend College, Ohio School of Broadcasting, and Baldwin Wallace College. During the reporting period, we had a total of 3 interns in the summer, spring and fall. Students must be enrolled in a program related to the broadcasting industry, including, but not limited to marketing, business, communications, and broadcast. Some students are rewarded with course credit hours upon completion of the semester-long program, whereas some students intern for the experience in the broadcast industry. The interns were supervised by our Promotions Supervisor, Greg Szuba. During the internship, the students worked with the following departments: Promotions, Programming, Business, and Sales. The following is a list of some of the duties the interns were asked to perform:</p> <ul style="list-style-type: none"> · Assist in setup of radio station promotional events · Interact with the public at events, distribute promotional materials and manage giveaways · Photograph station events for use on radio station websites, and promotional materials · Prepare event recaps for clients · Manage and write copy for radio station e-mail clubs · Create graphics in Photoshop to be posted on radio station websites, update station websites as needed 	

4/5/18	Job Fair
<p>On April 5th, 2018, we participated in the 26th Annual Career Fair at Mercyhurst University. Nearly 600 students, primarily Seniors, arrived from Mercyhurst University, Mercyhurst NorthEast, Allegheny College, Edinboro University, Gannon University, and Penn State Erie-Behrend College. The students attended to meet with company representatives to gain career information, as well as pursue internships, full-time, part-time, and summer positions. Our Promotions Supervisor, Greg Szuba, spoke with students, collected resumes, and answered questions regarding careers in Communication and Media broadcasting.</p>	

4/1/18-3/31/19	Other Activities
<p>Connoisseur Media was a sponsor of the “2018 Veterans Resource and Job Expo” on May 24th, 2018. The expo connected veterans and their families with valuable community resources and prospective employers. There were many great organizations, programs and businesses in attendance, which provided great opportunities to our local veterans, including housing and health, as well as education, training, and employment. The expo took place at Gannon University’s Hammermill Center.</p>	
<p>Our Operations Director, Joe Lang, visited Penn State Behrend on September 26th, 2018. He spoke with a group of 13 students regarding the radio industry, and how it has changed through the years. He offered them guidance on music scheduling, air-checks, and creating their own radio shows and promos.</p>	
<p>The WRTS (FM) Afternoon host and Program Director, Kwame Dankwa, visited the Erie Rise Academy on October 14th, 2018. He talked about the radio industry to three different classes during the session. He spoke about his experience as a Program Director, and what it takes to program a station like Star 104.</p>	
<p>On October 26th, 2018, Kwame Dankwa, the Afternoon host of WRTS (FM), spoke to students at the RB Wiley Charter school. He described what his job entails daily at the radio station. He also discussed the Junior Achievement Game packet for finances and budgeting.</p>	
<p>On January 11th, 2019, Alex Womer, the Host of Sports Blitz and our Assistant Production Director, worked with a student from the Charter School of Excellence in a job shadowing program. While working with Alex, the student observed the basics of audio programming, production, and was able to sit in on “The SportBlitz” show on WFNN (AM) The Fan 1330. They also had the opportunity to spend time with other Connoisseur employees to learn imaging, compile news reports, and prepare morning show broadcasts. All of the experience proved useful for their senior project based on production/broadcasting.</p>	

<p>Our Operations Manager, Joe Lang, gives several tours of the studios throughout the year. On February 12th, 2019, he hosted a group of thirty-five 6th grade students from St. George School, as part of their multimedia class project. During the tour, Joe explained the day to day operations of our six radio stations. The students had the opportunity to see each of the studios, ask questions of the different radio station personalities, and visit the Production Department.</p>
<p>Our Promotions Supervisor, Greg Szuba, hosts several tours of the studios throughout the year. On, February 21st, 2019, he hosted a tour for 9th and 10th grade students from the Seneca High School Life Skills program. They visited the studios, spent time in the Production Department, and saw the day to day operations of the radio stations.</p>
<p>On February 13th, 2019, our Operations Manager, Joe Lang, spoke to the Radio Practicum class at Penn State Behrend. In attendance were 8 students that are enrolled in the Communications program and active on their on-campus radio station. Joe talked with them about a “day in the life” of a Program Director and radio personality.</p>
<p>March 1st, 2019, was National Read Across America/Dr. Seuss Day. Our WRTS (FM) morning show host, Tim Murphy, visited Grover Cleveland Elementary School, and our Operations Manager, Joe Lang, visited Mother Teresa Academy. The students at both schools celebrated by listening to “celebrity readers”. After reading to the students, both Tim and Joe discussed the importance of reading, and answered questions regarding their careers as radio personalities.</p>
<p>Sarah Gudgeon, Public Affairs Specialist of the Erie County Veterans Administration Medical Center, appears quarterly on our WJET (AM/FM) morning show. While on the show, Sarah discusses the health care services and support they provide to veterans in northwestern Pennsylvania, Ashtabula County Ohio, and western Chautauqua County New York.</p>