

Annual Equal Employment Opportunity Public File Report

WWRR-FM/WICK-AM/WYCK-AM WTRW-FM/WCDL-AM

April 1, 2015 – March 31, 2016

The purpose of this EEO Public File Report is to comply with Section 73.2080(c)(6) of the Federal Communications Commission's 2002 EEO Rule. This report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WWRR-FM, Scranton, PA; WICK-AM, Scranton, PA; WYCK-AM, Plains, PA; WTRW, Carbondale, PA; WCDL, Carbondale, PA: 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 April 1, 2015 up to and including March 31, 2016.

The FCC's 2002 EEO Rule requires that this report contain the following information:

1. A list of all full-time 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 including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule which should be identified separately by name, address, contact person and telephone number;
3. The recruitment source that referred the person hired for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time 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 72.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time positions listed on Appendix 1.

For the purposes of this report, a vacancy was deemed "filled" not when the offer was extended but when the person hired accepted the job offer. The person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1

EEO Public File Report

Covering the period April 1, 2015 to March 31, 2016

Stations Comprising the Station Employment Unit:
WWRR-FM, WICK-AM, WYCK-AM, WTRW-FM, WCDL-AM

Section 1: Vacancy Information

Full-time Positions Filled By Job Title	Recruitment Source of Person Hired	Total Number of Interviewees from All Sources for this Position
Advertising Sales Rep.	Self Referral	1
Advertising Sales Rep.	Referred by Educator	1

Total Number of Persons Interviewed During Applicable Period: 2

Annual Source Information

Recruitment Sources Employed for outreach during Applicable Period:

WWRR-WICK-WYCK-WCDL-WTRW sales employment message

Appendix 2

EEO Public File Report Form

Covering the Period from April 1, 2015 to March 31, 2016

Stations Comprising Station Employment Unit:
WWRR-FM, WICK-AM, WYCK-AM, WTRW-FM, WCDL-FM

Section 2: Recruitment Source Information

Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
WWRR-WICK-WYCK-WCDLWTRW		2

Indicates sources that have requested notification of job openings.

Appendix 3

Annual EEO Public File Report Form

Covering the Period from April 1, 2015 to March 31, 2016

Stations Comprising Station Employment Unit:
WWRR-FM, WICK-AM, WYCK-AM, WTRW-FM, WCDL-AM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
WWRR-FM, WICK-AM, WYCK-AM, WTRW-FM, WCDL-AM

The following activities were undertaken during the Applicable Period. Details of activities are included in the appendix.

Appendix A-2016

Co-Hosted Northeast Broadcast Career Fair on March 21, 2016.

Appendix B-2016

Broadcast Equal Opportunity Employment Notices on all stations.

Appendix C-2016

Participated in the High School Mock Interview Program

Appendix D-2016

Participated in the Northeast Broadcasters Employment Fair

Appendix E-2016

Participated in Employment Expo 2015

Appendix A-2016

Northeast Broadcast Career Fair

1. Event narrative
2. Station Promotional Announcement
3. WWRR/WYCK Schedule
4. WTRW Schedule
5. WICK/WCDL Schedule

1) Event Narrative

Northeast Broadcast Career Fair

Sponsored by

Bold Gold Media WBS, LP Licensee/Operator of WWRR WICK WYCK WTRW
WCDL

Public Broadcasting WVIA-FM/TV

Bold Gold Media WBS LP, and Public Broadcasting WVIA-FM and WVIA-TV co-sponsored, developed, and produced a market wide event to expose members of the general public to information about career opportunities in the broadcasting field. The event was held at the studios of WVIA-FM/TV, Pittston Township, PA on Monday, March 21, 2016 from 4:00 p.m. to 6:30 p.m. The sponsors offered area broadcasters an opportunity to meet persons interested in broadcasting careers and offered members of the public the opportunity to learn about careers in broadcasting at a event open to the public with nine broadcasters present. This event was conducted at no cost to the participating broadcasters and attendees.

The sponsors promoted the event in advance by devoting a significant amount of airtime in the weeks preceding the event to promote of the Broadcast Career Fair. In addition, both sponsors promoted the event on station web sites. Members of the public were invited to learn about career opportunities in the broadcasting field.

The event was developed by Bold Gold Media Special Projects Manager Phillip Bullwinkel and WVIA-FM Vice President for Radio Chris Norton. The sponsor representatives consulted in March, 2015 and drew up the outline for the career fair based on a successful promotion held in 2015. The sponsor representatives decided that the event would be held on a weekday afternoon. Members of the public would be encouraged to attend to learn about opportunities in the broadcasting field. Bold Gold Media and WVIA-FM/TV would promote the event on the air and on websites. Other area broadcasters would be invited to attend by the sponsors, and would be encouraged to promote the event on their stations.

In January 2016 the sponsor representatives selected the WVIA studio location on Old Boston Road in Pittston Township, PA as the site of the event. WVIA agreed to provide the room. The sponsor representatives confirmed that other broadcasters would be invited to attend at no cost to them. The WVIA studio location is centrally located in the Scranton/Wilkes Barre area. The WVIA main TV Studio would offer sufficient space for the expected turnout. WVIA would select a suitable date in March 2016. The sponsors would schedule the time of the event so it ran beyond normal business hours so that individuals who were presently employed, but interested in opportunities in broadcasting, would be able to attend. The sponsors selected 4:00 p.m. to 6:00 p.m. as the time for the event.

Phil Bullwinkel and Chris Norton developed a list of broadcasters and Chris Norton extended written invitations on behalf of the sponsors to:

Times-Shamrock Communications
149 Penn Avenue
Scranton, PA 18503

Cumulus Communications
600 Baltimore Drive
Wilkes Barre, PA 18702

Entercom Wilkes Barre-Scranton
305 Route 315
Pittston Twp., PA 18640

Bold Gold Media
1049 North Sekol Road
Scranton, PA 18504

WVIA Radio-TV
100 WVIA Way
Pittston, PA 18640

WNEP-TV
16 Montage Mountain Road
Moosic, PA 18507

WBRE-WYOU
62 South Franklin St.
Wilkes Barre, PA 18701

WOLF-TV
1181 Highway 315
Plains Twp, PA 18702

Geos Communications
54 Wilmar Drive
Tunkhannock, PA 18657

WHLM - Columbia Broadcasting Co.
124 East Main St.
Bloomsburg, PA 17815

WSBG-WVPO
Nassau Broadcasting
619 Alexander Rd 3rd Floor
Princeton, NJ 08540

WYNY
Neversink Broadcasting
PO Box 920
Port Jervis, NY 12771

WAZL
Panorama PA Inc.
600 South Poplar St.
Hazleton, PA 18201

Ion Media
WQPX
409 Lackawanna Ave Suite 700
Scranton, PA 18503

WPEL
Montrose Broadcasting Corp.
9 Locust St.
Montrose, PA 18801

WRGN
RR3
Hunlock Creek, PA 18621

WITK Wilkins Radio
944 Exeter Avenue
Exeter, PA 18643

WWRR/WICK/WYCK/WTRW/WCDL and WVIA scheduled announcements during the three weeks leading up to the Job Fair. The announcement script was provided to the broadcasters invited to attend and they were asked to schedule announcements. WVIA and Bold Gold Media posted the event on their web sites. Promotion of the event was scheduled from March 1 to March 21, 2016.

Posters promoting the event were sent to communications departments of area colleges and universities:

Marywood University
University of Scranton
Keystone College

King's College
Wilkes University
Misericordia University
Lackawanna College
Luzerne County Community College

The sponsor representatives reviewed plans in mid-February.

On Monday, March 21, 2016 the sponsors conducted the career fair. 9 broadcasters: Times-Shamrock Communications, WOLF/WSWB/WQMY-TV, WBRE-TV/WYOU-TV, WITK Radio, WHLM Radio, Cumulus Communications, WNEP-TV and the sponsors Bold Gold Media and WVIA-FM/TV reserved space to greet persons interested in broadcasting careers. The participating employers sent 11 total staff members to conduct the event. WVIA provided tables and chairs for the broadcasters in the station's main television studio. The location was large enough for the broadcasters to conduct private conversations with the attendees. Attendees were asked to register at a central location at the entrance to the room, but they were free to meet with any broadcasters they desired. A review of the central registration showed that 63 individuals signed in for the event. Most attendees spoke with multiple broadcasters. The promotion of the event resulted in a high level of interest among those who attended. Many attendees came with resumes in hand and asked about full time and part time employment opportunities. Broadcasters with openings used the event to arrange for follow-up meetings with interested attendees. A number of the attendees sought information about employment in the broadcasting industry, inquiring about specific skills that were in demand and ways that they could prepare themselves for future employment.

The sponsor representatives judged that the event was a success. It drew potential employees, some of whom had no broadcast employment experience. Attendees came from communities throughout the market area. The participation of multiple broadcasting companies made the event more valuable to the attendees because it offered a wide variety of potential employers. The companies attending said the career fair was valuable to them and they would be interested in attending a future career fair.

To ensure the success of the future event, the sponsors will evaluate avenues of promotion to identify additional means of outreach.

The sponsor representatives judged that the event was a positive means of outreach for employees and that it fulfilled the broadcasters' requirement to conduct equal opportunity employment outreach and to reach qualified, potential employees.

The sponsors will schedule another event of this type in the next year using a similar plan. The sponsor representatives will meet to set the date and firm up the rest of the plans in the beginning of 2017.

APPENDIX A

2) Station Promotional Announcement

Bold Gold Media Group/WVIA Career Fair

2016-01

Bold Gold Sponsor's Message

Learn about employment opportunities in the exciting world of broadcasting. The Bold Gold Media Group and WVIA are hosting a Broadcast Career Fair at the Public Broadcasting Center, just off Route 315 on WVIA Way in Pittston. Make your plans to meet representatives from (insert station name(s)), Public Media WVIA-FM and TV, and other regional broadcasters on Monday, March 21st from 4:00 to 6:00 p.m. Find out about employment opportunities at the area's leading stations. The broadcasting industry is looking for good employees. Bring your resume and find out about a career in broadcasting. Admission is free and you are invited to join Bold Gold Media Group, WVIA and representatives from the area's leading stations at this unique, event. Plan to come to the Public Broadcasting Center in Pittston from 4:00 to 6:00 p.m. on Monday, March 21st. WVIA, and Bold Gold Media Group are equal opportunity employers, who hope to meet you at the Broadcast Career Fair. Bold Gold Media Group/WVIA Career Fair

Broadcasters were permitted to customize this message.

Appendix A

3) Press Release

Contact: Phillip Bullwinkel, Bold Gold Media
570-344-1221 x24

Northeast Pennsylvania Broadcasting Career Fair

Bold Gold Media and WVIA Public Media Present the Northeast Pennsylvania Broadcasting Career Fair

FOR IMMEDIATE RELEASE

Scranton, PA - Bold Gold Media and WVIA Public Media will present the Northeast Pennsylvania Broadcasting Career Fair at the Public Broadcasting Center in Pittston Township, PA on Monday, March 21, 2016 from 4:00 to 6:00 p. m. The Career Fair is open to the public at no cost. The region's premier radio and television broadcasters will have representatives on site to meet with the public, and to discuss career opportunities in the media field .

Participating broadcasters include WVIA Public Media, Bold Gold Media, WNEP-TV, WBRE-WYOU, WOLF-WSWB-WQMY, WHLM and other regional broadcasters.

Employers will accept resumes for current openings and will discuss potential opportunities for future employment. Attendees with broadcasting experience as well as those interested in finding out more about the broadcasting industry are welcome to attend.

xxx

Appendix A

4) Promotional Announcement Schedule

WWRR-FM Invoice

Invoice ID: 16030324

Invoice Date: 3/22/2016

Account ID: 2492

Order ID: 2492-016

Account Rep: Non-Revenue

Amount Due: \$0.00

Amount Paid: _____

105--The River

1049 N. Sekol Road

Scranton, PA 18504

Phone (570) 344-1221 * Fax (570) 344-0996

Please contact your account representative upon receipt of this invoice. We have begun e-billing and want to be sure you are receiving your invoices properly.

BOLD GOLD EMPLOYMENT

Page 1

Sponsor: Bold Gold Employment / Broadcast Career Fair
Broadcast Career Fair

Date Time Length Description CopyID / ISCI Code Cost

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2/29/2016	04:37 AM	:60	Spot RIVER	0.00
2/29/2016	06:45 AM	:60	Spot RIVER	0.00
2/29/2016	09:23 AM	:60	Spot RIVER	0.00
2/29/2016	10:22 AM	:60	Spot RIVER	0.00
2/29/2016	03:23 PM	:60	Spot RIVER	0.00
2/29/2016	11:32 PM	:60	Spot RIVER	0.00
3/1/2016	12:46 AM	:60	Spot RIVER	0.00
3/1/2016	02:36 AM	:60	Spot RIVER	0.00
3/1/2016	11:37 AM	:60	Spot RIVER	0.00
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3/1/2016	05:13 PM	:60	Spot RIVER	0.00
3/1/2016	10:18 PM	:60	Spot RIVER	0.00
3/2/2016	01:45 AM	:60	Spot RIVER	0.00
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3/2/2016	03:36 PM	:60	Spot RIVER	0.00
3/2/2016	06:36 PM	:60	Spot RIVER	0.00
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3/2/2016	11:47 PM	:60	Spot RIVER	0.00
3/3/2016	02:39 AM	:60	Spot RIVER	0.00
3/3/2016	04:22 AM	:60	Spot RIVER	0.00
3/3/2016	06:24 AM	:60	Spot RIVER	0.00
3/3/2016	08:22 AM	:60	Spot RIVER	0.00
3/3/2016	12:46 PM	:60	Spot RIVER	0.00
3/3/2016	05:22 PM	:60	Spot RIVER	0.00
3/3/2016	08:52 PM	:60	Spot RIVER	0.00
3/4/2016	12:45 AM	:60	Spot RIVER	0.00
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3/5/2016	01:41 AM	:60	Spot RIVER	0.00
3/5/2016	04:41 AM	:60	Spot RIVER	0.00
3/5/2016	08:49 AM	:60	Spot RIVER	0.00
3/5/2016	11:48 AM	:60	Spot RIVER	0.00
3/5/2016	03:20 PM	:60	Spot RIVER	0.00
3/5/2016	05:42 PM	:60	Spot RIVER	0.00
3/5/2016	09:45 PM	:60	Spot RIVER	0.00
3/6/2016	02:37 AM	:60	Spot RIVER	0.00

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WWRR-FM Invoice

Invoice ID: 16030324

Invoice Date: 3/22/2016

Page 2

Sponsor: Bold Gold Employment / Broadcast Career Fair
Broadcast Career Fair

Date Time Length Description CopyID / ISCI Code Cost

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3/9/2016	03:36 AM	:60	Spot RIVER	0.00
3/9/2016	04:35 AM	:60	Spot RIVER	0.00
3/9/2016	06:21 AM	:60	Spot RIVER	0.00
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3/9/2016	02:24 PM	:60	Spot RIVER	0.00
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3/12/2016	05:48 PM	:60	Spot RIVER	0.00
3/12/2016	07:52 PM	:60	Spot RIVER	0.00
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3/13/2016	12:48 PM	:60	Spot RIVER	0.00
3/13/2016	01:46 PM	:60	Spot RIVER	0.00
3/13/2016	03:22 PM	:60	Spot RIVER	0.00

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WWRR-FM Invoice

Invoice ID: 16030324

Invoice Date: 3/22/2016

Page 3

Sponsor: Bold Gold Employment / Broadcast Career Fair
Broadcast Career Fair

Date Time Length Description CopyID / ISCI Code Cost

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3/14/2016	12:39 AM	:60	Spot RIVER	0.00
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WWRR-FM Invoice

Invoice ID: 16030324

Invoice Date: 3/22/2016

Page 4

Sponsor: Bold Gold Employment / Broadcast Career Fair
Broadcast Career Fair

Date Time Length Description CopyID / ISCI Code Cost

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3/20/2016	02:42 AM	:60	Spot RIVER	0.00
3/20/2016	07:23 AM	:60	Spot RIVER	0.00
3/20/2016	09:48 AM	:60	Spot RIVER	0.00
3/20/2016	01:47 PM	:60	Spot RIVER	0.00
3/20/2016	02:46 PM	:60	Spot RIVER	0.00
3/20/2016	04:52 PM	:60	Spot RIVER	0.00
3/20/2016	05:22 PM	:60	Spot RIVER	0.00
3/20/2016	10:49 PM	:60	Spot RIVER	0.00
3/20/2016	11:47 PM	:60	Spot RIVER	0.00
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3/21/2016	01:35 AM	:60	Spot RIVER	0.00
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3/21/2016	08:37 PM	:60	Spot RIVER	0.00
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3/21/2016	10:49 PM	:60	Spot RIVER	0.00
3/21/2016	11:50 PM	:60	Spot RIVER	0.00
3/22/2016	06:47 AM	:60	Spot RIVER	0.00
3/22/2016	07:48 AM	:60	Spot RIVER	0.00

180 Total Items Total Cost: 0.00

Amount Due: 0.00

THE GAME Invoice

Invoice ID: 16030326

Invoice Date: 3/22/2016

Account ID: 2492

Order ID: 2492-018

Account Rep: Non-Revenue

Amount Due: \$0.00

Amount Paid: _____

WICK-AM/WYCK-AM THE GAME-- 1340, 1400 & 1440AM

1049 N. Sekol Road

Scranton, PA 18504

Phone (570) 344-1221 * Fax (570) 344-0996

Please contact your account representative upon receipt of this invoice. We have begun e-billing and want to be sure you are receiving your invoices properly.

BOLD GOLD EMPLOYMENT

Page 1

Sponsor: Bold Gold Employment / Broadcast Career Fair

Broadcast Career Fair

Date Time Length Description CopyID / ISCI Code Cost

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THE GAME Invoice

Invoice ID: 16030326

Invoice Date: 3/22/2016 Page 2

Sponsor: Bold Gold Employment / Broadcast Career Fair
Broadcast Career Fair

Date Time Length Description CopyID / ISCI Code Cost

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3/15/2016	09:03 AM	:60	Spot GAME	0.00

Continued

THE GAME Invoice

Invoice ID: 16030326

Invoice Date: 3/22/2016 Page 3

Sponsor: Bold Gold Employment / Broadcast Career Fair
Broadcast Career Fair

Date Time Length Description CopyID / ISCI Code Cost

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THE GAME Invoice

Invoice ID: 16030326

Invoice Date: 3/22/2016 Page 4

Sponsor: Bold Gold Employment / Broadcast Career Fair
Broadcast Career Fair

Date Time Length Description CopyID / ISCI Code Cost

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190 Total Items Total Cost: 0.00

Amount Due: 0.00

WTRW-FM Invoice

Invoice ID: 16030325

Invoice Date: 3/22/2016
Account ID: 2492
Order ID: 2492-017
Account Rep: Non-Revenue
Amount Due: \$0.00
Amount Paid:

94.3 WTRW-FM--The Talker

1049 N. Sekol Road
Scranton, PA 18504
Phone (570) 344-1221 * Fax (570) 344-0996

Please contact your account representative upon receipt of this invoice. We have begun e-billing and want to be sure you are receiving your invoices properly.

BOLD GOLD EMPLOYMENT

Page 1

Sponsor: Bold Gold Employment / Broadcast Career Fair
Broadcast Career Fair

Date Time Length Description CopyID / ISCI Code Cost

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WTRW-FM Invoice

Invoice ID: 16030325
Invoice Date: 3/22/2016

Page 2

Sponsor: Bold Gold Employment / Broadcast Career Fair
Broadcast Career Fair

Date Time Length Description CopyID / ISCI Code Cost

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WTRW-FM Invoice

Invoice ID: 16030325

Invoice Date: 3/22/2016

Sponsor: Bold Gold Employment / Broadcast Career Fair
Broadcast Career Fair

Date Time Length Description CopyID / ISCI Code Cost

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3/17/2016	03:33 PM	:60	Spot TALKER	0.00
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3/17/2016	06:31 PM	:60	Spot TALKER	0.00
3/17/2016	09:02 PM	:60	Spot TALKER	0.00
3/17/2016	11:03 PM	:60	Spot TALKER	0.00
3/18/2016	01:04 AM	:60	Spot TALKER	0.00
3/18/2016	03:04 AM	:60	Spot TALKER	0.00
3/18/2016	07:50 AM	:60	Spot TALKER	0.00
3/18/2016	01:55 PM	:60	Spot TALKER	0.00
3/18/2016	02:49 PM	:60	Spot TALKER	0.00
3/18/2016	04:34 PM	:60	Spot TALKER	0.00
3/18/2016	06:32 PM	:60	Spot TALKER	0.00
3/18/2016	07:57 PM	:60	Spot TALKER	0.00
3/18/2016	08:02 PM	:60	Spot TALKER	0.00
3/19/2016	02:02 AM	:60	Spot TALKER	0.00
3/19/2016	04:05 AM	:60	Spot TALKER	0.00
3/19/2016	02:33 PM	:60	Spot TALKER	0.00
3/19/2016	03:04 PM	:60	Spot TALKER	0.00
3/19/2016	04:32 PM	:60	Spot TALKER	0.00
3/19/2016	05:58 PM	:60	Spot TALKER	0.00
3/19/2016	06:29 PM	:60	Spot TALKER	0.00
3/19/2016	09:04 PM	:60	Spot TALKER	0.00
3/19/2016	10:58 PM	:60	Spot TALKER	0.00
3/19/2016	11:50 PM	:60	Spot TALKER	0.00
3/20/2016	12:05 AM	:60	Spot TALKER	0.00
3/20/2016	01:02 AM	:60	Spot TALKER	0.00
3/20/2016	07:45 AM	:60	Spot TALKER	0.00
3/20/2016	01:46 PM	:60	Spot TALKER	0.00
3/20/2016	02:58 PM	:60	Spot TALKER	0.00
3/20/2016	06:31 PM	:60	Spot TALKER	0.00
3/20/2016	07:02 PM	:60	Spot TALKER	0.00
3/20/2016	08:05 PM	:60	Spot TALKER	0.00
3/20/2016	09:58 PM	:60	Spot TALKER	0.00
3/21/2016	02:04 AM	:60	Spot TALKER	0.00
3/21/2016	03:49 AM	:60	Spot TALKER	0.00
3/21/2016	04:49 AM	:60	Spot TALKER	0.00
3/21/2016	06:50 AM	:60	Spot TALKER	0.00
3/21/2016	08:05 AM	:60	Spot TALKER	0.00
3/21/2016	09:34 AM	:60	Spot TALKER	0.00
3/21/2016	10:53 AM	:60	Spot TALKER	0.00

Continued

WTRW-FM Invoice

Invoice ID: 16030325

Invoice Date: 3/22/2016

Page 4

Sponsor: Bold Gold Employment / Broadcast Career Fair
Broadcast Career Fair

Date Time Length Description CopyID / ISCI Code Cost

3/21/2016	12:20 PM	:60	Spot TALKER	0.00
3/21/2016	01:03 PM	:60	Spot TALKER	0.00
3/21/2016	02:05 PM	:60	Spot TALKER	0.00
3/21/2016	04:34 PM	:60	Spot TALKER	0.00
3/21/2016	05:58 PM	:60	Spot TALKER	0.00
3/21/2016	06:58 PM	:60	Spot TALKER	0.00
3/21/2016	07:58 PM	:60	Spot TALKER	0.00
3/21/2016	08:32 PM	:60	Spot TALKER	0.00
3/21/2016	09:04 PM	:60	Spot TALKER	0.00
3/21/2016	10:02 PM	:60	Spot TALKER	0.00
3/21/2016	11:58 PM	:60	Spot TALKER	0.00
3/22/2016	07:21 AM	:60	Spot TALKER	0.00
3/22/2016	08:32 AM	:60	Spot TALKER	0.00

185 Total Items Total Cost: 0.00

Amount Due: 0.00

Appendix A 2016

Social Media: Facebook

The image shows a screenshot of the Facebook page for Bold Gold Media Group. The page header features the group's name in large, bold, yellow and black letters. Below the name is the group's profile picture, which is a stylized logo with the words "BOLD GOLD MEDIA GROUP". To the right of the profile picture, the text "Bold Gold Media Group" and "Community" are displayed, along with "Liked" and "Share" buttons.

The main content area shows a post from the group, dated 48 minutes ago, announcing a "2016 Broadcast Career Fair". The post includes a photo of several people in business attire standing in a line. The text of the post reads: "21 Broadcast Career Fair 2016 Mon 4 PM - WWIA - Pittston by Bold Gold Media Group". Below the post, there are "Like", "Comment", and "Share" buttons, and a "You like this." notification.

On the left side of the page, there is a search bar and a section titled "ABOUT" which contains the group's mission statement: "The mission of Bold Gold Media Group is to provide community focused broadcast programming for our entire listening area and contribute positively to the...". Below this, there is a "PHOTOS" section with three small thumbnail images.

On the right side of the page, there is a "Create Page" button and a "Recent" section with a list of years from 2016 down to 2005.

Appendix B 2016

EEO On-Air Outreach

WWRR, WTRW and WICK/WYCK/WCDL conduct regular on-air promotion of employment opportunities. Text of the announcements: Exhibit A B C

Exhibit A

WWRR

EQUAL OPPORTUNITY ANN

2008-1

105 THE RIVER IS AN EQUAL OPPORTUNITY EMPLOYER. 105 THE RIVER AFFORDS EQUAL OPPORTUNITY IN EMPLOYMENT TO ALL QUALIFIED PERSONS. NO PERSON WILL BE DISCRIMINATED AGAINST IN EMPLOYMENT BY RACE, COLOR, RELIGION, NATIONAL ORIGIN OR GENDER BY THIS STATION. IF YOUR ORGANIZATION WOULD LIKE TO BE NOTIFIED WHEN THIS STATION IS SEEKING APPLICANTS FOR EMPLOYMENT, CONTACT US BY LETTER OR FAX. TELL US THE NAME OF YOUR ORGANIZATION, THE MAILING ADDRESS, TELEPHONE NUMBER, FAX NUMBER AND THE NAME OF THE PERSON WHO WILL RECEIVE THE NOTICE. 105 THE RIVER WILL NOTIFY YOUR ORGANIZATION OF ALL FULL TIME OPENINGS. OR YOU MAY SPECIFY THE TYPE OF JOB OPENINGS YOU WANT NOTICE FOR. MAIL YOUR REQUEST TO 105 THE RIVER, P.O. BOX 67, SCRANTON, PA 18504, OR FAX IT TO 570-344-0996. THAT'S ALL YOU NEED TO DO TO RECEIVE NOTICE OF EMPLOYMENT OPPORTUNITIES ON THE RIVER. AND WHEN WWRR HAS A JOB OPENING WE'LL NOTIFY YOUR GROUP.

WWRR

EEO Notice

WWRR-FM Invoice

Invoice ID: 16030317
Invoice Date: 3/27/2016
Account ID: 2249 / WWRR100
Order ID: 2249-001
Account Rep: Station
Amount Due: \$0.00
Amount Paid: _____

105--The River

1049 N. Sekol Road
Scranton, PA 18504

Phone (570) 344-1221 * Fax (570) 344-0996

Please contact your account representative upon receipt of this invoice. We have begun e-billing and want to be sure you are receiving your invoices properly.

WWRR-FM

Page 1

Sponsor: WWRR-FM / WWRR-FM EOE

Wwrr-fm

Date	Time	Length	Description	CopyID / ISCI Code	Cost
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3/30/2015	05:18 AM	00:60	Spot EOE NOTICE	0.00
4/6/2015	02:22 PM	00:60	Spot EOE NOTICE	0.00
4/13/2015	08:20 PM	00:60	Spot EOE NOTICE	0.00
4/20/2015	05:36 AM	00:60	Spot EOE NOTICE	0.00
4/27/2015	10:43 PM	00:60	Spot EOE NOTICE	0.00
5/4/2015	05:36 AM	00:60	Spot EOE NOTICE	0.00
5/11/2015	08:40 PM	00:60	Spot EOE NOTICE	0.00
5/18/2015	05:38 AM	00:60	Spot EOE NOTICE	0.00
5/25/2015	09:38 PM	00:60	Spot EOE NOTICE	0.00
6/1/2015	07:54 PM	00:60	Spot EOE NOTICE	0.00
6/8/2015	09:13 PM	00:60	Spot EOE NOTICE	0.00
6/15/2015	10:52 PM	00:60	Spot EOE NOTICE	0.00
6/22/2015	10:39 PM	00:60	Spot EOE NOTICE	0.00
6/29/2015	08:09 PM	00:60	Spot EOE NOTICE	0.00
7/6/2015	07:27 PM	00:60	Spot EOE NOTICE	0.00
7/13/2015	09:24 PM	00:60	Spot EOE NOTICE	0.00
7/20/2015	10:09 PM	00:60	Spot EOE NOTICE	0.00
7/27/2015	07:12 PM	00:60	Spot EOE NOTICE	0.00
8/3/2015	12:40 PM	00:60	Spot EOE NOTICE	0.00
8/10/2015	09:10 PM	00:60	Spot EOE NOTICE	0.00
8/17/2015	11:49 PM	00:60	Spot EOE NOTICE	0.00
8/24/2015	08:12 AM	00:60	Spot EOE NOTICE	0.00
8/31/2015	07:41 PM	00:60	Spot EOE NOTICE	0.00
9/7/2015	09:21 PM	00:60	Spot EOE NOTICE	0.00
9/14/2015	09:40 PM	00:60	Spot EOE NOTICE	0.00

Continued

WWRR-FM Invoice

Invoice ID: 16030317
Invoice Date: 3/27/2016
Page 2
Sponsor: WWRR-FM / WWRR-FM EOE
Wwrr-fm

Date	Time	Length	Description	CopyID / ISCI Code	Cost
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9/21/2015	08:27 PM	00:60	Spot EOE NOTICE	0.00
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9/28/2015 05:45 AM 00:60 Spot EOE NOTICE 0.00
10/5/2015 08:25 PM 00:60 Spot EOE NOTICE 0.00
10/12/2015 09:09 PM 00:60 Spot EOE NOTICE 0.00
10/19/2015 09:34 PM 00:60 Spot EOE NOTICE 0.00
10/26/2015 09:14 PM 00:60 Spot EOE NOTICE 0.00
11/2/2015 08:38 PM 00:60 Spot EOE NOTICE 0.00
11/9/2015 06:41 PM 00:60 Spot EOE NOTICE 0.00
11/16/2015 08:24 PM 00:60 Spot EOE NOTICE 0.00
11/23/2015 09:11 PM 00:60 Spot EOE NOTICE 0.00
11/30/2015 08:11 PM 00:60 Spot EOE NOTICE 0.00
12/7/2015 09:11 PM 00:60 Spot EOE NOTICE 0.00
12/14/2015 07:23 PM 00:60 Spot EOE NOTICE 0.00
12/21/2015 08:35 PM 00:60 Spot EOE NOTICE 0.00
12/28/2015 05:38 AM 00:60 Spot EOE NOTICE 0.00
1/4/2016 05:32 AM 00:60 Spot EOE NOTICE 0.00
1/11/2016 05:47 AM 00:60 Spot EOE NOTICE 0.00
1/18/2016 05:27 AM 00:60 Spot EOE NOTICE 0.00
1/25/2016 05:25 AM 00:60 Spot EOE NOTICE 0.00
2/1/2016 05:27 AM 00:60 Spot EOE NOTICE 0.00
2/8/2016 09:31 PM 00:60 Spot EOE NOTICE 0.00
2/15/2016 10:35 PM 00:60 Spot EOE NOTICE 0.00
2/22/2016 10:05 PM 00:60 Spot EOE NOTICE 0.00
2/29/2016 09:36 PM 00:60 Spot EOE NOTICE 0.00
3/7/2016 08:08 PM 00:60 Spot EOE NOTICE 0.00
3/14/2016 07:18 PM 00:60 Spot EOE NOTICE 0.00
3/21/2016 11:09 PM 00:60 Spot EOE NOTICE 0.00

52 Total Items Total Cost: 0.00

Amount Due: 0.00

Exhibit B

WICK

EQUAL OPPORTUNITY ANN

2009-1

FOX SPORTS RADIO, THE GAME, IS AN EQUAL OPPORTUNITY EMPLOYER. OUR STATION AFFORDS EQUAL OPPORTUNITY IN EMPLOYMENT TO ALL QUALIFIED PERSONS. NO PERSON WILL BE DISCRIMINATED AGAINST IN EMPLOYMENT BY RACE, COLOR, RELIGION, NATIONAL ORIGIN OR GENDER BY THIS STATION. IF YOUR ORGANIZATION WOULD LIKE TO BE NOTIFIED WHEN FOX SPORTS RADIO, THE GAME, IS SEEKING APPLICANTS FOR EMPLOYMENT, CONTACT US BY LETTER OR FAX. TELL US THE NAME OF YOUR ORGANIZATION, THE MAILING ADDRESS, TELEPHONE NUMBER, FAX NUMBER AND THE NAME OF THE PERSON WHO WILL RECEIVE THE NOTICE. OUR STATION WILL NOTIFY YOUR ORGANIZATION OF ALL FULL TIME OPENINGS. OR YOU MAY SPECIFY THE JOB OPENINGS YOU WANT NOTICE FOR. MAIL YOUR REQUEST TO FOX SPORTS RADIO THE GAME, 1049 NORTH SEKOL ROAD, SCRANTON, PA 18504, OR FAX IT TO 570-344-0996. THAT'S ALL YOU NEED TO DO TO RECEIVE NOTICE OF EMPLOYMENT OPPORTUNITIES. AND WHEN WICK HAS A JOB OPENING WE'LL NOTIFY YOUR GROUP.

WICK

EEO ANNOUNCEMENT

THE GAME Invoice

Invoice ID: 16030319

Invoice Date: 3/27/2016

Account ID: 2182 / WICEOE

Order ID: 2182-008

Account Rep: Station

Amount Due: \$0.00

Amount Paid: _____

WICK-AM/WYCK-AM THE GAME-- 1340, 1400 & 1440AM

1049 N. Sekol Road

Scranton, PA 18504

Phone (570) 344-1221 * Fax (570) 344-0996

Please contact your account representative upon receipt of this invoice. We have begun e-billing and want to be sure you are receiving your invoices properly.

WICK - THE GAME

Page 1

Sponsor: WICK - THE GAME

WICK - THE GAME

Date Time Length Description CopyID / ISCI Code Cost

3/30/2015	07:42 PM	:60	Spot EOE NOTICE	0.00
4/6/2015	05:43 AM	:60	Spot EOE NOTICE	0.00
4/13/2015	11:43 PM	:60	Spot EOE NOTICE	0.00
4/22/2015	11:40 AM	:60	Spot EOE NOTICE	0.00
4/27/2015	11:43 PM	:60	Spot EOE NOTICE	0.00
5/4/2015	09:42 PM	:60	Spot EOE NOTICE	0.00
5/11/2015	05:45 AM	:60	Spot EOE NOTICE	0.00
5/18/2015	10:42 PM	:60	Spot EOE NOTICE	0.00
5/25/2015	04:45 PM	:60	Spot EOE NOTICE	0.00
6/1/2015	10:55 PM	:60	Spot EOE NOTICE	0.00
6/8/2015	10:55 PM	:60	Spot EOE NOTICE	0.00
6/15/2015	09:43 PM	:60	Spot EOE NOTICE	0.00
6/22/2015	10:55 PM	:60	Spot EOE NOTICE	0.00
6/29/2015	02:55 PM	:60	Spot EOE NOTICE	0.00
7/6/2015	10:55 PM	:60	Spot EOE NOTICE	0.00
7/13/2015	10:19 AM	:60	Spot EOE NOTICE	0.00
7/20/2015	11:43 PM	:60	Spot EOE NOTICE	0.00
7/27/2015	05:46 AM	:60	Spot EOE NOTICE	0.00
8/3/2015	02:57 PM	:60	Spot EOE NOTICE	0.00
8/10/2015	10:55 PM	:60	Spot EOE NOTICE	0.00
8/17/2015	10:23 AM	:60	Spot EOE NOTICE	0.00
8/24/2015	09:48 AM	:60	Spot EOE NOTICE	0.00
8/31/2015	11:55 PM	:60	Spot EOE NOTICE	0.00
9/7/2015	09:42 PM	:60	Spot EOE NOTICE	0.00
9/14/2015	10:55 PM	:60	Spot EOE NOTICE	0.00
9/21/2015	05:45 AM	:60	Spot EOE NOTICE	0.00
9/28/2015	08:55 PM	:60	Spot EOE NOTICE	0.00
10/5/2015	11:17 PM	:60	Spot EOE NOTICE	0.00
10/12/2015	07:55 PM	:60	Spot EOE NOTICE	0.00

Continued

THE GAME Invoice

Invoice ID: 16030319

Invoice Date: 3/27/2016 Page 2

Sponsor: WICK - THE GAME

WICK - THE GAME

Date Time Length Description CopyID / ISCI Code Cost

10/19/2015 09:43 PM :60 Spot EOE NOTICE 0.00
10/26/2015 05:45 AM :60 Spot EOE NOTICE 0.00
11/2/2015 10:55 PM :60 Spot EOE NOTICE 0.00
11/9/2015 11:44 PM :60 Spot EOE NOTICE 0.00
11/16/2015 07:55 PM :60 Spot EOE NOTICE 0.00
11/23/2015 10:20 AM :60 Spot EOE NOTICE 0.00
11/30/2015 08:44 PM :60 Spot EOE NOTICE 0.00
12/7/2015 09:55 PM :60 Spot EOE NOTICE 0.00
12/14/2015 01:59 PM :60 Spot EOE NOTICE 0.00
12/21/2015 05:46 AM :60 Spot EOE NOTICE 0.00
12/28/2015 10:17 PM :60 Spot EOE NOTICE 0.00
1/4/2016 11:43 PM :60 Spot EOE NOTICE 0.00
1/11/2016 09:42 PM :60 Spot EOE NOTICE 0.00
1/18/2016 07:17 PM :60 Spot EOE NOTICE 0.00
1/25/2016 08:43 PM :60 Spot EOE NOTICE 0.00
2/1/2016 09:22 AM :60 Spot EOE NOTICE 0.00
2/8/2016 07:45 AM :60 Spot EOE NOTICE 0.00
2/15/2016 10:42 PM :60 Spot EOE NOTICE 0.00
2/22/2016 09:42 PM :60 Spot EOE NOTICE 0.00
2/29/2016 07:42 PM :60 Spot EOE NOTICE 0.00
3/7/2016 05:55 AM :60 Spot EOE NOTICE 0.00
3/14/2016 10:35 AM :60 Spot EOE NOTICE 0.00
3/21/2016 05:44 PM :60 Spot EOE NOTICE 0.00
52 Total Items Total Cost: 0.00

Amount Due: 0.00

Exhibit C

THE TALKER WTRW

EQUAL OPPORTUNITY ANN

2010-1

94.3 THE TALKER IS AN EQUAL OPPORTUNITY EMPLOYER. OUR STATION AFFORDS EQUAL OPPORTUNITY IN EMPLOYMENT TO ALL QUALIFIED PERSONS. NO PERSON WILL BE DISCRIMINATED AGAINST IN EMPLOYMENT BY RACE, COLOR, RELIGION, NATIONAL ORIGIN OR GENDER BY THIS STATION. IF YOUR ORGANIZATION WOULD LIKE TO BE NOTIFIED WHEN THE TALKER IS SEEKING APPLICANTS FOR EMPLOYMENT, CONTACT US BY LETTER OR FAX. TELL US THE NAME OF YOUR ORGANIZATION, THE MAILING ADDRESS, TELEPHONE NUMBER, FAX NUMBER AND THE NAME OF THE PERSON WHO WILL RECEIVE THE NOTICE. OUR STATION WILL NOTIFY YOUR ORGANIZATION OF ALL FULL TIME OPENINGS. OR YOU MAY SPECIFY THE JOB OPENINGS YOU WANT NOTICE FOR. MAIL YOUR REQUEST TO 94.3 THE TALKER, 1049 NORTH SEKOL ROAD, SCRANTON, PA 18504, OR FAX IT TO 570-344-0996. THAT'S ALL YOU NEED TO DO TO RECEIVE NOTICE OF EMPLOYMENT OPPORTUNITIES. AND WHEN WTRW HAS A JOB OPENING WE'LL NOTIFY YOUR GROUP.

WTRW

EEO ANNOUNCEMENT

WTRW-FM Invoice

Invoice ID: 16030318

Invoice Date: 3/27/2016

Account ID: 3047

Order ID: 3047-001

Account Rep: BRIAN SPINELLI

Amount Due: \$0.00

Amount Paid: _____

94.3 WTRW-FM--The Talker

1049 N. Sekol Road

Scranton, PA 18504

Phone (570) 344-1221 * Fax (570) 344-0996

Please contact your account representative upon receipt of this invoice. We have begun e-billing and want to be sure you are receiving your invoices properly.

WTRW

Page 1

Sponsor: WTRW / WTRW--EEO

WTRW

Date	Time	Length	Description	CopyID / ISCI	Code	Cost
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4/6/2015	10:28 PM	:60	Spot COM-DA0006	0.00		
4/20/2015	06:48 AM	:60	Spot COM-DA0006	0.00		
5/4/2015	11:47 PM	:60	Spot COM-DA0006	0.00		
5/18/2015	09:28 PM	:60	Spot COM-DA0006	0.00		
6/1/2015	08:29 PM	:60	Spot COM-DA0006	0.00		
6/15/2015	11:29 PM	:60	Spot COM-DA0006	0.00		
6/29/2015	10:50 PM	:60	Spot COM-DA0006	0.00		
7/13/2015	09:18 PM	:60	Spot COM-DA0006	0.00		
7/27/2015	07:33 PM	:60	Spot COM-DA0006	0.00		
8/10/2015	10:48 PM	:60	Spot COM-DA0006	0.00		
8/24/2015	08:57 AM	:60	Spot COM-DA0006	0.00		
9/7/2015	07:29 PM	:60	Spot COM-DA0006	0.00		
9/21/2015	11:32 PM	:60	Spot COM-DA0006	0.00		
10/5/2015	06:19 PM	:60	Spot COM-DA0006	0.00		
10/19/2015	10:49 PM	:60	Spot COM-DA0006	0.00		
11/2/2015	11:28 PM	:60	Spot COM-DA0006	0.00		
11/16/2015	09:47 PM	:60	Spot COM-DA0006	0.00		
11/30/2015	10:28 PM	:60	Spot COM-DA0006	0.00		
12/14/2015	11:04 PM	:60	Spot COM-DA0006	0.00		
12/28/2015	09:04 PM	:60	Spot COM-DA0006	0.00		
1/9/2016	10:28 PM	:60	Spot COM-DA0006	0.00		
1/11/2016	07:29 PM	:60	Spot COM-DA0006	0.00		
1/25/2016	06:32 PM	:60	Spot COM-DA0006	0.00		
2/8/2016	11:17 PM	:60	Spot COM-DA0006	0.00		
2/22/2016	09:28 PM	:60	Spot COM-DA0006	0.00		
3/7/2016	10:21 PM	:60	Spot COM-DA0006	0.00		
3/21/2016	07:31 PM	:60	Spot COM-DA0006	0.00		

27 Total Items Total Cost: 0.00

Amount Due: 0.00

Interns and part-time employees will be recruited for positions as they occur using all resources available. Those part-time employees may apply for full-time openings and compete for those full time positions with other qualified candidates as the employment unit performs outreach. In all recruiting and hiring the station employment unit will recruit and hire with full compliance to the Equal Employment Opportunity regulations.

Annual EEO Public File Report

Appendix C-2016

Bold Gold Media Business Manager, Ashok Divecha, participated in an annual practice interview day sponsored by regional school systems and the Wayne County School-To-Work Committee. On March 17, 2016, the Business Manager participated in the D. Carl Peet Memorial Mock Interview Day. The program is designed to give high school sophomores, juniors and seniors the opportunity practice their interview skills with members of the business community. Students have the opportunity to see if their particular skills and interests are compatible with various careers available in the local community; including the broadcast industry. The participating High Schools included Honesdale High School, Western Wayne High School, Forest City High School and Lake Wallenpaupack High School.

Annual EEO Public File Report

Appendix D-2016

Northeastern Pennsylvania Broadcast Career Fair

Bold Gold Media WBS, LP participated as an exhibitor at the Northeast Pennsylvania Broadcast Career Fair on Monday, March 21, 2016. This event was organized to offer members of the public the opportunity to meet with area broadcasters and learn about employment opportunities in the market. The event was held at the WVIA Studio Building in Pittston TWP, PA. Bold Gold Media was a co-sponsor of the event. Ashok Divechia and Phillip Bullwinkel represented the Scranton Employment Unit at the event. They met with 27 attendees and explained job opportunities in the broadcasting field and collected resumes for consideration for future job openings. The event drew 63 attendees.

Annual EEO Public File Report

Appendix E-2016

Employment Expo 2015:

Bold Gold Media WBS, LP participated as exhibitor and media sponsor at the Employment Expo 2015. The event was held on Tuesday, April 24, 2015 at the Mohegan Sun Arena in Wilkes-Barre Twp, PA. Over 80 employers/organizations participated with over 2,500 job seekers in attendance. The event was co-sponsored by the Greater Scranton Chamber of Commerce. Ashok Divecha represented the Bold Gold Media. He met with interested job seekers, explaining employment opportunities in the field of radio broadcasting, and accepting resumes for future openings.