

Annual Equal Employment Opportunity Public File Report

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

April 1, 2016 – March 31, 2017

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, 2016 up to and including March 31, 2017.

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, 2016 to March 31, 2017

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
--	---------------------------------------	---

No full-time positions open.

Total Number of Persons Interviewed During Applicable Period: 0

## Annual Source Information

Recruitment Sources Employed for outreach during Applicable Period:

No full-time positions open.

Appendix 2

EEO Public File Report Form

Covering the Period from April 1, 2016 to March 31, 2017

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

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
---	--	--

No full-time positions open.

# Indicates sources that have requested notification of job openings.

## Appendix 3

### Annual EEO Public File Report Form

Covering the Period from April 1, 2016 to March 31, 2017

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-2017

Co-Hosted Northeast Broadcast Career Fair on March 20, 2017.

#### Appendix B-2017

Broadcast Equal Opportunity Employment Notices on all stations.

#### Appendix C-2017

Participated in the High School Mock Interview Program on March 23, 2017

#### Appendix D-2017

Participated in the Northeast Broadcasters Employment Fair

#### Appendix E-2017

Participated in Employment Expo 2016

#### Appendix F-2017

Participated in Working Pike Job Fair 2016

## Appendix A-2017

### Northeast Broadcast Career Fair

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

Appendix A  
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 20, 2017 from 4:00 pm. to 6:00 pm. 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 employers present. This event was conducted at no cost to the participating employers 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 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, 2016 and drew up the outline for the career fair based on a successful promotion held in 2016. 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. Other area broadcasters would be invited to attend by the sponsors, and would be encouraged to promote the event on their stations.

In January 2017 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 2017. 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 pm. to 6:00 pm. 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  
619 Alexander Rd 3<sup>rd</sup> 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

WWRR/WICK/WYCK/WTRW/WCDL and WVIA scheduled announcements during the four 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 February 27 to March 20, 2017.

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  
Luzerne County Community College

The sponsor representatives reviewed plans in mid-February.

On Monday, March 20, 2017 the sponsors conducted the career fair. 9 employers: WOLF/WSWB/WQMY-TV, ION Media, WHLM Radio, WNEP-TV, WBRE/WYOU-TV, Geos Communications, MX1 and the sponsors Bold Gold Media and WVIA-FM/TV reserved space to greet persons interested in broadcasting careers. The participating employers sent 12 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. They were free to meet with any employers they desired. A review of the central registration showed that 21 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. Attendees included college students, recent college graduates, members of the public seeking information or opportunities with broadcasters and current or former broadcast employees seeking new opportunities for employment. Broadcasters with openings used the event to arrange for follow-up meetings with interested attendees.

The sponsor representatives judged that the event was a success. It drew potential employees, many 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 2018.

## Appendix A

### 2. Station Promotional Announcement

#### Bold Gold Media Group/WVIA Career Fair

#### 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 105 the River, 94-3 the Talker, The Game-NEPA's Sports Radio, Public Media WVIA-FM and TV, and other regional broadcasters on Monday, March 23rd from 4:00 to 6:00p.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 pm. on Monday, March 23rd. WVIA, and Bold Gold Media Group are equal opportunity employers, who hope to meet you at the Broadcast Career Fair.

*Broadcasters were permitted to customize this message.*

# Appendix A

## 3 .WVRR/WYCK Promotional Announcement Schedule

### Log-Times Report BOLDGOLDWBS

#### WVRR/WYCK

THE RIVER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Mon 2/20/2017	00:30@03:14 AM 00:30@03:39 PM	00:30@04:36 AM 00:30@06:41 PM	00:30@10:23 AM 00:30@09:21 PM	00:30@11:25 AM 00:30@11:22 PM
THE RIVER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Tue 2/21/2017	00:30@02:33 AM 00:30@03:39 PM	00:30@03:29 AM 00:30@06:26 PM	00:30@10:25 AM 00:30@08:35 PM	00:30@02:27 PM 00:30@10:22 PM
THE RIVER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Wed 2/22/2017	00:30@12:41 AM 00:30@03:41 PM	00:30@04:38 AM 00:30@06:26 PM	00:30@10:25 AM 00:30@07:41 PM	00:30@11:40 AM 00:30@11:50 PM
THE RIVER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Thu 2/23/2017	00:30@01:40 AM 00:30@02:41 PM	00:30@02:35 AM 00:30@06:28 PM	00:30@06:22 AM 00:30@08:39 PM	00:30@11:23 AM 00:30@09:51 PM
THE RIVER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Fri 2/24/2017	00:30@03:40 AM 00:30@03:40 PM	00:30@04:42 AM 00:30@06:25 PM	00:30@10:41 AM 00:30@10:26 PM	00:30@11:41 AM 00:30@11:26 PM
THE RIVER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Sat 2/25/2017	00:30@01:41 AM 00:30@01:35 PM	00:30@02:44 AM 00:30@05:36 PM	00:30@06:51 AM 00:30@07:20 PM	00:30@07:49 AM 00:30@08:51 PM
THE RIVER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Sun 2/26/2017	00:30@02:42 AM 00:30@10:32 AM	00:30@04:41 AM 00:30@03:48 PM	00:30@06:22 AM 00:30@05:25 PM	00:30@09:21 AM 00:30@10:21 PM
THE RIVER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Mon 2/27/2017	00:30@03:37 AM 00:30@02:22 PM	00:30@04:34 AM 00:30@06:24 PM	00:30@06:23 AM 00:30@09:20 AM	00:30@11:38 AM 00:30@11:33 PM
THE RIVER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Tue 2/28/2017	00:30@12:42 AM 00:30@11:22 AM	00:30@03:34 AM 00:30@06:37 PM	00:30@06:12 AM 00:30@07:35 PM	00:30@10:20 AM 00:30@08:09 PM
THE RIVER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Wed 3/1/2017	00:30@02:36 AM 00:30@03:26 PM	00:30@04:32 AM 00:30@07:24 PM	00:30@10:23 AM 00:30@10:22 PM	00:30@02:29 PM 00:30@11:20 PM
THE RIVER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Thu 3/2/2017	00:30@02:40 AM 00:30@02:23 PM	00:30@03:34 AM 00:30@06:28 PM	00:30@06:24 AM 00:30@08:37 PM	00:30@11:28 AM 00:30@09:37 PM
THE RIVER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Fri 3/3/2017	00:30@12:42 AM 00:30@06:24 PM	00:30@01:40 AM 00:30@07:23 PM	00:30@10:23 AM 00:30@10:09 PM	00:30@02:26 PM 00:30@10:09 PM
THE RIVER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Sat 3/4/2017	00:30@03:42 AM 00:30@01:46 PM	00:30@04:41 AM 00:30@04:20 PM	00:30@06:38 AM 00:30@05:47 PM	00:30@07:48 AM 00:30@11:33 PM
THE RIVER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Sun 3/5/2017	00:30@02:41 AM 00:30@11:40 AM	00:30@03:40 AM 00:30@12:13 PM	00:30@06:07 AM 00:30@03:35 PM	00:30@08:39 AM 00:30@04:21 PM
THE RIVER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Mon 3/6/2017	00:30@02:42 AM 00:30@02:24 PM	00:30@04:13 AM 00:30@06:25 PM	00:30@06:42 AM 00:30@07:41 PM	00:30@10:21 AM 00:30@10:21 PM
THE RIVER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Tue 3/7/2017	00:30@03:41 AM 00:30@03:24 PM	00:30@04:38 AM 00:30@06:21 PM	00:30@10:22 AM 00:30@08:20 PM	00:30@11:23 AM 00:30@11:22 PM
THE RIVER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Wed 3/8/2017	00:30@02:40 AM 00:30@05:39 PM	00:30@04:13 AM 00:30@06:27 PM	00:30@10:22 AM 00:30@09:34 PM	00:30@02:26 PM 00:30@10:22 PM
THE RIVER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Thu 3/9/2017	00:30@03:33 AM 00:30@06:25 PM	00:30@06:25 AM 00:30@07:24 PM	00:30@11:27 AM 00:30@08:36 PM	00:30@02:26 PM 00:30@08:36 PM
THE RIVER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Fri 3/10/2017	00:30@01:42 AM 00:30@03:29 PM	00:30@04:37 AM 00:30@06:38 PM	00:30@10:22 AM 00:30@10:26 PM	00:30@11:27 AM 00:30@11:26 PM
THE RIVER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Sat 3/11/2017	00:30@02:43 AM 00:30@04:21 PM	00:30@04:40 AM 00:30@05:46 PM	00:30@06:22 AM 00:30@07:50 PM	00:30@07:26 AM 00:30@09:57 PM
THE RIVER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Sun 3/12/2017	00:30@01:44 AM 00:30@11:54 AM	00:30@03:42 AM 00:30@12:21 PM	00:30@07:24 AM 00:30@03:54 PM	00:30@08:25 AM 00:30@04:23 PM
THE RIVER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Mon 3/13/2017	00:30@02:32 AM 00:30@02:27 PM	00:30@03:31 AM 00:30@06:25 PM	00:30@06:24 AM 00:30@08:25 PM	00:30@10:20 AM 00:30@11:20 PM
THE RIVER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Tue 3/14/2017	00:30@03:18 AM 00:30@03:54 PM	00:30@04:43 AM 00:30@06:25 PM	00:30@10:24 AM 00:30@09:49 PM	00:30@11:25 AM 00:30@10:24 PM
THE RIVER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Wed 3/15/2017	00:30@12:47 AM 00:30@06:26 PM	00:30@01:46 AM 00:30@07:49 PM	00:30@10:25 AM 00:30@11:42 PM	00:30@05:37 PM 00:30@11:42 PM
THE RIVER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Thu 3/16/2017	00:30@03:45 AM 00:30@02:27 PM	00:30@04:47 AM 00:30@06:26 PM	00:30@06:14 AM 00:30@08:37 PM	00:30@11:26 AM 00:30@09:35 PM
THE RIVER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Fri 3/17/2017	00:30@03:42 AM 00:30@03:24 PM	00:30@04:43 AM 00:30@06:25 PM	00:30@11:23 AM 00:30@10:28 PM	00:30@12:13 PM 00:30@11:27 PM
THE RIVER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Sat 3/18/2017	00:30@03:21 AM 00:30@11:42 AM	00:30@04:42 AM 00:30@03:45 PM	00:30@06:21 AM 00:30@07:20 PM	00:30@07:48 AM 00:30@08:27 PM
THE RIVER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Sun 3/19/2017	00:30@03:41 AM 00:30@01:49 PM	00:30@05:39 AM 00:30@02:24 PM	00:30@06:20 AM 00:30@04:08 PM	00:30@08:21 AM 00:30@05:21 PM
THE RIVER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Mon 3/20/2017	00:30@12:41 AM 00:30@10:23 AM	00:30@01:44 AM 00:30@11:26 AM	00:30@02:43 AM 00:30@02:26 PM	00:30@06:23 AM 00:30@03:25 PM

# Appendix A

## 4 WYCK/WCDL Promotional Announcement Schedule

THE GAME 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Mon 2/20/2017	00:30@12:44 AM 00:30@02:00 PM	00:30@01:43 AM 00:30@03:56 PM	00:30@09:48 AM 00:30@04:56 PM	00:30@10:04 AM 00:30@08:56 PM
THE GAME 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Tue 2/21/2017	00:30@02:55 AM 00:30@05:55 PM	00:30@03:55 AM 00:30@06:56 PM	00:30@11:39 AM 00:30@07:56 PM	00:30@01:49 AM 00:30@10:56 PM
THE GAME 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Wed 2/22/2017	00:30@12:55 AM 00:30@01:49 PM	00:30@01:55 AM 00:30@05:19 PM	00:30@09:22 AM 00:30@09:56 PM	00:30@10:03 AM 00:30@11:56 PM
THE GAME 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Thu 2/23/2017	00:30@03:47 AM 00:30@02:01 PM	00:30@04:43 AM 00:30@06:56 PM	00:30@09:03 AM 00:30@07:56 PM	00:30@11:26 AM 00:30@08:56 PM
THE GAME 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Fri 2/24/2017	00:30@12:43 AM 00:30@02:48 PM	00:30@02:55 AM 00:30@03:46 PM	00:30@09:02 AM 00:30@09:56 PM	00:30@10:23 AM 00:30@10:56 PM
THE GAME 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Sat 2/25/2017	00:30@01:43 AM 00:30@04:56 PM	00:30@03:43 AM 00:30@05:56 PM	00:30@06:56 AM 00:30@07:56 PM	00:30@02:56 PM 00:30@11:56 PM
THE GAME 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Sun 2/26/2017	00:30@02:55 AM 00:30@03:56 PM	00:30@04:43 AM 00:30@06:56 PM	00:30@01:46 PM 00:30@08:46 PM	00:30@02:17 PM 00:30@09:56 PM
THE GAME 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Mon 2/27/2017	00:30@12:42 AM 00:30@11:38 AM	00:30@01:43 AM 00:30@12:50 PM	00:30@08:18 AM 00:30@04:55 PM	00:30@09:21 AM 00:30@10:45 PM
THE GAME 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Tue 2/28/2017	00:30@02:45 AM 00:30@02:46 PM	00:30@03:55 AM 00:30@03:56 PM	00:30@09:02 AM 00:30@05:55 PM	00:30@01:57 PM 00:30@07:17 PM
THE GAME 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Wed 3/1/2017	00:30@12:55 AM 00:30@05:18 PM	00:30@04:55 AM 00:30@06:56 PM	00:30@10:20 AM 00:30@08:56 PM	00:30@10:45 AM 00:30@11:56 PM
THE GAME 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Thu 3/2/2017	00:30@01:55 AM 00:30@04:57 PM	00:30@02:46 AM 00:30@06:56 PM	00:30@01:58 PM 00:30@09:56 PM	00:30@02:57 PM 00:30@10:56 PM
THE GAME 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Fri 3/3/2017	00:30@01:41 AM 00:30@12:19 PM	00:30@03:46 AM 00:30@06:56 PM	00:30@08:21 AM 00:30@07:56 PM	00:30@11:53 AM 00:30@08:56 PM
THE GAME 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Sat 3/4/2017	00:30@12:42 AM 00:30@10:56 AM	00:30@04:44 AM 00:30@03:44 PM	00:30@06:56 AM 00:30@05:56 PM	00:30@09:45 AM 00:30@11:46 PM
THE GAME 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Sun 3/5/2017	00:30@02:42 AM 00:30@04:17 PM	00:30@03:55 AM 00:30@06:45 PM	00:30@08:48 AM 00:30@09:46 PM	00:30@09:57 AM 00:30@10:18 PM
THE GAME 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Mon 3/6/2017	00:30@12:55 AM 00:30@01:00 PM	00:30@01:55 AM 00:30@03:46 PM	00:30@08:55 AM 00:30@05:55 PM	00:30@12:17 PM 00:30@08:42 PM
THE GAME 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Tue 3/7/2017	00:30@03:46 AM 00:30@05:18 PM	00:30@04:45 AM 00:30@06:56 PM	00:30@10:22 AM 00:30@07:56 PM	00:30@11:32 AM 00:30@11:44 PM
THE GAME 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Wed 3/8/2017	00:30@12:44 AM 00:30@03:56 PM	00:30@02:46 AM 00:30@06:18 PM	00:30@10:58 AM 00:30@09:56 PM	00:30@02:49 PM 00:30@10:43 PM
THE GAME 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Thu 3/9/2017	00:30@01:55 AM 00:30@04:19 PM	00:30@03:46 AM 00:30@06:46 PM	00:30@10:03 AM 00:30@07:56 PM	00:30@01:21 PM 00:30@08:56 PM
THE GAME 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Fri 3/10/2017	00:30@12:55 AM 00:30@02:57 PM	00:30@04:55 AM 00:30@06:47 PM	00:30@09:21 AM 00:30@09:56 PM	00:30@12:49 PM 00:30@11:56 PM
THE GAME 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Sat 3/11/2017	00:30@01:42 AM 00:30@05:18 PM	00:30@02:42 AM 00:30@07:56 PM	00:30@06:46 AM 00:30@10:44 PM	00:30@03:45 AM 00:30@01:56 PM
THE GAME 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Sun 3/12/2017	00:30@01:44 AM 00:30@02:20 PM	00:30@04:55 AM 00:30@04:57 PM	00:30@08:47 AM 00:30@06:56 PM	00:30@01:56 PM 00:30@08:43 PM
THE GAME 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Mon 3/13/2017	00:30@12:39 AM 00:30@11:00 AM	00:30@03:39 AM 00:30@03:55 PM	00:30@09:18 AM 00:30@05:13 PM	00:30@10:18 AM 00:30@09:55 PM
THE GAME 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Tue 3/14/2017	00:30@02:55 AM 00:30@02:46 PM	00:30@04:55 AM 00:30@04:56 PM	00:30@09:03 AM 00:30@06:56 PM	00:30@12:49 PM 00:30@10:43 PM
THE GAME 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Wed 3/15/2017	00:30@12:55 AM 00:30@02:01 PM	00:30@01:55 AM 00:30@05:18 PM	00:30@09:24 AM 00:30@06:46 PM	00:30@10:03 AM 00:30@11:56 PM
THE GAME 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Thu 3/16/2017	00:30@02:47 AM 00:30@03:57 PM	00:30@03:55 AM 00:30@06:56 PM	00:30@11:17 AM 00:30@07:56 PM	00:30@12:58 PM 00:30@09:56 PM
THE GAME 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Fri 3/17/2017	00:30@01:43 AM 00:30@05:48 PM	00:30@04:55 AM 00:30@06:57 PM	00:30@01:20 PM 00:30@08:57 PM	00:30@02:59 PM 00:30@10:56 PM
THE GAME 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Sat 3/18/2017	00:30@12:42 AM 00:30@01:56 PM	00:30@02:44 AM 00:30@03:42 PM	00:30@06:55 AM 00:30@04:56 PM	00:30@10:56 AM 00:30@11:44 PM
THE GAME 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Sun 3/19/2017	00:30@01:55 AM 00:30@05:56 PM	00:30@03:46 AM 00:30@06:21 PM	00:30@08:20 AM 00:30@07:44 PM	00:30@08:58 AM 00:30@09:46 PM
THE GAME 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Mon 3/20/2017	00:30@12:45 AM 00:30@10:04 AM	00:30@02:47 AM 00:30@12:18 PM	00:30@05:46 AM 00:30@01:46 PM	00:30@09:03 AM 00:30@03:47 PM

## Appendix A 5 WTRW Promotional Announcement Schedule

THE TALKER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Mon 2/20/2017	00:30@12:59 AM 00:30@03:25 PM	00:30@01:32 AM 00:30@03:55 PM	00:30@08:50 AM 00:30@05:25 PM	00:30@01:05 PM 00:30@09:49 PM
THE TALKER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Tue 2/21/2017	00:30@02:26 AM 00:30@10:26 AM	00:30@04:23 AM 00:30@06:05 PM	00:30@06:21 AM 00:30@11:05 PM	00:30@09:58 AM
THE TALKER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Wed 2/22/2017	00:30@12:05 AM 00:30@11:34 AM	00:30@03:02 AM 00:30@04:25 PM	00:30@06:21 AM 00:30@07:05 PM	00:30@08:51 AM 00:30@10:19 PM
THE TALKER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Thu 2/23/2017	00:30@01:05 AM 00:30@12:21 PM	00:30@03:05 AM 00:30@03:59 PM	00:30@09:06 AM 00:30@08:05 PM	00:30@09:59 AM 00:30@09:05 PM
THE TALKER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Fri 2/24/2017	00:30@01:05 AM 00:30@11:05 AM	00:30@04:32 AM 00:30@06:51 PM	00:30@06:06 AM 00:30@07:19 PM	00:30@10:48 AM 00:30@11:49 PM
THE TALKER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Sat 2/25/2017	00:30@02:05 AM 00:30@05:51 PM	00:30@04:26 AM 00:30@06:59 PM	00:30@06:47 AM 00:30@09:06 PM	00:30@07:13 AM 00:30@10:59 PM
THE TALKER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Sun 2/26/2017	00:30@02:05 AM 00:30@08:05 PM	00:30@03:32 AM 00:30@11:31 PM	00:30@02:13 PM	00:30@06:32 PM
THE TALKER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Mon 2/27/2017	00:30@12:59 AM 00:30@11:52 AM	00:30@03:05 AM 00:30@07:58 PM	00:30@08:21 AM 00:30@09:05 PM	00:30@10:54 AM 00:30@10:49 PM
THE TALKER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Tue 2/28/2017	00:30@03:02 AM 00:30@02:25 PM	00:30@04:05 AM 00:30@03:23 PM	00:30@09:52 AM 00:30@08:05 PM	00:30@12:05 PM 00:30@10:49 PM
THE TALKER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Wed 3/1/2017	00:30@01:32 AM 00:30@12:28 PM	00:30@02:02 AM 00:30@05:59 PM	00:30@06:05 AM 00:30@07:59 PM	00:30@10:51 AM 00:30@11:05 PM
THE TALKER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Thu 3/2/2017	00:30@04:05 AM 00:30@04:59 PM	00:30@06:50 AM 00:30@06:05 PM	00:30@07:05 AM 00:30@08:05 PM	00:30@11:59 AM 00:30@09:02 PM
THE TALKER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Fri 3/3/2017	00:30@12:22 AM 00:30@03:26 PM	00:30@03:05 AM 00:30@06:33 PM	00:30@08:50 AM 00:30@07:50 PM	00:30@01:05 PM 00:30@10:02 PM
THE TALKER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Sat 3/4/2017	00:30@01:25 AM 00:30@03:05 PM	00:30@03:05 AM 00:30@07:20 PM	00:30@06:47 AM 00:30@09:05 PM	00:30@07:59 AM 00:30@10:59 PM
THE TALKER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Sun 3/5/2017	00:30@02:26 AM 00:30@08:05 PM	00:30@04:05 AM 00:30@11:03 PM	00:30@07:13 AM	00:30@12:59 PM
THE TALKER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Mon 3/6/2017	00:30@12:06 AM 00:30@02:05 PM	00:30@01:05 AM 00:30@06:05 PM	00:30@08:32 AM 00:30@07:59 PM	00:30@12:58 PM 00:30@09:05 PM
THE TALKER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Tue 3/7/2017	00:30@01:02 AM 00:30@12:05 PM	00:30@03:05 AM 00:30@06:59 PM	00:30@08:59 AM 00:30@08:05 PM	00:30@11:54 AM 00:30@10:02 PM
THE TALKER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Wed 3/8/2017	00:30@04:27 AM 00:30@03:59 PM	00:30@04:32 AM 00:30@05:59 PM	00:30@10:52 AM 00:30@09:05 PM	00:30@11:05 PM 00:30@11:59 PM
THE TALKER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Thu 3/9/2017	00:30@01:32 AM 00:30@12:26 PM	00:30@02:32 AM 00:30@06:59 PM	00:30@06:05 AM 00:30@07:59 PM	00:30@07:06 AM 00:30@08:59 PM
THE TALKER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Fri 3/10/2017	00:30@02:05 AM 00:30@11:27 AM	00:30@03:32 AM 00:30@03:05 PM	00:30@06:31 AM 00:30@09:05 PM	00:30@10:26 AM 00:30@10:20 PM
THE TALKER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Sat 3/11/2017	00:30@01:32 AM 00:30@05:04 PM	00:30@04:05 AM 00:30@06:05 PM	00:30@06:43 AM 00:30@09:03 PM	00:30@07:13 AM 00:30@11:06 PM
THE TALKER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Sun 3/12/2017	00:30@02:05 AM 00:30@08:32 PM	00:30@03:03 AM	00:30@07:13 AM	00:30@01:59 PM
THE TALKER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Mon 3/13/2017	00:30@12:05 AM 00:30@02:26 PM	00:30@07:21 AM 00:30@04:58 PM	00:30@09:34 AM 00:30@06:05 PM	00:30@01:05 PM 00:30@10:59 PM
THE TALKER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Tue 3/14/2017	00:30@01:05 AM 00:30@04:24 PM	00:30@03:02 AM 00:30@04:58 PM	00:30@09:05 AM 00:30@06:58 PM	00:30@01:05 PM 00:30@09:58 PM
THE TALKER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Wed 3/15/2017	00:30@04:05 AM 00:30@05:59 PM	00:30@05:42 AM 00:30@06:47 PM	00:30@11:05 AM 00:30@07:46 PM	00:30@12:05 PM 00:30@11:58 PM
THE TALKER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Thu 3/16/2017	00:30@01:23 AM 00:30@02:05 PM	00:30@03:23 AM 00:30@03:25 PM	00:30@06:04 AM 00:30@08:05 PM	00:30@01:05 PM 00:30@10:05 PM
THE TALKER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Fri 3/17/2017	00:30@01:05 AM 00:30@12:05 PM	00:30@02:32 AM 00:30@06:05 PM	00:30@10:26 AM 00:30@09:59 PM	00:30@10:51 AM
THE TALKER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Sat 3/18/2017	00:30@02:32 AM 00:30@04:59 PM	00:30@03:05 AM 00:30@09:59 PM	00:30@06:13 AM 00:30@10:06 PM	00:30@07:13 AM 00:30@11:06 PM
THE TALKER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Sun 3/19/2017	00:30@02:05 AM	00:30@04:05 AM	00:30@08:02 PM	
THE TALKER 2492-021 Bold Gold Employment / Bold Gold Employment--BROADCAST EMPLOYMENT FAIR	Mon 3/20/2017	00:30@01:32 AM 00:30@11:49 AM	00:30@02:02 AM 00:30@12:22 PM	00:30@03:05 AM 00:30@01:05 PM	00:30@09:50 AM 00:30@03:59 PM

## Appendix B 2017

### 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/WYCK

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/WYCK EOE Notice Schedule

THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 4/4/2016	00:60@05:34 AM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 4/11/2016	00:60@08:10 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 4/18/2016	00:60@09:09 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 4/25/2016	00:60@11:07 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 5/2/2016	00:60@10:34 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 5/9/2016	00:60@09:08 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 5/16/2016	00:60@05:35 AM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 5/23/2016	00:60@08:09 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 5/30/2016	00:60@07:09 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 6/6/2016	00:60@11:11 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 6/13/2016	00:60@10:11 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 6/20/2016	00:60@11:11 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 6/27/2016	00:60@09:40 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 7/4/2016	00:60@08:10 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 7/11/2016	00:60@07:24 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 7/18/2016	00:60@09:07 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 7/25/2016	00:60@11:09 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 8/1/2016	00:60@10:33 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 8/8/2016	00:60@08:05 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 8/15/2016	00:60@07:38 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 8/22/2016	00:60@09:38 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 8/29/2016	00:60@05:28 AM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 9/5/2016	00:60@10:08 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 9/12/2016	00:60@10:37 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 9/19/2016	00:60@11:34 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 9/26/2016	00:60@07:36 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 10/3/2016	00:60@05:29 AM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 10/10/2016	00:60@09:35 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 10/17/2016	00:60@10:09 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 10/24/2016	00:60@07:11 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 10/31/2016	00:60@11:37 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 11/7/2016	00:60@08:35 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 11/14/2016	00:60@03:10 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 11/21/2016	00:60@10:37 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 11/28/2016	00:60@07:25 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 12/5/2016	00:60@05:35 AM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 12/12/2016	00:60@08:32 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 12/19/2016	00:60@09:31 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 12/26/2016	00:60@11:20 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 1/2/2017	00:60@07:33 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 1/9/2017	00:60@02:09 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 1/16/2017	00:60@03:26 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 1/23/2017	00:60@10:31 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 1/30/2017	00:60@08:38 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 2/6/2017	00:60@11:38 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 2/13/2017	00:60@05:24 AM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 2/20/2017	00:60@12:08 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 2/27/2017	00:60@10:11 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 3/6/2017	00:60@08:12 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 3/13/2017	00:60@09:10 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 3/20/2017	00:60@09:34 PM
THE RIVER 2249-001 WWRR-FM / WWRR-FM EOE	Mon 3/27/2017	00:60@11:36 PM

2249 WWRR-FM

2249-001 WWRR-FM EOE

Exhibit B

WICK/WCDL

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/WCDL EEO ANNOUNCEMENT

THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 4/4/2016	00:60@04:55 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 4/11/2016	00:60@09:53 AM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 4/18/2016	00:60@05:42 AM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 4/25/2016	00:60@11:41 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 5/2/2016	00:60@07:55 AM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 5/9/2016	00:60@12:59 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 5/16/2016	00:60@10:43 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 5/23/2016	00:60@05:55 AM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 5/30/2016	00:60@10:33 AM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 6/6/2016	00:60@11:46 AM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 6/13/2016	00:60@11:42 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 6/20/2016	00:60@02:44 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 6/27/2016	00:60@05:44 AM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 7/4/2016	00:60@09:47 AM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 7/11/2016	00:60@08:44 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 7/18/2016	00:60@04:55 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 7/25/2016	00:60@10:46 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 8/1/2016	00:60@11:43 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 8/8/2016	00:60@09:44 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 8/15/2016	00:60@11:58 AM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 8/22/2016	00:60@05:42 AM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 8/29/2016	00:60@09:31 AM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 9/5/2016	00:60@10:44 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 9/12/2016	00:60@11:55 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 9/19/2016	00:60@10:50 AM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 9/26/2016	00:60@02:45 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 10/3/2016	00:60@11:36 AM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 10/10/2016	00:60@08:43 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 10/17/2016	00:60@09:43 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 10/24/2016	00:60@10:44 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 10/31/2016	00:60@07:44 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 11/7/2016	00:60@05:41 AM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 11/14/2016	00:60@11:43 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 11/21/2016	00:60@03:55 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 11/28/2016	00:60@08:45 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 12/5/2016	00:60@10:17 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 12/12/2016	00:60@05:44 AM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 12/19/2016	00:60@09:55 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 12/26/2016	00:60@07:55 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 1/2/2017	00:60@08:19 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 1/9/2017	00:60@02:46 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 1/16/2017	00:60@05:55 AM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 1/23/2017	00:60@09:42 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 1/30/2017	00:60@10:42 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 2/6/2017	00:60@08:44 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 2/13/2017	00:60@11:43 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 2/20/2017	00:60@05:45 AM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 2/27/2017	00:60@07:44 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 3/6/2017	00:60@09:59 AM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 3/13/2017	00:60@05:39 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 3/20/2017	00:60@09:44 PM
THE GAME 2182-008 WICK - THE GAME / WICK - THE GAME	Mon 3/27/2017	00:60@11:39 PM

2182 WICK - THE GAME EOE

2182-008 WICK - THE GAME EOE

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

THE TALKER 3047-001 WTRW / WTRW--EEO	Mon 4/4/2016	00:60@09:18 PM
THE TALKER 3047-001 WTRW / WTRW--EEO	Mon 4/18/2016	00:60@11:19 PM
THE TALKER 3047-001 WTRW / WTRW--EEO	Mon 5/2/2016	00:60@08:30 PM
THE TALKER 3047-001 WTRW / WTRW--EEO	Mon 5/16/2016	00:60@07:30 PM
THE TALKER 3047-001 WTRW / WTRW--EEO	Mon 5/30/2016	00:60@09:02 PM
THE TALKER 3047-001 WTRW / WTRW--EEO	Mon 6/13/2016	00:60@08:19 PM
THE TALKER 3047-001 WTRW / WTRW--EEO	Mon 6/27/2016	00:60@07:45 PM
THE TALKER 3047-001 WTRW / WTRW--EEO	Mon 7/11/2016	00:60@11:18 PM
THE TALKER 3047-001 WTRW / WTRW--EEO	Mon 7/25/2016	00:60@09:19 PM
THE TALKER 3047-001 WTRW / WTRW--EEO	Mon 8/8/2016	00:60@08:29 PM
THE TALKER 3047-001 WTRW / WTRW--EEO	Mon 8/22/2016	00:60@10:28 PM
THE TALKER 3047-001 WTRW / WTRW--EEO	Mon 9/5/2016	00:60@09:49 PM
THE TALKER 3047-001 WTRW / WTRW--EEO	Mon 9/19/2016	00:60@11:28 PM
THE TALKER 3047-001 WTRW / WTRW--EEO	Mon 10/3/2016	00:60@10:20 PM
THE TALKER 3047-001 WTRW / WTRW--EEO	Mon 10/17/2016	00:60@08:16 PM
THE TALKER 3047-001 WTRW / WTRW--EEO	Mon 10/31/2016	00:60@09:18 PM
THE TALKER 3047-001 WTRW / WTRW--EEO	Mon 11/14/2016	00:60@10:28 PM
THE TALKER 3047-001 WTRW / WTRW--EEO	Mon 11/28/2016	00:60@11:45 PM
THE TALKER 3047-001 WTRW / WTRW--EEO	Mon 12/12/2016	00:60@11:33 AM
THE TALKER 3047-001 WTRW / WTRW--EEO	Mon 12/26/2016	00:60@07:29 PM
THE TALKER 3047-001 WTRW / WTRW--EEO	Mon 1/9/2017	00:60@08:03 PM
THE TALKER 3047-001 WTRW / WTRW--EEO	Mon 1/23/2017	00:60@09:19 PM
THE TALKER 3047-001 WTRW / WTRW--EEO	Mon 2/6/2017	00:60@10:49 PM
THE TALKER 3047-001 WTRW / WTRW--EEO	Mon 2/20/2017	00:60@07:29 PM
THE TALKER 3047-001 WTRW / WTRW--EEO	Mon 3/6/2017	00:60@11:31 PM
THE TALKER 3047-001 WTRW / WTRW--EEO	Mon 3/20/2017	00:60@10:48 PM

3047 WTRW

3047-001 WTRW--EEO

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-2017

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. Students participating attended Forest City, Western Wayne, Wayne Highlands and Wallenpaupack Area School Systems and resided within the coverage areas of WTRW, WCDL, and WWRR. On March 23, 2017, 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.

## Annual EEO Public File Report

### Appendix D-2017

Bold Gold Media WBS, LP participated as an exhibitor at the Northeast Pennsylvania Broadcast Career Fair on Monday, March 20, 2017. 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 Divecha and Phillip Bullwinkel represented the Scranton Employment Unit at the event. They met with 19 attendees and explained job opportunities in the broadcasting field and collected resumes for consideration for future job openings.



## Annual EEO Public File Report

### Appendix E 2017

Bold Gold Media WBS, LP participated as exhibitor and media sponsor at the Employment Expo 2016. The event was held on Tuesday, April 6, 2016 at the Mohegan Sun Arena in Wilkes-Barre Twp, PA. More than 80 employers/organizations participated with over 1500 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.

Annual EEO Public File Report

Appendix F 2017

Bold Gold Media WBS, LP participated as exhibitor and media sponsor at the Working Pike Job Fair 2016. The event was held on Friday, April 15, 2016 at the Best Western Inn at Hunt's Landing in Matamoras, PA. Over 70 employers/organizations participated with over 500 job seekers in attendance. The event was co-sponsored by the Pike County Economic Development Authority, Pike County Workforce Development Agency, Pike County Commissioners, and local faith based organizations. 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.