

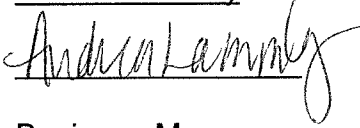
ANNUAL EEO PUBLIC FILE REPORT

For the period beginning 11/22/21 and ending 11/30/22

This report is not required if unit has fewer than five full-time employees.

This report consists of:

- Part 1 Station Information
- Part 2 Recruitment sources/interviewees for each full-time vacancy
- Part 3 Recruitment initiatives

Preparer: Andrea Lammly
Signature: 
Title: Business Manager
Date: November 30, 2022
Telephone: 802-658-1230

*This report, which usually covers the prior 12-month period, is to be placed in each station's public file and web site (if applicable) every year on the anniversary of the due date of the station's renewal application. The initial reporting period is from July 5, 2022 to the station's renewal filing deadline.

PART 1

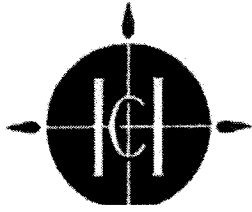
This report covers the following employment unit:

<u>Call Sign</u>	<u>AM/FM</u>	<u>Facility ID#</u>	<u>Community of License</u>	<u>State</u>	<u>LMA</u>
WOKO	FM	25867	Burlington	VT	No
WKOL	FM	68692	Plattsburgh	NY	No
WJOY	AM	25864	Burlington	VT	No
WIZN	FM	7839	Vergennes	VT	No
WBTZ	FM	52807	Plattsburgh	NY	No

Attached is information concerning the recruitment efforts undertaken by the employment unit to fill the full-time vacancies during the period covered by this report.

A total of one full-time job vacancy was filled by the employment unit.

A total number of two persons were interviewed for the full-time vacancy.



HALL *Communication*

FULL-TIME VACANCY #1

Job Title: On-Air Morning Announcer
Date Filled: March 28, 2022
Total Number of Interviewees: Two

Recruitment Sources: ¹

The following recruitment sources were utilized to fill this vacancy:

Name of Source	Address	Contact Person	Telephone Number	Number of Interviewees Referred
1.	See attached list. Each source on the attached list was contacted for this job opening. The number of interviewees referred is indicated on the list.			
2.				
3.				
4.				
5.				
6.				
7.				

(Add more sources if utilized)

¹ A source with an (*) was the source that referred the hiree. A source with an (x) was a source that requested to be contacted as job openings occur.

EEO LISTINGS FOR JOB POSTINGS

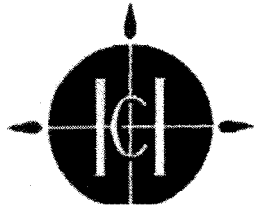
Updated 11/14/22

FOR ON AIR POSITIONS

These companies/organizations are the sources our companies utilizes whenever we have employment opportunities.

ORGANIZATION	CONTACT PERSON	ADDRESS	PHONE NO.	INTERVIEWEES REFERRED
Hall Communications, Inc.	Website posting/In house referral/On air recruiting announcements	70 Joy Drive So Burlington, VT 05403	658-1230	2*
Champlain College	Patricia Boera	Career Planning Office 163 So Willard Street Burlington, VT 05401	860-2720	
New England School of Communications		1 College Circle Bangor, ME 04401	888-877-1876	
NYS Department of Labor	Employment Services Melissa Baretsky	194 US Oval Plattsburgh, NY 12903	518-561-0430	
Plattsburgh State University	Tobi L. Hay	Career Counselor Employer Relations Specialist SUNY Plattsburgh 101 Broad St-118 Angell College Ctr Plattsburgh, NY 12901	518-564-5075	
St. Michael's College	Ingrid A. Peterson	One Winooski Park, Box 264 Colchester, VT 05439	654-2547	
University of Vermont	Pamela K. Gardner	Career Services Living/Learning, E. Building Burlington, VT 05405	656-3450	
Inside Radio		Insideradio.com	help wanted tab	
Burlington Free Press & USA Today Job	Classified Department Ryan Williams	P. O. Box 10 Burlington, VT 05402-0010	658-3321 888-261-4823	
Press Republican		P O Box 459 Plattsburgh, NY 12901	518-561-2300	
Seven Days	Michelle Brown	P O Box 1164 Burlington, VT 05402	802-864-5684	
Vermont Employment & Training Department		59 Pearl Street #63 Burlington, VT 05401	652-0311 652-0363	
VAB	Wendy Mays	4 Carmichael Street, Suite 111-106 Essex Jct, VT 05452		
Castleton State College	Judith Carruthers	62 Alumni Drive Castleton, VT 05735	802-468-1339	
Clinton Community College	Attn: Human Resources	136 Clinton Point Drive Plattsburgh, NY 12901	518-562-4200	
RADIO ONLINE		jobs.radio-online.com		
All Access		allaccess.com		
X-Steps to End Domestic Violence (formerly Women Helping Battered Women)		P O Box 1535 Burlington, VT 05402	802-658-3131 Ext 1063	
X-University of Vermont	Bryan Dague, Ed.D. CRC	208 Colchester Avenue	802-656-1345	

Ctr on Disability & Community Inclusion	Burlington, VT 05405-1757		
X-Requested to be notified.			



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PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity #1*

Activity: Champlain College Spring Career Fair

Date: March 9, 2022

Preparer: Andrea Lammlly

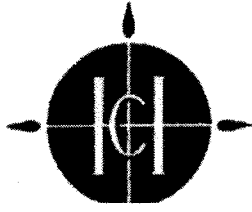
Host/Sponsor of Activity: Champlain College

Participating Station Personnel: Devon McGarry, Assistant Program Director

Description of activity and scope of station participation:

Hall Communications attended and interviewed several students during the Champlain College Spring Career Fair on the Champlain College campus in Burlington, Vermont on March 9, 2022. Students were majoring in subjects such as Public Relations, Integrative Professional Studies, Game Programming, and IT and Networking. Assistant Program Director Devon McGarry attended the event and spoke with students in short sessions during the four-hour event.

If participation in a recruitment activity has not been implemented during this reporting period, please indicate "none" above and add an appropriate explanation (such as, all of the station unit's recruitment activities are to be completed during another year and not the year covered by this report).



HALL *Communication*

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity #2

Activity: Norwich University – Tour of Stations

Date: April 4, 2022

Preparer: Andrea Lammy

Host/Sponsor of Activity: Hall Communications, Inc.

Participating Station Personnel: Dan Dubonnet, Vice-President & General Manager

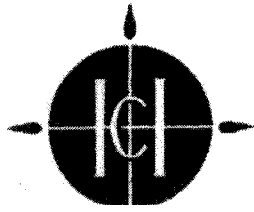
Description of activity and scope of station participation:

Doug Smith, Director of Media Services at Norwich University in Northfield, Vermont brought seven students from his media class to visit Hall Communications.

General Manager Dan Dubonnet talked with the students and gave them a tour of the facility on 70 Joy Drive in South Burlington, as well as the studios at 450 Weaver Street in Winooski. Many of the students were sophomores and interested in public relations as well. They spent time in all studios and asked great questions. They were equally interested in the rock stations WIZN and WBTZ as well as WKOL/WJOY and WOKO. They were a fun group and are always welcomed.

The visit lasted about two hours and we arranged for another tour in the fall.

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PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity #3

Activity: Plattsburgh/North Country Chamber Spring Job Fair 2022

Date: May 12, 2022

Preparer: Andrea Lammlly

Host/Sponsor of Activity: North Country Chamber of Commerce, OneWorkSource, Hall Communications, Inc., North Country Service Corp. & WPTZ-TV

Participating Station Personnel: Candis Leopold, General Sales Manager, Sydney Sloan, Sales Rep & Mel Allen, Morning Show Host

Description of activity and scope of station participation:

North Country Chamber Job Fair, Westside Ballroom, Plattsburgh, NY

The Hall Communications team attended and interviewed several people during the North Country Chamber's Annual Job Fair Wednesday, from 3p – 7p at the Westside Ballroom in Plattsburgh, NY. We had people stop at our booth and talk with us about positions in marketing sales, on air positions as well as events. Many people also took applications with them to fill out later.

Hall Stations WJOY/WOKO/WKOL/WIZN/WBTZ ran a total of 90 live :15 promos in support of the Job Fair as well.

If participation in a recruitment activity has not been implemented during this reporting period, please indicate "none" above and add an appropriate explanation (such as, all of the station unit's recruitment activities are to be completed during another year and not the year covered by this report).



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PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity #4

Activity: Norwich University – Tour of Stations

Date: October 18, 2022 **Preparer:** Andrea Lammy

Host/Sponsor of Activity: Hall Communications, Inc.

Participating Station Personnel: Dan Dubonnet, Vice-President & General Manager

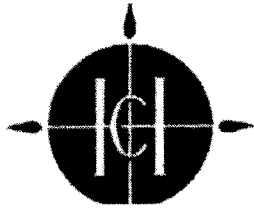
Description of activity and scope of station participation:

Doug Smith, Director of Media Services at Norwich University in Northfield, Vermont brought eight students from his media class to visit Hall Communications in South Burlington.

General Manager Dan Dubonnet talked with the students and gave them a tour of the facility on 70 Joy Drive in South Burlington. Many of the students were sophomores and interested in public relations as well. They spent time in all studios and asked great questions. One student in particular was interested in engineering, and we talked about him making a return visit to see our engineers.

The visit lasted an hour and we arranged for another tour next spring!

If participation in a recruitment activity has not been implemented during this reporting period, please indicate "none" above and add an appropriate explanation (such as, all of the station unit's recruitment activities are to be completed during another year and not the year covered by this report).



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PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity #5

Activity: Champlain College Fall Career Fair 2022

Date: October 19, 2022 **Preparer:** Andrea Lammlly

Host/Sponsor of Activity: Champlain College

Participating Station Personnel: Mel Allen, WIZN Morning Show Host

Description of activity and scope of station participation:

Hall Communications attended and interviewed several students during the Champlain College Spring Career Fair on the Champlain College campus in Burlington, Vermont on October 19, 2022. Students were majoring in subjects such as Public Relations, Integrative Professional Studies, Game Programming, and IT and Networking. WIZN Morning Show host Mel Allen, who also teaches courses at the school, attended the event and spoke with students in short sessions during the four-hour event.

If participation in a recruitment activity has not been implemented during this reporting period, please indicate "none" above and add an appropriate explanation (such as, all of the station unit's recruitment activities are to be completed during another year and not the year covered by this report).

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY #6

Activity: Activity designed by the station to further job dissemination

Date: November 22, 2021 – November 30, 2022 **Preparer:** Andrea Lammly

Host/Sponsor of Activity: Hall Communications, Inc.

Participating Station Personnel: Dan Dubonnet, V.P. & General Manager

Description of Activity and Station Participation:

In an effort to widely recruit resources for obtaining personnel, stations WJOY-AM, WOKO-FM, WKOL-FM, WIZN-FM and WBTZ-FM each aired an announcement asking groups or organizations that wish to be notified of any or all openings, to call the station and their name will be placed on the Employment Notification List. It was noted in the announcement that Hall Communications, Inc. is an equal opportunity employer and encourages minority and female applicants. Announcement airs throughout each month in all day parts from November 22, 2021 to November 30, 2022.

If participation in a recruitment activity has not been implemented during this reporting period, please indicate "none" above and add an appropriate explanation (such as, all of the station unit's recruitment activities are to be completed during another year and not the year covered by this report).

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY #7

Activity: Internship-WJOY/WOKO/WKOL/WIZN/WBTZ Fall Semester 2022

Date: August – November 2022

Preparer: Andrea Lammy

Host/Sponsor of Activity: Hall Communications, Inc.

Participating Station Personnel: Brian Warren, Operations Manager

Description of activity and scope of station participation:

2022 FALL INTERNSHIP PROGRAM
HALL COMMUNICATIONS, BURLINGTON VT

During the fall of 2022, Hall Communications welcomed a student from Champlain College into our company. The student is a senior pursuing a Bachelor of Science Degree in Communication.

The student has been working on a number of different projects since joining us in August of 2022, including learning the on-air aspect of our operations, traveling throughout the region to help staff events we're participating in, working in our production department on several on-air and behind-the-scenes projects, and shadowing our sales and marketing personnel.

The students fall internship program will conclude upon the end of the fall semester in December 2022.

If participation in a recruitment activity has not been implemented during this reporting period, please indicate "none" above and add an appropriate explanation (such as, all of the station unit's recruitment activities are to be completed during another year and not the year covered by this report).