

WOR RADIO STATION
ANNUAL EEO PUBLIC FILE REPORT

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080©(6) of the FCC's 2002 EEO rule. This report has been prepared on behalf of the Station Employment Unit that is comprised of the following station:

WOR (AM) New York, New York FIN: 7710

The information contained in this Report covers the time period beginning February 1, 2009 to and including January 31, 2010. 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.
3. The recruitment source that referred the hiree 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 73.2080©(2) of the FCC rules.

Sections 1, 2 and 3, which follow provide the required information. Please note that the numbers listed on Section 2 under the column entitled "Full-Time Positions for which this Source Was Utilized" refer to the number of the full-time job positions listed on Section 1.

Buckley Broadcasting/WOR, LLC, the licensee of WOR (AM), and has and will continue to be Equal Employment Opportunity Employers. Buckley is committed to broad and inclusive outreach for hiring full-time employees, affording equal opportunity to all qualified persons and refraining from discrimination on the basis of race, color, national origin, gender and religion. As required by Section 73.2080 of the Commission's Rules, the station has participated in several different recruitment activities to ensure broad outreach. A list and brief description of the initiatives undertaken is described in Section 3.

WOR RADIO STATION		
EEO PUBLIC FILE REPORT		
COVERING PERIOD FROM FEBRUARY 1, 2009 TO JANUARY 31, 2010		
STATIONS COMPRISING STATION EMPLOYMENT UNIT: WOR		
Section 1: Vacancy Information		
	FULL TIME POSITIONS FILLED BY JOB TITLE	
	RECRUITMENT SOURCE OF HIRER	
1	Account Executive	WOR Referral
2	Sales Assistant	Craigslist.com
3	Account Executive	WOR Referral
4	Corporate Controller	Creative Financial Services Agency
5	Accounting Coordinator	Craigslist.com
	Total Number of Persons Interviewed During Applicable Period:	35

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Section 2: Vacancy Information			
Recruitment Source (Name, Address, Telephone, Contact Person)	Total Number of Interviewees this Source Has Provided During This Period (if any)	Full-Time Positions For Which This Source Was Utilized	
1 Monster.com Kathy Gilroy 1-800-MONSTER (800)666-7837(P) (978) 823-2651 (Direct) Kathy.Cargill@monster.com	0	Position 5	
2 NJBA(includes 200 agencies) Deepak Massand (336) 375-2991(P) ext 222 www.njba.com	0	Positions 1-3,5	
3 NYSB (available to all trade members) Sandy Messineo (518) 456-8888(P) (518) 456-8943(F) sandy@nysbroadcastersassn.org	0	Positions 1-3,5	
4 WOR Website	0	Positions 1-3,5	
5 WOR Referrals	11	Positions 1,3	
6 Fordham University Jon Liberatore (718) 817-4358 (P) (718) 817-5155 (F) liberatore@fordham.edu	0	Positions 1-3,5	
7 Montclair State University Jackie Tillson (973) 655-6965 (P) (973)655-7979 (F)	0	Positions 1-3,5	
8 Media Bistro * Laurel Touby jobcare@mediabistro.com Mediabistro.com	1	0	
9 Inside Radio Gene McKay 800-640-8852 (P) genemckay@insideradio.com	3	Positions 1,3	

10	Westchester Community College Susan Hacker www.sunywcc.edu	0	Positions 1-3,5
11	Ithaca College John Fracchia 607-274-1687 (P) jfracchia@ithaca.edu	0	Positions 1-3,5
12	Career & Educational Metro Training Institute 212-564-0600 (P) 212-643-9995 (F)	0	Positions 1-3,5
13	Seton Hall University Anne E De Santis M.A. 973-275-2316 ext(P) desantan@shu.edu	0	Positions 1-3,5
14	Connecticut School of Broadcasting Joe Lachance 203-378-5155 (P) 203-378-4330 (F) stratcsb@aol.com	0	Positions 1-3,5
15	Bayliss Foundation Rachel Sprinkles (831)655-5229 (P) (831)655-5228 (F) rsprinkles@baylissfoundation.org	0	Positions 1-3,5
16	Mercy College Marguerite Busetti (914)674-7203 (P) (914) 693-9455(F) MBusetti@mercy.edu	0	Positions 1-3,5
17	Vanguard Temporary Personnel Dan Romero (212)682-6400 (P) (212) 682-7416(F) dromero@temporarypersonnel.com	2	Positions 1-3,5
18	The Children's Aid Society Elona Logue (212)876-9716 (P) ext 328 (212)876-1482 (F) elonal@childrensaidsociety.com	0	Positions 1-3,5
19	International Radio and Television Society Foundation Lauren Kirk-Winokur 420 Lexington Avenue, Suite 1601 New York, NY 10170 (212)867-6650 (P) ext 303 (212)867-6653 (F) Lauren.kruk-winokur@irts.org	0	Positions 1-3,5

20	Barnard College Kim Barberich (212) 854-7747 (P) (212) 854-2188 (F) kbarberich@barnard.edu	0	Positions 1-3,5
21	Columbia University Alex Yepes (212) 854-5494 (P) ay2147@columbia.edu	0	Positions 1-3,5
22	NJ Advertising Club (201) 998-5133 (P) info@njadclub.org	0	Positions 1-3,5
23	St. John's University cramerj@stjohns.edu	0	Positions 1-3,5
24	Institute of Audio Research Brian Edwards bedwards@iar.edu	0	Positions 1-3,5
25	Entertainment Careers entertainmentcareers.net	3	Positions 1-3,5
26	TV and Radio Jobs tvandradijobs.com	0	Positions 1-3,5
27	New York Times onlinejobs@nytimes.com	0	Position 5
28	All Access Allaccess.com	0	Positions 1-3,5
29	Katharine Gibbs School (Digital Media & Visual Communications) Nansi Barrie (646) 218-2345 (P) (212) 885-6950 (F) nbarrie@gibbsnewyork.com	0	Positions 1-3,5
30	NYMRAD www.nymrad.org	0	Positions 1-3,5
31	STIVE Mitchell McClinton Assistant Director of Career Services & Job Development 646-335-0869 (P) mmclinton@strivenewyork.org	0	Positions 1-3,5
32	Craigslist Craigslist.com	10	Positions 1-3,5
33	In House Promotion	2	Positions 1-3,5
34	Wood Tobe Coburn Dori Rubin d.rubin@woodtobecobrun.edu	0	Positions 1-3,5

35	Connecticut School of Broadcasting Career Service 856-755-1200 (P) 856-755-0865 (F) csbcherryhill@gocsb.com	0	Positions 1-3,5
36	Creative Financial Services Agency Phil Dubinsky 212-790-5735 (P) p.dubinsky@cfs-ny.com	1	Position 4
37	Indeed * Indeed.com	2	0
TOTAL		35	

*Mediabistro.com provides opportunities to meet, share resources, become informed of job opportunities and interesting projects and news, improve career skills, and showcase your work.

* Indeed.com is a search engine for jobs, allowing job seekers to find jobs posted on thousands of company career sites and job boards.

** WOR Radio has not received any requests from new recruitment sources to be contacted for any job openings during the period of February 1st 2009- January 31st, 2010.

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Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken By WOR

On Wednesday, 8/26/09 WOR Radio's Director of Human Resources/EEO attended Abilities, Inc. Business Advisory Council "Reverse" Practice Interviews. The Business Advisory Council (BAC) is made up of professionals who represent businesses and industries who willingly reach out to their communities. The result is realistic training to obtain employment for persons with disabilities. Individuals were interviewed and WOR had the chance to share information about current career opportunities and internships.

On Thursday, 9/10/09 WOR Director of HR/EEO attended the NYU Fall Job and Internship Fair. Approximately 800 students attended the Career Fair many of whom are women and minorities. WOR handed out promotional items as well as information/materials on internships and job openings at WOR Radio. One Asian Female and Two White Females interviewed for internships and were hired.

On Friday, 9/25/09 WOR Director of HR/EEO attended the Columbia University's Fall Career Fair. Approximately 1,600 students attended the Career Fair many of whom are women and minorities. WOR handed out promotional items as well as information/materials on internships and job openings at WOR Radio.

On Wednesday, 10/21/09 WOR Radio had a site visit from Fordham University "Career View". The goal of "Career View" is to bring 10-15 students to WOR to increase awareness of the basic industry, as well as the aspects of the company specifically, what makes it unique within its field. The site also increases the students understanding of skill and experience requirements necessary to move into the industry and gain an overall stronger sense of the behind-the-scenes processes. The visit with WOR Radio started with a breakfast and a quick introduction of the students and the positions they were interested in holding in the communications industry. Following the student's introduction they were ushered through the studios and allowed to observe how WOR's daily programs are run. At the end of the visit the students were allowed to hand in a copy of their resumes. The purpose of this visit was to allow the

students to broaden their awareness of the communications industry and allow WOR Radio to meet potential recruitment candidates. These resumes were kept on file for future openings. Two students applied for positions with in WOR. One student was offered a part-time position and declined, the other was hired as an intern both White Females.

On Friday, 11/20/09 WOR Radio's Director of Human Resource/EEO attended the "International Radio Television Society Foundation, Inc. 26th Annual Minority Career Workshop" 100 students from across the country were selected to attend. WOR media kits as well as materials were handed out. Resumes were collected. One Hispanic Female was interviewed for internship position but declined.

On Monday, 11/23/09 Provision of training to management. The VP/General Manager, Director of Sales, Local Sales Manager, Program Director, Director of Human Resources/EEO, News Director, General Service Manager, VP/Corporate Director of Engineering, Traffic Director, Director of Interactive, and Corporate Controller attended a presentation by Kauff McClain & McGuire attorneys explaining what to do to avoid and how to report discrimination/harassment activities in the workplace.

Internship Programs

WOR Radio Internship Program

WOR Radio has had a very successful long-standing internship program open to high school, college students and recent graduates with a sincere interest in broadcasting. WOR Radio hires interns from a diverse background and a wide variety of educational institutions within the Tri-State area.

List of College Intern Participants and Schools

Summer 2009: Approximately 3 months

2 Students	Fordham University	WOR News & Programming Department
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1 Student	Monmouth University	WOR Marketing Department
1 Student	Purchase College	WOR Programming Department
1 Student	Texas A&M University	WOR News Department
1 Student	University of Miami	WOR Programming Department
1 Student	Brooklyn College	WOR Sales/Interactive Department
1 Student	Cornell University	WOR News Department
1 Student	Quinnipiac University	WOR Programming Department
1 Student	Bentley University	WOR Sales Department
1 Student	Rutgers University	WOR Sales/Interactive Department
1 Student	University of Delaware	WOR Sales/Interactive Department
4 Students	New York University	WOR News & Programming Department
1 Student	Southern Illinois University of Carbondale	WOR Sales Department
2 Students	Harvard University	WOR News & Sales Interactive Department

1 Student	University of California: Los Angeles	WOR Programming Department
1 Student	Northwestern University	WOR Sales Department
2 Students	Borough of Manhattan Community College	WOR Marketing & Programming Department
1 Student	Nassau Community College	WOR Programming Department
1 Student	St. John's University	WOR Sales Department

New York State Broadcasters Association Internship Program

The New York State Broadcasters Association Internship Program is open to all New York State High School Seniors and undergraduate college students. The intern will have the opportunity to work in each department at the radio station. After this is completed, the intern chooses the department they would like to be placed in for the remainder of the internship.

Intern Participant and School

Summer 2009: Approximately 3 months

1 Student	Ithaca College	WOR Various Departments
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