

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, 2011 to and including January 31, 2012. 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, 2011 TO JANUARY 31, 2012		
STATIONS COMPRISING STATION EMPLOYMENT UNIT: WOR		
Section 1: Vacancy Information		
	FULL TIME POSITIONS FILLED BY JOB TITLE	RECRUITMENT SOURCE OF HIRER
1	Board Operator	In-House Promotion
2	Broadcast Engineer/IT Technician	SBE
3	Continuity Coordinator	Business Referral
4	Business Manager	WOR Referral
5	Sales Assistant	Entertainmentcareers.net
6	Account Executive	WOR Referral
7	Account Executive	WOR Referral
8	Account Executive	WOR Referral
9	Billing Clerk	Business Referral
10	Digital Content Coordinator	IRTS Foundation
11	Producer	WOR Referral
12	Board Operator	In-House Promotion
13	Account Executive	WOR Referral
14	Account Executive	WOR Referral
15	Account Executive	Rehire
16	Business Manager	WOR Referral
	Total Number of Persons Interviewed During Applicable Period:	87

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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	4	Position 2,9	
2 NJBA(includes 200 agencies) Michelle Gauffreau (336) 553-0620(P) ext 175 MGauffreau@broadcast1source.com	5	Positions 1-14	
3 NYSB (available to all trade members) Sandy Messineo (518) 456-8888(P) (518) 456-8943(F) sandy@nysbroadcastersassn.org	0	Positions 1-14	
4 WOR Website	8	Positions 1-8,10-14	
5 WOR Referrals	19	Positions 1-16	
6 Business Referral	22	Position 1-16	
7 Fordham University Kathlene Lewis (718) 817-4360 (P) (718) 817-5155 (F) klewis23@fordham.edu	0	Positions 1-12	
8 Montclair State University Jackie Tillson (973) 655-6965 (P) (973)655-7979 (F)	0	Position 1-12	
9 Media Bistro * Laurel Touby jobcare@mediabistro.com Mediabistro.com	0	0	
10 Inside Radio Gene McKay 800-640-8852 (P) genemckay@insideradio.com	0	Position 2,3	
11 Westchester Community College Susan Hacker www.sunywcc.edu	0	0	

12	Ithaca College John Fracchia 607-274-1687 (P) jfracchia@ithaca.edu	0	Positions 1-12
13	Career & Educational Metro Training Institute 212-564-0600 (P) 212-643-9995 (F)	0	Positions 1-12
14	Seton Hall University Career Center 973-761-9355(P) careers@shu.edu	0	Positions 1-12
15	Connecticut School of Broadcasting Danielle Woody 203-378-5155 (P) dwoody@gocsb.com	0	Positions 1-12
16	Bayliss Foundation Kit Franke Hunter (831)655-5229 (P) (831)655-5228 (F) khfranke@baylissfoundation.org	0	Positions 1-12
17	Mercy College Marguerite Busetti (914)674-7203 (P) (914) 693-9455(F) MBusetti@mercy.edu	0	Positions 1-12
18	Vanguard Temporary Personnel Dan Romero (212)682-6400 (P) (212) 682-7416(F) dromero@temporarypersonnel.com	0	0
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	1	Positions 1-12
20	Barnard College (212) 854-2033 (P) (212) 854-2188 (F) recruiting@barnard.edu	0	Positions 1-12
21	Columbia University Alex Yepes (212) 854-5494 (P) ay2147@columbia.edu	0	Positions 1-12
22	NJ Advertising Club (201) 998-5133 (P) info@njadclub.org	0	Positions 1-12
23	St. John's University Denise Hopkins	0	Positions 1-12

	(718) 990-1323 (718) 674-0446 hopkinsd@stjohns.edu cramerj@stjohns.edu		
24	Institute of Audio Research Brian Edwards bedwards@iar.edu	0	Positions 1-12
25	Entertainment Careers entertainmentcareers.net	8	Positions 1-12
26	TV and Radio Jobs tvandradijobs.com	0	Positions 1-12
27	New York Times onlinejobs@nytimes.com	0	Position 15
28	All Access Allaccess.com	1	Positions 1-12
29	Katharine Gibbs School (Digital Media & Visual Communications Nansi Barrie (646) 218-2345 (P) (212) 885-6950 (F) nbarrie@gibbsnewyork.com	0	Positions 1-12
30	NYMRAD www.nymrad.org	0	0
31	STIVE Mitchell McClinton Assistant Director of Career Services & Job Development 646-335-0869 (P) mmcclinton@strivenewyork.org	0	Positions 1-12
32	Craigslist Craigslist.com	14	Positions 1,3,4,5,9-12
33	In House Promotion	2	Positions 1,12
34	Wood Tobe Coburn Rhonda Douglas Charles Director of Placement rdcharles@woodtobecobrun.edu	0	Positions 1-12
35	Indeed * Indeed.com	1	0
36	NYC Media Buzz Joel Lyons nyc@mediabuzzmixers.com	0	Positions 1-12
37	Agency for the Arts Kimberly Howard (505) 798-2546 (P) kimberly@agencyforthearts.com Agencyforthearts.com	0	Positions 1-12
38	National Council of Jewish Women Angelica Atendido (973) 740-0588(P) aatendido@ncjwessex.org www.ncjwessex.org	0	Positions 1-12

39	Illinois Center For Broadcasting Dave Cogozzo Director of Placement (630) 916-1700 ext 3114 (P) (630) 916-1764 (F) placement.lombard@beonair.com	0	Positions 1-12
40	City Career Fair Greggory Whute Marketing Manager Annual Diversity Employment Day Career Fair (562) 863 -9042 (P) gregg@citycareerfair.com	0	Positions 1-12
41	Society of Broadcast Engineers kjones@sbe.org	1	Positions 1,2
42	Jewish Vocational Service** Martin Katz Coordinator of Job Placement (973)674 -6330 ext 270(P) placement@jvsnj.org	0	0
43	AscendHire Inc JP Lake 212-842-9323 ext. 17 (P) jplake@ascendhire.com	0	0
44	Radio & Television Business Report www.rbr.com	0	Position 9
45	Parson School of Design parsonscareers@newschool.edu	0	Position 10
46	Princeton University www.princeton.edu	0	Position 10
47	Rehire	1	Position 16
TOTAL		87	

*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 received 1 request from new recruitment sources to be contacted for any job openings during the period of February 1st 2011- January 31st, 2012.

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

On Thursday, 2/10/11 WOR Radio's Director of Human Resources/EEO participated in Abilities, Inc. Business Advisory Council 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 a realistic training experience for the interviewing process to obtain employment for persons with disabilities. Individuals applied and were interviewed at WOR Radio station. Feedback was given to the potential applicant and information about current career opportunities and internships was given.

On Wednesday, 3/23/11 WOR Radio's Director of Human Resources/EEO participated in Abilities, Inc. Business Advisory Council Practice Interviews. The Business Advisory Council (BAC) is made up of professionals who represent businesses and industries who willingly reach out to their communities. Interview simulations are created to allow for a realistic training experience, in order to secure employment for persons with disabilities. Abilities candidate and HR Director simulated interview for a potential position. After simulation was completed, feedback was given to the Abilities applicant and information about future career opportunities/internships was given.

On Thursday, 7/21/11 WOR Radio's Director of Human Resource/EEO attended the International Radio Television Society Foundation's Mock Interview Workshop. As a mock interviewer approximately seven one-on-one interviews with current IRTS Fellows to place. WOR media kits, as well as materials were handed out. Resumes were collected. As a result of the 2011 program, one IRTS Fellow interned with WOR during the summer session. In October of 2011 this intern applied for a full-time position and was hired.

On Thursday, 9/23/11 WOR Director of HR/EEO attended the St. John's University Fall Career Fair. Approximately 1,200 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 Thursday, 10/13/11 Provision of training to management. The VP/General Manager, Director of Sales, General Sales Manager, Program Director, Director of Human Resources/EEO, News Director, 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. 5 interns hired as Part-time employees, 1 intern hired for Full time position #10 on vacancy list.

List of College Intern Participants and Schools

All Year 2011: Approximately 3 months

1 Student Hired P/T	Bob Jones University	WOR News Department
1 Student	SUNY Oswego	WOR Programming Department
1 Student	Quinnipiac University	WOR News Department
1 Student	New York University	WOR Programming Department

1 Student	Elon University	WOR Programming Department
1 Student	University of Tampa	WOR Programming Department
1 Student	Hofstra University	WOR News Department
1 Student Hired P/T	Pennsylvania State University	WOR Interactive Department
1 Student	William Paterson University	WOR Programming Department
6 Students 2 Hired as P/T	Fordham University	WOR News Department
1 Student	Columbia University	WOR News Department
1 Student Hired P/T	University of Massachusetts	WOR Programming 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 2011: Approximately 3 months

1 Student	New York University	WOR Various Departments
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