

**ANNUAL EEO PUBLIC FILE REPORT**

For the Period Beginning December 1, 2007 and Ending November 30, 2008

**This Report is Not Required if the 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:        Colin K. Rice

Signature        \_\_\_\_\_

Title:            Executive Vice President

Date:            December 1, 2008

Telephone:      ( 860 ) 456-1111 ext. 108

\*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 stations renewal application. The reporting period is from December 1, 2006 to November 30, 2007

Nutmeg Broadcasting Company, Inc.  
**WILI-AM & WILI-FM**

NEW JOB OPENING REPORT

[This report does NOT go in the public file]

- PART 1 This Cover Page  
PART 2 List of people interviewed for this opening  
PART 3 Recruitment Source Master List (updated annually)

**PART 1**

General Information

1. Job Title **Afternoon Drive / Promotions Director**
2. Date Position Opened **December 18, 2007**
3. Date Position Filled **February 11, 2008**
4. Total number of people interviewed for this position: **14**
5. Total number of people considered for this position: **14**
6. Person hired for this position: **Jennifer Sanguedolce**

Are dated copies of all advertisements, bulletins, letters, faxes, e-mails, employee referrals and other documents or communications announcing this opening, and dated copies of all responses attached hereto and have they been placed in the file folder for this job vacancy?

YES: X NO:

Preparer: Colin K. Rice

Signature: \_\_\_\_\_

Title: Executive V. P.

Date: March 30, 2008

Telephone: (860) 456-1111

## 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>
<u>WILI</u>	AM	66180	Willimantic	Ct.	
WILI	FM	66179	Willimantic	Ct.	

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 3 full-time job vacancies were filled by the employment unit.

A total of 0 part-time job vacancies were filled by the employment unit.

A total number of 35 person was interviewed for all these vacancies.

### Nutmeg Broadcasting Company, Inc. **WILI-AM & WILI-FM**

#### NEW JOB OPENING REPORT

[This report does NOT go in the public file]

<u>PART 1</u>	This Cover Page
<u>PART 2</u>	List of people interviewed for this opening
<u>PART 3</u>	Recruitment Source Master List (updated annually)

## PART 1

General Information

7. Job Title: **Reception-Billing Administrator**
8. Date Position Opened **June 16, 2008**
9. Date Position Filled **July 7, 2008**
10. Total number of people interviewed for this position: **12**
11. Total number of people considered for this position: **3**
12. Person hired for this position: **Traci Obsharsky**

Are dated copies of all advertisements, bulletins, letters, faxes, e-mails, employee referrals and other documents or communications announcing this opening, and dated copies of all responses attached hereto and have they been placed in the file folder for this job vacancy?

YES: **X**      NO:

Preparer: Colin K. Rice

Signature: \_\_\_\_\_

Title: Executive V. P.

Date: July 23, 2008

Telephone: (860) 456-1111

Nutmeg Broadcasting Company, Inc.  
**WILI-AM & WILI-FM**

NEW JOB OPENING REPORT

[This report does NOT go in the public file]

- |               |   |
|---------------|---|
| <u>PART 1</u> | This Cover Page                                   |
| <u>PART 2</u> | List of people interviewed for this opening       |
| <u>PART 3</u> | Recruitment Source Master List (updated annually) |

**PART 1**

General Information

- 13. Job Title: Account Executive
- 14. Date Position Opened **July 3, 2008**
- 15. Date Position Filled **July 21, 2008**
- 16. Total number of people interviewed for this position: **9**
- 17. Total number of people considered for this position: **9**
- 18. Person hired for this position: **Paula Rich**

Are dated copies of all advertisements, bulletins, letters, faxes, e-mails, employee referrals and other documents or communications announcing this opening, and dated copies of all responses attached hereto and have they been placed in the file folder for this job vacancy?

YES: **X**      NO:

Preparer: Colin K. Rice

Signature: \_\_\_\_\_

Title: Executive V. P.

Date: July 23, 2008

Telephone: (860) 456-1111

PART 2

FULL-TIME VACANCY

Job Title: CHR/Top 40 Afternoon Drive / promotions director

Date Filled: February 11, 2008

Total Number of Interviewees: 14

Recruitment Sources: (1)

The following recruitment sources were utilized to fill this vacancy:

	<u>Name of Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone Number</u>	<u>Number of Interviewees Referred</u>
1.	CTBA.org	Ct. Broadcasters Assoc.	Mike Rice	860-450-7400	1
*2.	in-house	WILI-FM bulletin	Mike Merlin	860-456-1111	2
3.	Chronicle	Chronicle Rd. Wmtc. Ct	Jodi	860-423-8466	0
4.	Hitmusici983.com	Wili-FM web site	Mike Merlin	860-456-1111	0
5.	Nutmeg Recruitment Resource List	WILI-EEO file	Mike Merlin	860-456-1111	0
6.	allaccess.com	28955 Pacific Coast Hi-way, Malibu, Ca.	(web-site)	310-457-6616	14

(add more sources if utilized)

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(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.

## PART 2

### FULL-TIME VACANCY

Job Title: Reception – Billing Adminsitrator  
Date Filled: July 7, 2008  
Total Number of Interviewees: 12

Recruitment Sources:

The following recruitment sources were utilized to fill this vacancy:

	<u>Name of Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone Number</u>	<u>Number Referred</u>
1.*	<b>Wili AM &amp; FM</b>	<b>720 Main St. Wmtc.Ct.</b>	Colin	860-456-1111	11
2.	<b>The Chronicle</b>	Chronicle Rd.	Jodi	860 423-8466	9
3.	<b>Ct. Works</b>	<b>1320 Main St. Wmtc.</b>	<b>Chris</b>	<b>860 456-2120</b>	<b>1</b>
4.	<b>Online.com</b>				<b>1</b>
5.	<b>Company Newsletter</b>	<b>720 Main st.</b>	<b>Colin</b>	<b>860 456-1111</b>	<b>1</b>
6.	<b>Other ( word of mouth &amp; Experience Inc.)</b>				<b>2</b>
7.	<b>Nutmeg Recruitment Resource List</b>	WILI-EEO file	Colin	860-456-1111	0

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(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.

PART 2

FULL-TIME VACANCY

Job Title: Account Executive  
Date Filled: July 21, 2008  
Total Number of Interviewees: 9

Recruitment Sources:

The following recruitment sources were utilized to fill this vacancy:

<u>Name of Source</u>	<u>Address</u>	<u>Contact Person</u>	<u>Telephone Number</u>	<u>Number Referred</u>
1.* WILI AM-FM	720 main St. Wmtc. Ct	Colin	860-456-1111	4
2. on-line sites		D.Evan	860 456-1111	2
<b>3. Friend (other) Word of Mouth</b>		<b>D. Evan</b>	<b>760 456-1111</b>	<b>3</b>
4. Nutmeg Recruitment Resource List	WILI-EEO file	Colin	860-456-1111	0

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(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.

# Nutmeg Broadcasting SEU

## Recruitment Resource Contact List 2008

All sources notified via facsimile transmission on July 11, 2008

<u>Organization Name</u>	<u>Contact</u>	<u>Phone</u>	<u>Fax</u>	<u>Email</u>
Temporaries of NE <a href="mailto:temps@unidial.com">temps@unidial.com</a>	Natalie Roy	423-5627	450-1122	
LaCasa Puerto Rican Affairs	Clarisa Cardone	860-240-8330	240-0315	
Eastern CT State Univ <a href="mailto:decrescenzon@easternct.edu">decrescenzon@easternct.edu</a>	Nancy Decrescenzo	465-4612	465-4440	
CT Dep of Labor <a href="mailto:John.Sarkis@ct.gov">John.Sarkis@ct.gov</a>	John Sarkis	465-2120	450-7527	
University Hartford <a href="mailto:schermerhorn@mail.hart">schermerhorn@mail.hart</a>	Karen Schermerhorn	860-768-4168	768-5141	
Light House Club phone please	Janet Ruzinski	423-7791	450-7289	prefers
ACCESS Agency <a href="mailto:access@accessagency.org">access@accessagency.org</a>	Marlene Cady	450-7400	450-7477	
Uconn Women's Center <a href="mailto:carol.millette@uconn.edu">carol.millette@uconn.edu</a>	Carol Millette	486-4738	486-1104	
Urban League of Hartford	Mary Judkins	860-527-0147	293-2621	
Asnuntuck Comm College <a href="mailto:stweedie@acc.commnet.edu">stweedie@acc.commnet.edu</a>	Stacey Tweedie	860-253-3025	253-3029	
Comm. Of Human Rights	Glory Sparvary	860-541-3455	246-5068	
Marrakeon	John Allen	203-389-2970	389-3927	
Human Resources Agency <a href="mailto:oegipciaco.hra@snet.net">oegipciaco.hra@snet.net</a>	Olga Egipciaco	860-225-8601	225-4843	
American School for Deaf <a href="mailto:avsero@yahoo.com">avsero@yahoo.com</a>	Adele Wise	860-889-3501		

Journalism Dept SCSU <a href="mailto:dunklee1@southernct.edu">dunklee1@southernct.edu</a>	Jerry Dunklee	203-392-5801	392-5809
Hamden Job Resource Center <a href="mailto:hamdenjobresourcecenter@yahoo.com">hamdenjobresourcecenter@yahoo.com</a>	Sue Hutchison	203-287-2647	287-2685
Springfield Technical CC <a href="mailto:Mkraefft@stcc.edu">Mkraefft@stcc.edu</a>	Michelle Kraefft	413-755-4464	731-0978
City of Hartford <a href="mailto:Lruiz@ci.hartford.ct.us">Lruiz@ci.hartford.ct.us</a>	Lillian Ruiz	860-543-8595	722-6486
Naugatuck Valley CC <a href="mailto:Aterry@nvcc.comnet.edu">Aterry@nvcc.comnet.edu</a>	Allison Terry	203-575-8223	575-8003
Teikyo Post Univ <a href="mailto:cpelliccio@post.edu">cpelliccio@post.edu</a>	Carla Pelliccio	203-596-4506	596-6166
Albertus Magnus College <a href="mailto:awilson@cc.albertus.edu">awilson@cc.albertus.edu</a>	Suzanne Wall	203-773-6989	773-8984
UConn-Torrington <a href="mailto:michael.menard@uconn.edu">michael.menard@uconn.edu</a>	Michael Menard	860-626-6800	626-6847
Regional Workforce Dev <a href="mailto:bpitre@workforcealliance.bus">bpitre@workforcealliance.bus</a>	Bill Pitre	203-624-1493x248	562-1106
Community Renewal Team	Jennifer Swyer	860-347-4465x227	343-1441
Porter & Chester Institute <a href="mailto:ninabojka@snet.net">ninabojka@snet.net</a>	Nina Bojka	860-529-2519	563-2595
Alliance for Living <a href="mailto:ajohnson@allianceforliving.org">ajohnson@allianceforliving.org</a>	Alan Johnson	860-447-0884	450-7477
Bethel AME Church	Shirley Belcher	860-243-5778	242-2969
Career Options Program <a href="mailto:nwilliams@usmhs.org">nwilliams@usmhs.org</a>	Nicole Williams	860-423-7791x221	450-7289
Community Renewal Team	Nyvia Riveria	860-560-5655	560-5664
Connecticut College n/a	Betty Lynch	860-447-1911	439-2806
Eastern Pequot's of CT		860-535-1868	448-0715

Instit. for Hispanic Families	Marisol Hernandez	860-527-1124	724-2539
Manchester Comm. College	Bob Henderson <a href="mailto:rhenderson@mcc.commnet.edu">rhenderson@mcc.commnet.edu</a>	860-512-3000	512-3371
Mash. Peqout Tribal Nation	Arthur Henick	860-312-3000	396-6570
Mitchell College	Linda Perry <a href="mailto:perry_L@mitchell.edu">perry_L@mitchell.edu</a>	860-701-7703	701-5090
Nat. Organization for Women	(Beverly Brakeman)	860-524-5978	524-1092
New London Adult Ed	Maria Pukas <a href="mailto:pukasm@newlondon.org">pukasm@newlondon.org</a>	860-437-2385	437-6460
Three Rivers Comm. College	Placement Services <a href="http://www.trcc.commnet.edu">www.trcc.commnet.edu</a>	860-383-5298	892-5779
NE Institute of Technology	Patricia Blakemore <a href="mailto:pblakemore@neit.edu">pblakemore@neit.edu</a>	401-467-7744	
Trinity College Career	Lanna Hagge <a href="mailto:career-services@trincoll.edu">career-services@trincoll.edu</a>	860 297-2080	297-5378
Mi Casa Family Services	Luis-Felipe Agrelot <a href="mailto:Agrelot@MICASAINC.org">Agrelot@MICASAINC.org</a>	860-522-5222	522-6028
Womens Center SE CT		860-447-0366	440-3327

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity # 2008-1

Activity: Hosted Plainfield High School Senior Sam Perez – Job Shadow

Date: Feb. 8, 2008, 12 noon - 3 PM Preparer: Colin K. Rice

Host/Sponsor of Activity: WILI News Department

Participating Station Personnel: Jesse Collins

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EE0 Exhibit 1  
February 11, 2008

On Friday, February 8<sup>th</sup>, Plainfield High School Senior Sam Perez job shadowed WILI reporter Jesse Collins from Noon-3 p.m. We went over a number of issues regarding radio, news and education. It was a pure pleasure to have Sam come to the radio station. He asked a number of great questions and seemed genuinely enthused about learning about radio.

Description of activity and scope of station participation

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity # 2008-2

Activity: Spring semester internship program

Date: Jan 14, 2008, - May 4, 2008 Preparer: Colin K. Rice

Host/Sponsor of Activity: WILI AM & I-98 FM radios stations

Participating Station Personnel: All fulltime employees

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EE0 Exhibit 2  
May 21, 2008

WILI AM & I-98 FM hosted 6 college interns and 2 high school interns during the spring semester of 2008. Interns were from Eastern Ct. State University, University of Connecticut, Windham High School and Parish Hill High school. They were active in most departments and averaged about 10 hours each week. The high school interns averaged 3 hours per week. They received credit at their university or it became a notation on their high school academic record.

Colin K. Rice

PART 3

SUPPLEMENTAL RECRUITMENT ACTIVITIES  
UNDERTAKEN BY THE STATION UNIT

Activity No. 2008-3

ACTIVITY: Chase Free Enterprise Institute

DATE: April 24, 2008

PREPARER: Colin K. Rice

HOST/SPONSOR OF ACTIVITY: Eastern Connecticut State University

PARTICIPATING EMPLOYEES: Colin K. Rice

DESCRIPTION OF ACTIVITY AND STATION PARTICIPATION:

**Colin K. Rice attended the Chase Free Enterprise Institute on Thursday April 23, 2008 at Eastern Connecticut State University. At 11 AM he heard a talk given by the Honorable Stuart J. Ishimuaru, Commissioner of the U.S. Equal Employment Opportunity Commission. The talk was entitled: Current EEOC Issues in the American Economy. After the presentation, Colin K. Rice spoke informally with Commissioner Ishimuaru about responsibilities and challenges facing the broadcast industry.**

PART 3

SUPPLEMENTAL RECRUITMENT ACTIVITIES  
UNDERTAKEN BY THE STATION UNIT

Activity No. 2008-4

ACTIVITY: Killing High School Student shadow

DATE: April 23, 2008

PREPARER: Colin K. Rice

HOST/SPONSOR OF ACTIVITY: WILI AM & FM

PARTICIPATING EMPLOYEES: Mike Merlin, Pete Nichols, John Tuite,  
Jen Sanguedolce

DESCRIPTION OF ACTIVITY AND STATION PARTICIPATION:

Nutmeg Broadcasting Company hosted a Killingly High School junior for 5 hours on April 23, 2008. She spent time with the sales and promotion departments and in the AM and FM Studio's. She interviewed Colin Rice regarding career opportunities in broadcasting with emphasis on how best to prepare in high school and college.

PART 3

SUPPLEMENTAL RECRUITMENT ACTIVITIES  
UNDERTAKEN BY THE STATION UNIT

Activity No. 2008-5

ACTIVITY: Job Fairs

DATE: March 23<sup>rd</sup>, April 10<sup>th</sup> & 11<sup>th</sup>, 2008      PREPARER: C.K. Rice

HOST/SPONSOR OF ACTIVITY: Manchester H.S. North Windham School, Windham H.S.

PARTICIPATING EMPLOYEES: Mike Merlin

DESCRIPTION OF ACTIVITY AND STATION PARTICIPATION:

**FM Program Mike Merlin represented Nutmeg Broadcasting Company at three Job Fairs In the spring of 2008.**

**Manchester High School Career Fair-March 23, 2008**  
Career Fair From 9-12

**North Windham Elementary School Career Fair April 10, 2008**  
Career Fair from 9:30-11:30

**Windham High School Career Fair April 11, 2008**  
8a-12n

**Description of career fair activity**: i-98.3's Mike Merlin discussed the radio broadcasting profession with students who would potentially be interested in a career in radio broadcasting. He talked about on-air broadcasting along with off air topics such as production, sales, and the typical day of someone employed in radio broadcasting. He also talked about the training needed to get a position in radio broadcasting. Flyers covering the stations signal, reach, and demographic were also handed out.

PART 3

SUPPLEMENTAL RECRUITMENT ACTIVITIES  
UNDERTAKEN BY THE STATION UNIT

Activity No. 2008-6

ACTIVITY: UCONN Womens Studies Program Seminar

DATE: October 27, 2008

PREPARER: Colin K. Rice

HOST/SPONSOR OF ACTIVITY: UCONN Womens Studies Program

PARTICIPATING EMPLOYEES: Colin K Rice

DESCRIPTION OF ACTIVITY AND STATION PARTICIPATION:

**UCONN WOMENS STUDIES PROGRAM**

On October 27, 2008, Nutmeg Broadcasting Company Executive Vice President attended the internship program seminar for University of Connecticut. Women Studies Program. The presentation included a discussion of Internship opportunities for women in the broadcasting. WILI AM & WILI-FM has hosted about 12 interns over the years from the Women's Studies Program. Colin K Rice spoke directly to candidates for the program. One senior expressed interest in the spring semester internship class at Nutmeg Broadcasting Company. She will follow up with a visit to the stations in Willimantic.

PART 3

SUPPLEMENTAL RECRUITMENT ACTIVITIES  
UNDERTAKEN BY THE STATION UNIT

Activity No. 2008-7

ACTIVITY: CBA EEO Workshop

DATE: October 14, 2008

PREPARER: Colin K. Rice

HOST/SPONSOR OF ACTIVITY: Ct. Broadcasters Association

PARTICIPATING EMPLOYEES: Colin K. Rice

DESCRIPTION OF ACTIVITY AND STATION PARTICIPATION:

EEO EXHIBIT 7 CBA Job Fair

Nutmeg Executive Vice President Colin K. Rice attended Connecticut Broadcasters Association EEO-FCC educational update on rules and regulations on October 14, 2008. The one hour session at the Hartford Marriot was presented by Richard Zaragoza from Pillsbury communications law firm in Washington DC. Discussion focused on the maintenance and expansion of our stations EEO File.

PART 3

SUPPLEMENTAL RECRUITMENT ACTIVITIES  
UNDERTAKEN BY THE STATION UNIT

Activity No. 2008-7

ACTIVITY: CBA EEO Workshop

DATE: October 14, 2008

PREPARER: Colin K. Rice

HOST/SPONSOR OF ACTIVITY: Ct. Broadcasters Association

PARTICIPATING EMPLOYEES: Colin K. Rice

DESCRIPTION OF ACTIVITY AND STATION PARTICIPATION:

EEO EXHIBIT 7 CBA Job Fair

Nutmeg Executive Vice President Colin K. Rice attended Connecticut Broadcasters Association EEO-FCC educational update on rules and regulations on October 14, 2008. The one hour session at the Hartford Marriot was presented by Richard Zaragoza from Pillsbury communications law firm in Washington DC. Discussion focused on the maintenance and expansion of our stations EEO File.

PART 3

SUPPLEMENTAL RECRUITMENT ACTIVITIES  
UNDERTAKEN BY THE STATION UNIT

Activity No. 2008-8

ACTIVITY: Chronicle Job Fair

DATE: April 15, 2008

PREPARER: Colin K Rice

HOST/SPONSOR OF ACTIVITY: The Chronicle (newspaper) & East Brook Mall

PARTICIPATING EMPLOYEES: Donna Evan, Sales Manager & College Interns of Nutmeg Broadcasting Company

DESCRIPTION OF ACTIVITY AND STATION PARTICIPATION:

The Chronicle, a local daily newspaper in Willimantic, sponsored a job fair from 10 AM to 2PM in the East Brook Mall. Two active college interns of WILI AM & FM manned the information table for the radio stations from 10AM til 12PM, and spoke to other students about the internship program. Donna Evan was stationed at our information table from 12pm to 2pm and spoke to several interested people about possible careers in radio.

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity # 2008-9

Activity: Spring semester internship program

Date: June, 2008, - December, 2008 Preparer: Colin K. Rice

Host/Sponsor of Activity: WILI AM & I-98 FM radios stations

Participating Station Personnel: All fulltime employees

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EE0 Exhibit 10  
November 3, 2008

WILI AM & I-98 FM hosted 5 college interns and 1 high school intern during the summer & fall semesters of 2008. Interns were from Eastern Ct. State University, & E.O. Smith High School. They were active in most departments and averaged about 10 hours each week, including the high school intern who was involved in a work study program. They received credit at their university or it became a notation on their high school academic record.

Colin K. Rice