

EEO Public File Report

for the Period Ending January 2019

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This report covers the following employment units:

WABH-AM Bath, New York
WVIN-FM Bath, New York

1. In 2018, there were zero full time vacancies
2. In spite of the lack of full-time vacancies covered under this report, Tower Broadcasting continues to conduct an outreach program with various community groups and educational organizations in the event of a full time opening.
3. A listing of Outreach Organizations is listed as follows:
 - The New York State Job Bank, and NYS Dept. of Labor
 - TV and RadioJobs.com
 - All Access Trade Publication
 - The Southern Tier Shopper
 - NYS Broadcaster Association
 - Central Steuben Chamber of Commerce
 - Bath Kiwanis
 - On air recruitment announcements on WABH and WVIN
4. Other outreach activities in 2017 consisted of the following
 - Career Day at Bath Central School
 - Career Day at Canisteo-Greenwood Central School
 - Various outreach efforts and/or broadcasts from Avoca, Prattsburgh, Hammondsport, Campbell, and Savona Schools
 - On-going Help Wanted announcements on air
 - Job referrals on various social media platforms
 - Continual communication from management and management staff to potential applicants

On site employment information has been distributed during numerous live broadcasts on all stations, including, but not limited to the following:

- Steuben County Fair (six days)
- Spirit of Christmas Event Bath
- Christmas in the Park Event Hammondsport
- Santa's Day Off at Five Star Bank
- Tyrtle Beach Youth Event (April)

It is the policy of Tower Broadcasting Elmira to provide a fair and equal employment opportunity for all associates and job applicants regardless of race, color, religious creed, national origin, age, gender, marital status and other, in accordance with applicable federal, state and local law.

Tower Broadcasting hires and promotes individuals solely on the basis of their qualifications.

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