

**WZRC(AM)**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2017 – January 31, 2018**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
On-Air Talent/Sales Representative	9*	9

*\*Exigent Circumstances*

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	<b>National Urban League</b> 120 Wall Street, #7 New York, NY 10005 PH: (212)248-0452 Fax: (212)558-5300 <a href="mailto:info@nul.org">info@nul.org</a> Attn: Job Center	N	0
2	<b>Resource Center for Women</b> 31 Woodland Avenue Summit, NJ 07901 PH: (908)273-7253 Fax: (908)273-7550 Attn: Job Center	N	0
3	<b>New York State Broadcasters Association</b> 1805 Western Avenue Albany, NY 12203 PH: (518)456-8888 Fax: (518)456-8943 <a href="mailto:cjung@nysbroadcasters.org">cjung@nysbroadcasters.org</a> Attn: recruiting	N	0
4	<b>New Jersey Broadcasters Association</b> 7 Centre Drive, Suite 12 Monroe Township, NJ 08831 PH: 1-888-657-2346 Fax: 1-888-652-2329 <a href="mailto:njba@njba.com">njba@njba.com</a> Attn: recruiting	N	0
5	<b>Chinatown/Lower East Side Business Outreach Center            CMP (Chinatown Manpower Project, Inc.)</b> 7 Mulberry Street, 3/F New York, NY 10013 PH: (212)571-1690, 571-1692 Fax: (212)571-1686 <a href="mailto:bocinfo@cmpny.org">bocinfo@cmpny.org</a> <a href="mailto:info@cmpny.org">info@cmpny.org</a> Attn: Human Resources / Job Center	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	<b>Asian American Federation of New York</b> 120 Wall Street, 9F New York, NY 10005 PH: (212)344-5878 Fax: (212)344-5636 info@cafederation.org Attn: Human Resources / Job Center	N	0
7	<b>World Journal</b> 141-07 20 <sup>th</sup> Avenue Whitestone, NY 11357 PH: (718)746-8889 x 6311 Fax: (718)746-6445, 746-5972 Attn.: Classified Dept.	N	0
8	<b>Sing Tao Newspapers – New York Limited</b> 188 Lafayette Street New York, NY 10013 PH: (212)699-3800 Fax: (212)699-3833 Attn.: Classified Ad	N	0
9	<b>On-Air Announcements</b>	N	1
10	<b>Internal Transfer/Promotion</b>	N	0
11	<b>Station Website Posting</b>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>1</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Host event designed, in part, to disseminate information about career opportunities in broadcasting	On March 3, 2017, Station WZRC(AM) hosted an anniversary celebration at Grand Restaurant in Queens, New York, during which our Station Manager and other management-level personnel as well as On-Air Talent, and staff members shared information with those in attendance about the company, careers opportunities in broadcasting and possible job openings at WZRC. Literature about the company was distributed to interested attendees. This event was promoted over the air and in the local, Chinese publication, "M-Weekly."
2	Participate in event/program sponsored by a community organization designed, in part, to disseminate information about career opportunities in broadcasting (2)	On August 12 <sup>th</sup> and 13 <sup>th</sup> of 2017, Station WZRC(AM) rented a tent at the annual Hong Kong Dragon Boat Festival at Flushing Meadow Corona Park, Queens, New York. Management-level employees (including Owner, Station Manager, Sales Manager and Program Directors) used this opportunity to speak with interested attendees about the radio business as well as job opportunities with Multicultural Radio Broadcasting Licensee, LLC, and distributed literature about the company.
3	Management-level training regarding equal employment opportunity and preventing discrimination	On January 4, 2018, our Station participated in an FCC EEO compliance webinar entitled, "The FCC's Equal Employment Opportunity Rules: The Nuts & Bolts for Multicultural Radio Broadcasting, Inc.," presented by its outside communications counsel. Station participants included our Vice President and In-House Counsel as well as our Regional, Sales, Deputy Sales and Station Managers.
4	Host Open House	On January 8, 2018, Station WZRC(AM) hosted an open house at its facilities in New York. Those in attendance were greeted by our Station/Sales Manager, who conducted a tour of the studio which included a behind-the-scenes look at and discussion about radio operations. Information about the various career opportunities available in radio as well as job openings at the Station were also shared. Management-level personnel and staff were on hand to answer questions.