

Annual Equal Employment Opportunity Public File Report

WWRR-FM/WMMZ-FM/WICK-AM/WYCK-AM/WTRW-FM/WCDL-AM

April 1, 2021 – March 31, 2022

The purpose of this EEO Public File Report is to comply with Section 73.2080(c)(6) of the Federal Communications Commission's 2002 EEO Rule. This report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WWRR-FM, Scranton, PA; WMMZ-FM, Berwick, PA; WICK-AM, Scranton, PA; WYCK-AM, Plains, PA; WTRW, Carbondale, PA; WCDL, Carbondale, PA: and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this report covers the time period beginning April 1, 2021 up to and including March 31, 2022.

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 including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule which should be identified separately by name, address, contact person and telephone number;
3. The recruitment source that referred the person hired 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 72.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time positions listed on Appendix 1.

For the purposes of this report, a vacancy was deemed "filled" not when the offer was extended but when the person hired accepted the job offer. The person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1

EEO Public File Report

Covering the period April 1, 2021 to March 31, 2022

Stations Comprising the Station Employment Unit:
WWRR-FM/WMMZ-FM/WICK-AM/WYCK-AM/WTRW-FM/WCDL-AM

Section 1: Vacancy Information

Bold Gold Media WBS, LP had no employment openings during this coverage period.

Total Number of Persons Interviewed During Applicable Period: 0

Annual Source Information

Recruitment Sources Employed for outreach during Applicable Period: 1

Recruitment ads aired on radio stations

Appendix 2

EEO Public File Report Form

Covering the period April 1, 2021 to March 31, 2022

Stations Comprising Station Employment Unit:
WWRR-FM/WMMZ-FM/WICK-AM/WYCK-AM/WTRW-FM/WCDL-AM

Section 2: Recruitment Source Information

Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
station recruitment ads	0	0

Appendix 3

Annual EEO Public File Report Form

Covering the period April 1, 2021 to March 31, 2022

Stations Comprising Station Employment Unit:
WWRR-FM/WMMZ-FM/WICK-AM/WYCK-AM/WTRW-FM/WCDL-AM

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
WWRR-FM/WMMZ-FM/WICK-AM/WYCK-AM/WTRW-FM/WCDL-AM

The following activities were undertaken during the Applicable Period. Details of activities are included in the appendix.

Appendix A-2022

Participated in a virtual educational seminar on the Future of Broadcasting

Appendix B-2022

EEO On-Air Outreach

Appendix C-2022

Job / Career Fair Participation

Appendix A-2022

Virtual educational seminar the Future of Broadcasting

On Oct 27, 2021 Vince Benedetto, CEO of Bold Gold Media Group, participated in a virtual seminar hosted by the Pennsylvania Association Of Broadcasters and Point Park University designed to raise awareness of broadcasting opportunities for students. He spoke to approximately 35 college students about how to make themselves competitive candidates for careers in broadcasting. Topics covered included music programming, what it is like to be an on-air DJ, technical careers such as engineering and IT, the role sales, marketing and promotion play in the operation of a media group, as well as other critical administrative and management jobs and duties, which together, facilitate the successful operation of a broadcast radio station.



Future of Broadcast Day
WEDNESDAY, OCTOBER 27TH
POINT PARK UNIVERSITY, PITTSBURGH, PA
POINT PARK CENTER FOR MEDIA INNOVATION (CMI)
305 WOOD ST. PGH PA AND ONLINE

The Pennsylvania Association of Broadcasters (PAB) partners with Point Park University's Rowland School of Business and School of Communication to raise awareness of broadcast opportunities for students. Careers included are journalism, content creation, operations, production, promotion, sales and business management at more than 350 radio and 38 TV station across Pennsylvania.

TRENDS IN BROADCAST PANEL
9:40AM – 11 AM

Vince Benedetto
Founder, President and CEO of Bold Gold Media Group

Pam Forsyth
General Manager Lilly Broadcasting
WICE/WSEE-TV - Erie

Ric Harris
President and General Manager NBC TV Philadelphia

Elizabeth Pembleton
VP/Market Manager for Cumulus Media Allentown/Bethlehem/Easton

Chuck Wolfertz
President and General Manager WTAE TV - Pittsburgh

CAREERS IN BROADCAST PANEL
11:20AM – 12:15PM

Featuring various broadcast career panelists speaking to the numerous opportunities in this state's radio and TV profession.

PAB SCHOLARSHIP RECOGNITION
12:30

Recognizing the eight recipients of the 2021 PAB Scholarship award.

PAB PENNSYLVANIA ASSOCIATION OF BROADCASTER
POINT PARK UNIVERSITY

Appendix B-2022

EEO On-Air Outreach

WWRR/WMMZ/WYCK, WTRW and WICK/WCDL conduct regular on-air promotion of employment opportunities. Text of the announcements: Exhibit A, B, and C

Exhibit A

WWRR/WMMZ/WYCK, WTRW and WICK/WCDL

RECRUITMENT ANN

I have a phone number that may change your life for the better. Hi, I'm Michael G Stanton, Market Manager for Bold Gold Media Group; we're a locally owned marketing company, and I need sales people. I'm looking for someone that actually likes sales. If you like to get out of the office, talk to new people, business owners and managers and help their business grow... AND make money doing it! I want to talk to you. You've heard of money, right? Yes, you can make a lot of money with us. So, I guess I have 3 questions for you; do you want a new job? Do you want to do sales? Do you want to make good money? If you said yes 3 times call me 570-344-1221, 344-1221, 344-1221 extension 28. (And FYI, we have a great business culture too... people actually like to work for us and we keep growing). We're an equal opportunity employer. We're On air on line mobile social live and local. We're BGMG.... Yes, There is a difference. Let me also say, You don't NEED sales experience, but that definitely helps, 344-1221 extension 28.

Exhibit B

WWRR/WMMZ/WYCK

RECRUITMENT ANN

The River is an equal opportunity employer. Our station affords equal opportunity and employment to all qualified persons. No person will be discriminated against in employment by race, color, religion, national origin, or gender by this station. If your organization would like to be notified when The River is seeking applicates for employment, contact us by letter or fax, tell us the name of your organization, the mailing address, telephone or fax number, and the name of the person who will receive the notice. Our station will notify your organization of all full-time openings, or you may specify the job openings you want notice for. Mail your requests to The River, 1049 North Sekol Road, Scranton, PA 18504 or fax it to 570-344-0996. That's all you need to do to receive notice of employment opportunities and when The River has a job opening, we'll notify your group and post the opening on our website: www.105theriver.net.

Exhibit C

WTRW

RECRUITMENT ANN

943 The Talker is an equal opportunity employer. Our station affords equal opportunity and employment to all qualified persons. No person will be discriminated against in employment by race, color, religion, national origin, or gender by this station. If your organization would like to be notified when The Talker is seeking applicates for employment, contact us by letter or fax, tell us the name of your organization, the mailing address, telephone or fax number, and the name of the person who will receive the notice. Our station will notify your organization of all full-time openings, or you may specify the job openings you want notice for. Mail your requests to 943 The Talker, 1049 North Sekol Road, Scranton, PA 18504 or fax it to 570-344-0996. That's all you need to do to receive notice of employment opportunities and when WTRW has a job opening, we'll notify your group.

Interns and part-time employees will be recruited for positions as they occur using all resources available. Those part-time employees may apply for full-time openings and compete for those full-time positions with other qualified candidates as the employment unit performs outreach. In all recruiting and hiring the station employment unit will recruit and hire with full compliance to the Equal Employment Opportunity regulations.

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Appendix C-2022

Bold Gold Media Group, LP participated in two job fairs held in the local region. Both provided opportunities for job seekers to meet Bold Gold staff and learn about career opportunities throughout the company.

On Aug 28, 2021, Bold Gold Media Group participated in and promoted a job fair sponsored by the Northeast Pennsylvania Business Fair. Ashok Divecha and Lisa Percevault represented Bold Gold Media. They met with 9 interested job seekers, explaining employment opportunities in the field of radio broadcasting, and accepting resumes for future openings.

On Sept 28, 2021, Bold Gold Media Group participated in a career recruitment and hiring event at the local county fairgrounds. The event was hosted by the regional chamber of commerce and local workforce/career organizations. Ashok Divecha and Emily Grillo represented Bold Gold Media. They met with 5 interested job seekers, explained employment opportunities in the field of radio broadcasting, and accepted resumes for future employment openings.