

ANNUAL EEO PUBLIC FILE REPORT

For the period beginning 12/01/20 and ending 11/21/21

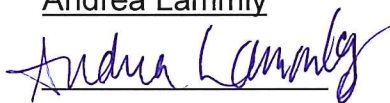
This report is not required if unit has fewer than five full-time employees.

This report consists of:

- Part 1 Station Information
- Part 2 Recruitment sources/interviewees for each full-time vacancy
- Part 3 Recruitment initiatives

Preparer: Andrea Lammlly

Signature:



Title: Business Manager

Date: November 21, 2021

Telephone: 802-658-1230

*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 station's renewal application. The initial reporting period is from March 24, 2014, to the station's renewal filing deadline.

PART 1

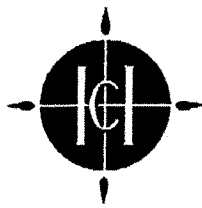
This report covers the following employment unit:

<u>Call Sign</u>	<u>AM/FM</u>	<u>Facility ID#</u>	<u>Community of License</u>	<u>State</u>	<u>LMA</u>
WOKO	FM	25867	Burlington	VT	No
WKOL	FM	68692	Plattsburgh	NY	No
WJOY	AM	25864	Burlington	VT	No
WIZN	FM	7839	Vergennes	VT	No
WBTZ	FM	52807	Plattsburgh	NY	No

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 zero full-time job vacancy was filled by the employment unit.

A total number of zero persons were interviewed for all of the full-time vacancies.



HALL *Communications, Inc.*

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity #1*

Activity: Community College of Vermont's Spring 2021 Virtual Career Fair

Date: March 29-April 2, 2021

Preparer: Andrea Lammlly

Host/Sponsor of Activity: Community College of Vermont

Participating Station Personnel: Matt Grasso, Operations Manager

Description of activity and scope of station participation:

Virtual Career Fair with the ability to meet job seekers live via video conferencing for open group information sessions and individual applicants you have selected for interviews.

If participation in a recruitment activity has not been implemented during this reporting period, please indicate "none" above and add an appropriate explanation (such as, all of the station unit's recruitment activities are to be completed during another year and not the year covered by this report).



HALL *Communications, Inc.*

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity #2

Activity: Plattsburgh/North Country Chamber Fall Job Fair 2021

Date: September 15, 2021

Preparer: Andrea Lammlly

Host/Sponsor of Activity: North Country Chamber of Commerce, OneWorkSource, North Country Workforce Investment Board, JSEC, Hall Communications, Plattsburgh North Country Service Corp. & WPTZ-TV

Participating Station Personnel: Candis Leopold, Sales Manager, Ed Bolin & Sydney Sloan, Marketing Consultants

Description of activity and scope of station participation:

North Country Chamber Job Fair, Westside Ballroom, Plattsburgh, NY

The Hall Communications team attended and interviewed several people during the North Country Chamber's Annual Job Fair Wednesday September 15th from 3p – 7p at the Westside Ballroom in Plattsburgh, NY. We had people stop at our booth and talk with us about positions in marketing sales, on air positions as well as events. Many people also took applications with them to fill out later. The applicant turnout was not as high as usual but there were a large number of companies there looking for qualified applicants.

Hall Stations WJOY/WOKO/WKOL/WIZN/WBTZ ran a total of 99 live :15 promos in support of the Job Fair as well.

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HALL *Communications, Inc.*

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

Activity #3

Activity: Champlain College Virtual Career Fair 2021

Date: October 20, 2021 **Preparer:** Andrea Lammly

Host/Sponsor of Activity: Champlain College

Participating Station Personnel: Mark Knight, Operations Manager

Description of activity and scope of station participation:

Hall Communications attended and interviewed several students during the Champlain College Virtual Job Fair on the "Handshake" platform on October 20, 2021. Students were majoring in everything from computer networking and cybersecurity to graphic design and communications and creative media. Operations Manager Mark Knight hosted students online in 10-minute one-on-one sessions from the WOKO, WKOL, WJOY, WIZN, and WBTZ studios.

If participation in a recruitment activity has not been implemented during this reporting period, please indicate "none" above and add an appropriate explanation (such as, all of the station unit's recruitment activities are to be completed during another year and not the year covered by this report).

PART 3

SUPPLEMENTAL RECRUITMENT INITIATIVES

ACTIVITY #4

Activity: Activity designed by the station to further job dissemination

Date: December 1, 2020 – November 21, 2021 **Preparer:** Andrea Lammly

Host/Sponsor of Activity: Hall Communications, Inc.

Participating Station Personnel: Dan Dubonnet, V.P. & General Manager

Description of Activity and Station Participation:

In an effort to widely recruit resources for obtaining personnel, stations WJOY-AM, WOKO-FM, WKOL-FM, WIZN-FM and WBTZ-FM each aired an announcement asking groups or organizations that wish to be notified of any or all openings, to call the station and their name will be placed on the Employment Notification List. It was noted in the announcement that Hall Communications, Inc. is an equal opportunity employer and encourages minority and female applicants. Announcement airs throughout each month in all day parts from December 1, 2020 to November 21, 2021.

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