

Equity Communications LP
EEO PUBLIC FILE REPORT

Reporting Period: February 1 2008 – January 31 2009

This report covers the following stations:

WAYV/WAIV WZXL WTHH/WEZW WZBZ/WSNQ WMID WCMC

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Equity Communications LP is an Equal Opportunity employer that seeks to maintain a diverse non-discriminatory workplace & has always encouraged females & minorities to apply for all openings. These policies are expressed in Equity's written Corporate Policy Manual & Employee Handbook, which is provided to all employees & available in the Company's Public Inspection Files. A copy of this Handbook is available upon request.

In support of our policies on October 20 2003 & October 7 2008 every Equity employee was required to attend a day-long seminar on the Company's anti-discrimination & EEO policies. A copy of this program entitled "Harassment and Discrimination Prevention" is available in the Company's Public Inspection Files & available upon request. Follow-up meetings to review these procedures were held quarterly during 2004 and 2009 with Equity Communications department heads & hiring managers.

The Equity Communications Corporate Policy Manual & Employee Handbook expresses Equity's commitment to "base employment decisions on factors such as experience, character, & ability (and not) upon such factors as race, religion, color, sex, age, national origin, or any other non-job related trait or characteristic." The Company's Employee Manual specifically asks for its employees' "cooperation and assistance in Equity's efforts to recruit, hire, and promote qualified women & minorities."

Equity Communications has a four-part plan of outreach & communications initiatives to reach all segments of the population to fill fulltime & part-time positions without regard to color, race, gender, or religious belief. Since most of the Company's employees provide services to all stations, our recruitment & outreach efforts are commonly performed & shared in behalf of all the Equity stations as follows:

1. **Market-wide distribution & dissemination of information about fulltime & part-time openings** via on-air announcements on our radio stations, newspaper classified advertising, online advertising via stations' websites, posting of notices in & networking with local colleges, & networking with appropriate job sources & community groups.
2. **Sending of notices to local community groups via letters, faxes, or email.** Through the Company's ongoing membership in local chambers of commerce & development of relationships with local recruitment organizations we have seen our referral list grow every year.
3. **Through our on-going extensive internship program** we have encouraged high school, community college & university students to spend their summers working in radio & participating in many of the Company's various daily activities. These unpaid positions & duties occurred in Sales, Marketing, Promotion, & General Office Management, & allowed interns to gain a better understanding of skills needed for career opportunities in radio. Internships generally run for one semester, or all summer long. Two interns worked with Equity Communications LP during this reporting period.
4. **Easy Accessibility to local applicants, walk-ins, referrals & other job seekers who visit or contact Equity Communications** or who visit any of the Company's numerous local community events to seek employment on an informal basis.

This EEO Public File Report is filed in each of the Stations' Public Inspection files, is available upon written request from the Company & covers the following reporting period: February 1 2008 – January 31 2009. For the purposes of this Report a position was deemed “filled” not when an offer was extended but when hiree accepted the offer. A person was deemed “interviewed” when he or she was interviewed either in-person or over the telephone.

Full-Time Vacancy List

The following Vacancy List for WAYV/WAIV, WZZL, WTTH/WEZW, WZBZ/WSNQ, WMID & WCMC covers the period February 1 2008 – January 31 2009:

Position / Job Title Job Description	Recruitment Sources Used To Seek Candidates for & Publicize this Position	Number Interviewees From Each Source	Recruitment Source of Hiree
Promotion Director	AC Press Advertising	2	
	Atlantic City Weekly	1	
	On-Air Advertising	3	
	Internal Posting	1	1
	AC Help Wanted.com		
	EEO Distribution List	1	
Director of Sales	Employee Referrals	1	
	Industry Referrals	6	
	On-line Advertising	1	1
	AC Help Wanted.com		
	Inside Radio Classifieds		
	EEO Distribution List	2	
Chief Engineer	Employee Referrals		
	Industry Referrals	5	
	Engineering Society Referrals	2	
	Radio Magazine Classifieds		
	Radio World Newspaper Classifieds	13	
	Inside Radio classifieds	5	
	Station Websites	2	
	EEO Distribution List		
Account Executive Outside Sales	On-air announcements	5	
	Online advertising	9	1
	Station Websites	1	
	Internal Posting	1	
	Lecture at Rowan College		
	EEO Distribution List		
WAYV On-Air Talent 10A-3P DJ / Newscaster	Referrals	2	
	Promote from Within	1	
	Listings in Trade Periodicals		
	Connecticut School of Broadcasting Website		
	All Access Web Site	15	1
	Radio & Records Magazine Advertising	11	
	EEO Distribution List	1	

Total # Persons Interviewed (either in person or via telephone) during reporting period:	91	-	4
Total # Hires:	-	-	4

SUPPLEMENTAL (Non-Vacancy-Related) RECRUITMENT ACTIVITIES UNDERTAKEN BY EQUITY COMMUNICATIONS LP

In addition to sending, placing, & airing announcements for specific fulltime openings at Equity Communications the company has also participated in the following recruitment events & seminars:

1. Ongoing internship program to assist members of the South Jersey community to acquire skills needed for broadcast employment. Supervised by Promotion Director & Program Directors
2. Participation in & promotion of Career Days at Prism Career Institute Atlantic City NJ relating to career opportunities in broadcasting & technology. Participation in Career Days events at two local colleges: Richard Stockton College in Atlantic City & Temple University in Philadelphia to promote career opportunities in broadcasting
3. Participation in & promotion of Atlantic City Fall Job Fair September 15 2008 @ Shore Mall West Atlantic City NJ
4. Equity Communications LP Careers in Broadcasting Open House Friday January 9 2009 @ Bayport One 8025 Black Horse Pike West Atlantic City NJ

Attendance at these events allows Equity Communications to distribute information about career opportunities within our nine radio stations. Resumes are collected for future reference when job openings occur. The results have been positive with over 300 resumes received from the above sources.