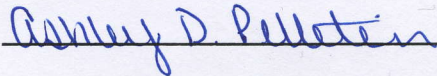


ANNUAL EEO PUBLIC FILE REPORT

For the Period Beginning 11/22/13 and Ending 11/30/14 \*

This Report Consists of:

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

Preparer: Ashley D. Pelletier  
Signature:   
Title: Operations Director  
Date: November 30, 2014  
Telephone: (860) 887-3511

\*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.

PART 1

This Report covers the following employment unit:

<u>Call Sign</u>	<u>AM/FM</u>	<u>FACILITY ID#</u>	<u>COM. OF LICENSE</u>	<u>State</u>	<u>LMA</u>
WICH	AM	72347	Norwich	CT	no
WCTY	FM	72346	Norwich	CT	no
WKNL	FM	48547	New London	CT	no
WNLC	FM	25406	East Lyme	CT	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 2 full-time job vacancies were filled by the employment unit.

A total number of 11 persons were interviewed for all of the full-time vacancies.

## PART 2

### PART TIME HIRES (Job# 1 of 2 )

Job Title: ACCOUNT EXECUTIVE  
Date Filled: 1/13/14  
Total Number of Interviewees: 3

#### Recruitment Sources:

<u>NAME &amp; ADDRESS</u>	<u>NUMBER OF REFERRALS</u>
<a href="http://www.ctba.org/cgi-bin/HRWorx.pl">www.ctba.org/cgi-bin/HRWorx.pl</a> (Connecticut Broadcaster's Assoc Website)	0
<a href="http://www.careerpage.org/cgi-bin/jobs">www.careerpage.org/cgi-bin/jobs</a>	0
<a href="http://www.wcty.com">www.wcty.com</a> (WCTY website)	0
<a href="http://www.wich.com">www.wich.com</a> (WICH website)	0
<a href="http://www.wnlc.com">www.wnlc.com</a> (WNLC website)	0
<a href="http://www.radiorox.com">www.radiorox.com</a> (WKNL website)	0
<a href="http://www.hotjobs.yahoo.com">www.hotjobs.yahoo.com</a> (In association with the New London Day)	0
<a href="http://www.ctjobcentral.org">www.ctjobcentral.org</a>	0
NORWICH BULLETIN 66 Franklin St. Norwich, CT 06360	0
THE NEW LONDON DAY 37 Eugene O'Neill Drive New London, CT 06320	0
Connecticut Broadcaster's Association Job Fair	0

Ms. Peggy Ferguson UNIV. OF RHODE ISLAND 221 Roosevelt Hall Kingston, RI 02887	(401) 874-2416	0
Ms. Maria Ricci PROVIDENCE COLLEGE Slavin Center 105 Providence, RI 02198	(401) 865-1000	0
Ms. Susan Trombly N.E. INSTITUTE OF TECHNOLOGY 2500 Post Road Warwick, RI 02886	(401) 739-5000	0
Mr. Steven Raucher Univ. of New Haven - Prof. Of Communications 300 Orange Avenue West Haven, CT 06516	(203) 932-7000	0
Ms. Nancy Gray Eastern CT Workforce Investment Board 113 Salem Turnpike - North Bldg Norwich, CT 06360	(860) 859-5767	0
Ms. Arlethia Monroe EEOC RESOURCE CENTER 1801 L. Street NW Washington, DC 20507	(202) 663-4900	0
Mr. Samuel Hall HOWARD UNIVERSITY <sup>1</sup> / <sub>1</sub> PO Box 667, Administration Building Washington, DC 20059	(202) 806-7513	0
Ms. Karen Hunter NAB CLEARING HOUSE 1771 N. Street NW Washington, DC 20046	(202) 429-5300	0
Ms. Catherine Link Univ. of New Haven - Career Development 300 Orange Street West Haven, CT 06516	(203) 932-7334	0

<sup>1</sup> A source with an (\*) was the source that referred the hire. A source with an (x) was a source that requested to be contacted as job openings occur.

Ms. Sherri Tanguay MOHEGAN TRIBAL NATION 1 Mohegan Blvd. Uncasville, CT 06382	(860) 204-6100 <u>2</u> /	0
Mr. David Grindel VETERANS CENTER 2 Cliff Street Norwich, CT 06360	(860) 887-1755	0
Mr. Garfield Ruker MARTIN LUTHER KING CENTER 21 Fairmont Street Norwich, CT 06360	(860) 887-6255 <u>1</u> /	0
Ms. Christine Johnson MADONNA PLACE 240 Main Street Norwich, CT 06360	(860) 886-6600 <u>3</u> /	0
Ms. Elsie Spoust UCONN 562 N.L. Turnpike Norwich, CT 06360	(860) 887-1608	0
Mr. Gottfried Beisel CONNECTICUT JOB SERVICE 113 Salem Turnpike Norwich, CT 06360	(860) 859-5604	0
Ms. Jacqueline Owens NAACP PO Box 24 Norwich, CT 06360	(860) 886-5529 <u>1</u> /	0
Ms. Loise Summa THREE RIVERS COM. COLLEGE Mahan Drive Norwich, CT 06360	(860) 886-1931	0
Ms. Linda Misarski Norwich Business & Prof. Women's Club 147 Wawecus Hill Rd. Bozrah, CT 06334	(860) 889-7444 <u>3</u> /	0

<sup>1</sup> A source with an (\*) was the source that referred the hire. A source with an (x) was a source that requested to be contacted as job openings occur.

Ms. Marcia Flowers (860) 535-1868 EASTERN PEQUOT TRIBAL NATION <u>2</u> / 391 Norwich-Westerly Rd. North Stonington, CT 06359	0
Ms. Nancy Albert (860) 441-6760 GROTON HUMAN SERVICES 2 Fort Hill Rd. Groton, CT 06340	0
Ms. Janene Vandi (860) 405-9010 UCONN AT AVERY POINT 1084 Shennecossett Rd. Groton, CT 06340	0
Ms. Peggy Tackett (860) 449-8348 NAVY FAMILY SERVICE CENTER Box 93, Nasubase, NLON Groton, CT 06340	0
Mr. Arthur Henick (860) 312-3000 Mashantucket Pequot Tribal Nation <u>2</u> / PO Box 3130 Mashantucket, CT 06339	0
Ms. Barbara Benson (860) 646-7221 I.C.E. EMPLOY & TRAINING SERVICE PO Box 672 Gales Ferry, CT 06335	0
Ms. Lisa Russ (860) 447-1731 O.I.C. OF NEW LONDON COUNTY <u>1</u> / 106 Truman St. New London, CT 06320	0
Mr. Jack Tinker (860) 447-1911 CONNECTICUT COLLEGE 270 Mohegan Ave. New London, CT 06320	0
Mr. Peter Bowler (860) 447-0884 ALLIANCE FOR LIVING 154 Broad St. (A social services Organization) New London, CT 06320	0

<sup>1</sup> A source with an (\*) was the source that referred the hire. A source with an (x) was a source that requested to be contacted as job openings occur.

Ms. Wendy Mathieu MITCHELL COLLEGE 437 Pequot Ave. New London, CT 06320	(860) 701-5000	0
Mr. Vic Jensen Ridley Lowell Bus & Tech Institute 470 Bank St. New London, CT 06320	(860) 433-7441	0
Ms. Rhea Joseph CREATIVE CONNECTIONS 5 Carlisle Lane (A social services Organization) Niantic, CT 06357	(860) 442-7556	0
Ms. Mirriam Lopez Centro de La Comunidad 225 Central Ave. Norwich, CT 06360	(860) 442-4463 <u>4</u> /	0
Mr. Carmen Bruno The Women's Center of SE CT. 16 Jay Street New London, CT 06320	(860) 447-0366 <u>3</u> /	0
Ms. Janice Albert CT STATE LABOR DEPT. 645 South Main St. Middletown, CT 063457	(860) 344-2044	0
Mr. Hank Tenny CT SCHOOL OF BROADCASTING Radio Park Farmington, CT 06032	(860) 887-2346	0
Mr. Dan Gaynor NEW LONDON ADULT EDUCATION Shaws Cove Three New London, CT 06320	(860) 437-2385	0

<sup>1</sup> A source with an (\*) was the source that referred the hire. A source with an (x) was a source that requested to be contacted as job openings occur.

	Ms. Laura Hall (860) 871-9908	0
x	UCONN Communication Club 45 D. Mt. Vernon Dr. Vernon, CT 06066	
x	Mr. Tim G. Martelon (203) 378-5155 CT School of Broadcasting 80 Ferry Blvd. Stratford, CT 06615	1
	Ms. Laura Hall (860) 871-9908 UCONN Communication Club 45 D. Mt. Vernon Dr. Vernon, CT 06066	0
	WALK-INS	0
*	EMPLOYEE REFERRALS	2
	SOURCE UNKNOWN	0
	<u>1</u> / A predominantly African-American School / Organization	
	<u>2</u> / A predominantly Native-American Organization	
	<u>3</u> / A predominantly female Organization	
	<u>4</u> / A predominantly Hispanic Organization	

<sup>1</sup> A source with an (\*) was the source that referred the hire. A source with an (x) was a source that requested to be contacted as job openings occur.



## PART 2

### PART TIME HIRES (Job# 2 of 2 )

Job Title:           FULL TIME ANNOUNCER            
Date Filled:           9/24/14            
Total Number of Interviewees:       8      

#### Recruitment Sources:

<u>NAME &amp; ADDRESS</u>	<u>NUMBER OF REFERRALS</u>
<a href="http://www.ctba.org/cgi-bin/HRWorx.pl">www.ctba.org/cgi-bin/HRWorx.pl</a> (Connecticut Broadcaster's Assoc Website)	3
<a href="http://www.careerpage.org/cgi-bin/jobs">www.careerpage.org/cgi-bin/jobs</a>	0
<a href="http://www.wcty.com">www.wcty.com</a> (WCTY website)	1
<a href="http://www.wich.com">www.wich.com</a> (WICH website)	0
<a href="http://www.wnlc.com">www.wnlc.com</a> (WNLC website)	0
<a href="http://www.radioroxy.com">www.radioroxy.com</a> (WKNL website)	0
<a href="http://www.hotjobs.yahoo.com">www.hotjobs.yahoo.com</a> (In association with the New London Day)	0
<a href="http://www.ctjobcentral.org">www.ctjobcentral.org</a>	0
NORWICH BULLETIN 66 Franklin St. Norwich, CT 06360	0
THE NEW LONDON DAY 37 Eugene O'Neill Drive New London, CT 06320	0
Connecticut Broadcaster's Association Job Fair	0

Ms. Peggy Ferguson UNIV. OF RHODE ISLAND 221 Roosevelt Hall Kingston, RI 02887	(401) 874-2416	0
Ms. Maria Ricci PROVIDENCE COLLEGE Slavin Center 105 Providence, RI 02198	(401) 865-1000	0
Ms. Susan Trombly N.E. INSTITUTE OF TECHNOLOGY 2500 Post Road Warwick, RI 02886	(401) 739-5000	0
Mr. Steven Raucher Univ. of New Haven - Prof. Of Communications 300 Orange Avenue West Haven, CT 06516	(203) 932-7000	0
Ms. Nancy Gray Eastern CT Workforce Investment Board 113 Salem Turnpike - North Bldg Norwich, CT 06360	(860) 859-5767	0
Ms. Arlethia Monroe EEOC RESOURCE CENTER 1801 L. Street NW Washington, DC 20507	(202) 663-4900	0
Mr. Samuel Hall HOWARD UNIVERSITY <sup>1</sup> / <sub>1</sub> PO Box 667, Administration Building Washington, DC 20059	(202) 806-7513	0
Ms. Karen Hunter NAB CLEARING HOUSE 1771 N. Street NW Washington, DC 20046	(202) 429-5300	0
Ms. Catherine Link Univ. of New Haven - Career Development 300 Orange Street West Haven, CT 06516	(203) 932-7334	0

<sup>1</sup> A source with an (\*) was the source that referred the hire. A source with an (x) was a source that requested to be contacted as job openings occur.

Ms. Sherri Tanguay MOHEGAN TRIBAL NATION 1 Mohegan Blvd. Uncasville, CT 06382	(860) 204-6100 <u>2</u> /	0
Mr. David Grindel VETERANS CENTER 2 Cliff Street Norwich, CT 06360	(860) 887-1755	0
Mr. Garfield Ruker MARTIN LUTHER KING CENTER 21 Fairmont Street Norwich, CT 06360	(860) 887-6255 <u>1</u> /	0
Ms. Christine Johnson MADONNA PLACE 240 Main Street Norwich, CT 06360	(860) 886-6600 <u>3</u> /	0
Ms. Elsie Spoust UCONN 562 N.L. Turnpike Norwich, CT 06360	(860) 887-1608	0
Mr. Gottfried Beisel CONNECTICUT JOB SERVICE 113 Salem Turnpike Norwich, CT 06360	(860) 859-5604	0
Ms. Jacqueline Owens NAACP PO Box 24 Norwich, CT 06360	(860) 886-5529 <u>1</u> /	0
Ms. Loise Summa THREE RIVERS COM. COLLEGE Mahan Drive Norwich, CT 06360	(860) 886-1931	0
Ms. Linda Misarski Norwich Business & Prof. Women's Club 147 Wawecus Hill Rd. Bozrah, CT 06334	(860) 889-7444 <u>3</u> /	0

<sup>1</sup> A source with an (\*) was the source that referred the hire. A source with an (x) was a source that requested to be contacted as job openings occur.

Ms. Marcia Flowers EASTERN PEQUOT TRIBAL NATION <u>2</u> / 391 Norwich-Westerly Rd. North Stonington, CT 06359	(860) 535-1868	0
Ms. Nancy Albert GROTON HUMAN SERVICES 2 Fort Hill Rd. Groton, CT 06340	(860) 441-6760	0
Ms. Janene Vandi UCONN AT AVERY POINT 1084 Shennecossett Rd. Groton, CT 06340	(860) 405-9010	0
Ms. Peggy Tackett NAVY FAMILY SERVICE CENTER Box 93, Nasubase, NLON Groton, CT 06340	(860) 449-8348	0
Mr. Arthur Henick Mashantucket Pequot Tribal Nation <u>2</u> / PO Box 3130 Mashantucket, CT 06339	(860) 312-3000	0
Ms. Barbara Benson I.C.E. EMPLOY & TRAINING SERVICE PO Box 672 Gales Ferry, CT 06335	(860) 646-7221	0
Ms. Lisa Russ O.I.C. OF NEW LONDON COUNTY <u>1</u> / 106 Truman St. New London, CT 06320	(860) 447-1731	0
Mr. Jack Tinker CONNECTICUT COLLEGE 270 Mohegan Ave. New London, CT 06320	(860) 447-1911	0
Mr. Peter Bowler ALLIANCE FOR LIVING 154 Broad St. (A social services Organization) New London, CT 06320	(860) 447-0884	0

<sup>1</sup> A source with an (\*) was the source that referred the hire. A source with an (x) was a source that requested to be contacted as job openings occur.

Ms. Wendy Mathieu MITCHELL COLLEGE 437 Pequot Ave. New London, CT 06320	(860) 701-5000	0
Mr. Vic Jensen Ridley Lowell Bus & Tech Institute 470 Bank St. New London, CT 06320	(860) 433-7441	0
Ms. Rhea Joseph CREATIVE CONNECTIONS 5 Carlisle Lane (A social services Organization) Niantic, CT 06357	(860) 442-7556	0
Ms. Mirriam Lopez Centro de La Comunidad 225 Central Ave. Norwich, CT 06360	(860) 442-4463 <u>4</u> /	0
Mr. Carmen Bruno The Women's Center of SE CT. 16 Jay Street New London, CT 06320	(860) 447-0366 <u>3</u> /	0
Ms. Janice Albert CT STATE LABOR DEPT. 645 South Main St. Middletown, CT 063457	(860) 344-2044	0
Mr. Hank Tenny CT SCHOOL OF BROADCASTING Radio Park Farmington, CT 06032	(860) 887-2346	0
Mr. Dan Gaynor NEW LONDON ADULT EDUCATION Shaws Cove Three New London, CT 06320	(860) 437-2385	0

<sup>1</sup> A source with an (\*) was the source that referred the hire. A source with an (x) was a source that requested to be contacted as job openings occur.

	Ms. Laura Hall (860) 871-9908	0
x	UCONN Communication Club 45 D. Mt. Vernon Dr. Vernon, CT 06066	
x	Mr. Tim G. Martelon (203) 378-5155 CT School of Broadcasting 80 Ferry Blvd. Stratford, CT 06615	0
	Ms. Laura Hall (860) 871-9908 UCONN Communication Club 45 D. Mt. Vernon Dr. Vernon, CT 06066	0
	WALK-INS	0
*	EMPLOYEE REFERRALS	4
	SOURCE UNKNOWN	0
	<u>1</u> / A predominantly African-American School / Organization	
	<u>2</u> / A predominantly Native-American Organization	
	<u>3</u> / A predominantly female Organization	
	<u>4</u> / A predominantly Hispanic Organization	

<sup>1</sup> A source with an (\*) was the source that referred the hire. A source with an (x) was a source that requested to be contacted as job openings occur.

### PART 3

#### SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION UNIT

##### Activity No. 1

##### ACTIVITY:

Participation in events/programs sponsored by organizations and education institutions to encourage student careers in broadcasting.

DATE: Nov. 22, 2013-Nov. 30, 2014      PREPARER: Ashley D. Pelletier

HOST/SPONSOR OF ACTIVITY:      Hall Communications

##### PARTICIPATING EMPLOYEES:

Andy Russell, General Manager, Morning Show Host Jimmy Lane, Newsperson Marty Hausberger, Program Director Dave Elder, On-air Personalities Shelley Martinez and Christie Frechette, and Roger Arnold, Chief Engineer.

##### DESCRIPTION OF ACTIVITY AND STATION PARTICIPATION:

Hall Communications Stations WICH-AM, WCTY-FM, WKNL-FM and WNLC-FM participate via personal visitations to various local educational institution programs featuring career days, outreach and job shadowing. These visits are designed to encourage and educate interested participants and students to the various opportunities in the radio profession including sales, on-air, programming and engineering.

Specifically during the period covered by this report between November 22<sup>nd</sup>, 2013 and ongoing to the present, Andy Russell is serving as Chairperson of the Connecticut Broadcasting Association's Scholarship Committee. The Committee serves the broadcast community in the State of Connecticut by awarding scholarships to college students pursuing a communications major at a four year or community college. This past year the Committee reviewed 74 applications and awarded scholarships, valued at a total of \$50,000.

## Activity #1 Continued

The Hall Communications Chief Engineer is a member of the Norwich Technical High School's Trade Advisory Committee representing a part of the electronics trade via radio. The School's Department Heads meet two to three times per school year with Committee members to review curriculum and offer suggestions and advice on the most desirable skills and education required or requested for employability within their respective industries. Committee members also address classes and provide tours of their facilities for students in encouragement of their seeking jobs within the industry.



PART 3

SUPPLEMENTAL RECRUITMENT ACTIVITIES  
UNDERTAKEN BY THE STATION UNIT

Activity No. 2

ACTIVITY:

Activity designed by the station to further job dissemination

DATE: Nov. 22, 2013-Nov. 30, 2014     PREPARER: Ashley D. Pelletier

HOST/SPONSOR OF ACTIVITY:     Hall Communications

PARTICIPATING EMPLOYEES:     Ashley Pelletier, Receptionist/Sales  
Assistant

DESCRIPTION OF ACTIVITY AND STATION PARTICIPATION:

In an effort to widely recruit resources for obtaining personnel, stations WICH-AM, WCTY-FM, WKNL-FM and WNLC-FM each aired an announcement asking groups or organizations that wish to be notified of any or all openings, to call the station, ask for Ashley Pelletier and their name will be placed on the Employment Notification List. It was noted in the announcement that Hall Communications is an equal opportunity employer and encourages minority and female applicants. Announcements were aired at least once per day on all days of the week, in all dayparts, from November 22<sup>nd</sup>, 2013 through November 30<sup>th</sup>, 2014.

PART 3

SUPPLEMENTAL RECRUITMENT ACTIVITIES  
UNDERTAKEN BY THE STATION UNIT

Activity No. 3

ACTIVITY:

Extraordinary training programs to enable station personnel to improve their positions.

DATE: Nov. 22, 2013-Nov. 30, 2014      PREPARER: Ashley D. Pelletier

HOST/SPONSOR OF ACTIVITY:

Radio Advertising Bureau and in-house Hall Communications

PARTICIPATING EMPLOYEES:

Members of the Sales Department, Andy Russell, General Manager, Engineering Department.

DESCRIPTION OF ACTIVITY AND STATION PARTICIPATION:

Hall Communications offers and provides for the following in training programs for current employees:

Account Executives: The Radio Advertising Bureau Certified Radio Marketing Consultant Program was created and maintained by the Bureau to educate Account Executives in advertising, marketing and sales. Successful completion of an industry examination under the RAB auspices provides the Executive with documentation of furthering his/her skills to a higher level of excellence in the radio profession, not only for the Company but for the clients serviced, but also to qualify for the higher level executive positions. Only 5% of radio sales people nationwide have this certification. To date, every member of the sales department of this station group now holds an RMP and/or CRMC certification.

Training Workshops: Account Executives are also exposed to ongoing sales training and motivation through various seminars and workshops held throughout the year. An example would include the Connecticut

### ACTIVITY #3, Continued

Broadcasters Association seminar on copy writing held October 9<sup>th</sup>, 2014 at Hilton Hotel in Hartford. Members of the Hall Communications Connecticut stations Sales Department attended.

Connecticut Broadcasters Association Annual Convention: Seminar presented through the CBA for managerial personnel for an update on broadcast issues under consideration or enacted at the FCC, in congress and the administration. In addition, a separate session was included on legal issues broadcasters and their employees may face when using digital delivery systems. Both programs were presented by a communications attorney on October 9<sup>th</sup>, 2014 at the Hilton Hotel in Hartford, Connecticut. In attendance was General Manager, Andy Russell.

Remote Engineers: Individuals with electronic background and/or audiovisual experience are specifically trained by the stations to set up and facilitate station remote broadcasts and other skills to qualify them for higher level positions.

PART 3

SUPPLEMENTAL RECRUITMENT ACTIVITIES  
UNDERTAKEN BY THE STATION UNIT

Activity No. 4

ACTIVITY:

Participation in events/programs sponsored by organizations and education institutions to encourage student careers in broadcasting.

DATE: Nov. 22, 2013-Nov. 30, 2014      PREPARER: Ashley D. Pelletier

HOST/SPONSOR OF ACTIVITY:      Hall Communications

PARTICIPATING EMPLOYEES:

Morning Show Hosts Jimmy Lane and Shelley Martinez, on-air personalities Jesse Roche and Christie Frechette.

DESCRIPTION OF ACTIVITY AND STATION PARTICIPATION:

Hall Communications Stations WICH-AM, WCTY-FM, WKNL-FM and WNLC-FM participate via personal visitations from various local educational institution programs featuring career days, outreach and job shadowing. These visits are designed to encourage and educate interested participants and students to the various opportunities in the radio profession including sales, on-air, programming and engineering.

Specifically during the period covered by this report, Jesse Roche provided tours and information on the workings of a radio station on January 14<sup>th</sup>, 2014 for the Lisbon Cub Pack 79, on January, 30<sup>th</sup>, 2014 for the Plainfield Cub Pack 11, on February 12<sup>th</sup>, 2014 for the Moosup Tiger Cubs and on February 24<sup>th</sup> for the Jewett City Tiger Cubs Pack 20.

ACTIVITY: Number 5

Continued Participation in an Internship Program.

DATE: Nov. 22, 2013-Nov. 30, 2014 PREPARER: Ashley D. Pelletier

HOST/SPONSOR OF ACTIVITY: Hall Communications

PARTICIPATING EMPLOYEES:

Dave Elder, Program Director, News Department and Announcing Staff

DESCRIPTION OF ACTIVITY AND STATION PARTICIPATION:

Hall Communications Stations WICH-AM, WCTY-FM, WKNL-FM and WNLC-FM established an intern program to assist students or individuals in making a decision to enter the electronic media and become acquainted with the workings of a commercial radio station.

In the period covered by this report, Hall Communications continued its internship program with outreach efforts to a number of colleges and high schools. Openings were posted at career offices in local high schools such as East Lyme High School, Waterford High School, and the Norwich Free Academy. Further, openings were posted at universities such as Connecticut College, Mitchell College, Eastern CT State University, Quinnipiac, Colby Sawyer College, and Syracuse University.

Interns specifically covered by this report include 2 students from Waterford High School, one student from the Connecticut School of Broadcasting, and one student from Eastern Connecticut University for the spring semester of 2014. We also hosted one student from Quinnipiac University, one student from Sacred Heart University and one student from University of Rhode Island for the summer 2014 semester.

The interns from Waterford High School gained experience with audio and video editing and writing promotional copy. The intern from Connecticut School of Broadcasting studied broadcast production, and was seeking a job in radio. In their tenure as an intern here, they gained experience with audio (Cool Edit) (Audio Vault) and video editing (Movie Maker), producing promos and imaging, and working in the studio with personalities, producing information and humorous bits for the on-air personalities. The intern from Eastern CT University was studying communications and seeking a job in radio. They gained experience with audio (Cool Edit) Audio Vault) and video editing (Movie Maker), producing promos and imaging and working with the morning show hosts producing bits in real time.

## ACTIVITY #5, Continued

The intern from Quinnipiac was studying communications and gained experience writing promotional copy, broadcast production and audio and video editing.

The two interns (from URI and Sacred Heart) were studying communications. Each of these interns gained experience with the audio editing programs Cool Edit and Audio Vault; writing and producing promos, station imaging, radio parodies, liners and IDs for our morning show hosts. In addition, they all gained valuable "on location" experience attending numerous station remotes, parades and appearances.

Each of the interns spent a minimum of 120 hours at our facilities during their respective semesters. Hall employees who supervised and trained the interns are:

WCTY Morning show hosts, Jimmy Lane and Shelly Martinez, WNLC Morning show host Chris Dillon, WCTY Program Director Dave Elder, and Promotion Director Susan Hurley.

Some interns were eventually hired as part time employees at the radio stations.