

CODCOMM, INC
WPXC-FM WHYA-FM WFRQ-FM WKFY-FM
EQUAL OPPORTUNITY REPORT
December 1, 2018

The purpose of this EEO Public File Report is to comply with Section 73.2080(c) (6) of the FCC's 2002 EEO rule. This report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations:

WPXC, WHYA, WFRQ, WKFY

If your organization distributes information about employment opportunities to job seekers or refers job seekers to employers, and would like to receive job vacancy notices for CodComm Inc, please provide CodComm with the name, mailing address, email address, if applicable, telephone number, fax number and contact person and identify the category of categories of vacancies for which you would like information specified above to the following:

Human Resources
CodComm Inc.
243 South Street
Hyannis, MA 02601
(508)778-6000 x 321

The information in this report covers the time period beginning December 1, 2017 to and including November 30, 2018. 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.
3. The recruitment source that referred the hiree for each 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
4. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(s) of the FCC rules.

It is the policy of CodComm Inc. to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, sex, age, disability, sexual orientation or any other characteristic protected by law, in all personnel actions. As required by Section 73.2080 of the Commission's Rules, the stations have participated in several different recruitment activities to ensure broad outreach. A list and brief description of the initiatives undertaken is described in Section 3.

CODCOMM INC.
WHYA, WPXC, WFRQ, WKFY

EEO PUBLIC FILE REPORT
December 1, 2017 – November 30, 2018

I. VACANCY LIST

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
4/23/18 Sales Account Executive	4,5,6,7,17,23,24	23
6/29/18 Sales Account Executive	4,5,6,7,17,23,24	17
9/5/18 Sales Account Executive	4,5,6,7,17,23,24	4
9/10/18 Traffic & Continuity Manager	4,5,6,7,23,24	23
11/1/18 Sales Account Executive	4,5,6,7,17,23,24	3

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12 month-period
1.	Cape Cod Times Classified AD Dept. 319 Main Street Hyannis, MA 02601 508-775-6201	No	0
2.	All Access Attn: Joel Denver 28955 Pacific Coast Highway, Suite 210-5 Malibu, CA 90265 www.allaccess.com	No	0
3.	Employee Referral	No	2
4.	On Air Announcement by WFQR, WPXC, WFRQ, WKFY	No	2
5.	Station Employment Area Positions posted in an area where all employees can see them 243 South Street	No	0

	Hyannis, MA 02601		
6.	Station Website http://CapeCodRadio.com	No	1
7.	Massachusetts Broadcasters Association Attn: Merril Leferman http://massbroadcasters.org	No	0
15.	Intern Position with station	No	0
16.	The Barnstable Patriot Newspaper 4 Ocean Street P.O. 1208 Hyannis, MA 02601 (508)771-1427 attn: Rob Sennott	No	0
17.	Craigslist.org	No	1
18.	Cape Cod Community College Attn: Naomi Orenberg 2240 Iyanough Road West Barnstable, MA 02668 508-362-2131	No	0
20.	Linkedin.com	No	0
21.	RAMP Website: (Radio and Music Professionals) Attn: Kevin Carter http://mydamnchannel.com	No	0
23.	Indeed.com website Indeed for Employers http://www.indeed.com/hire/contact	No	6
24.	Monster.com	No	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			13

III. RECRUITMENT INITIATIVES: Menu Option Initiatives

- 1) Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions
- 2) Hosting of at least one job fair.
- 3) Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.
- 4) Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.
- 5) Establishment of an intern program designed to assist members of the community to acquire skills needed for broadcast employment
- 6) Participation in job banks, internet programs, and other programs designed to promote outreach generally
- 7) Participation in scholarship programs designed to assist students interest in pursuing a career in broadcasting
- 8) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions

- 9) Establishment of a mentoring program for station personnel
- 10) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting
- 11) Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting
- 12) Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities
- 13) Provision of assistance to unaffiliated non-profit entities in the maintenance of websites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting.
- 14) Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination
- 15) Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions
- 16) Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1.	16	CodComm Inc. provides all contest winners, and any visitors of the stations the opportunity to tour the radio stations and talk with the staff. During this time, careers in broadcasting are discussed and visitors are educated about the broadcasting industry. The tour includes information about how the broadcasting industry strives to serve its local community. Visitors are asked to give their opinions as to what the hottest topics in the local community are.
2.	16	Broadcasted announcements on WFRQ, WHYA, WKFY and WPXC to disseminate EEO information to potential recruitment sources, and to be notified when full time openings occur at CodComm Inc. These announcements were also published on CodComm's website: http://capecodradio.com
3.	7	Participated and sponsored a student in the 2018 Massachusetts Broadcasters Association Student Broadcaster Scholarship program. This program encourages students who are interested in careers in broadcasting to apply for a \$2,000 scholarship towards degrees at colleges and universities offering degrees in radio and television broadcasting. The "winning" applicant was chosen after reviewing 26 qualified students.
4.	5	Codcomm Established a paid internship program designed to assist members of the community to acquire skills needed for broadcast employment. This year

		Codcomm was fortunate to win the Massachusetts Broadcasters Association paid internship grant which paid \$1,700 towards the payroll to cover the internship expenses. Our 4 compensated interns represented Massasoit College in Brockton, MA, Sandwich High School, Westfield State University and Framingham State University. College credit was earned for their efforts while employed at CodComm.
6.	1	Participated in 2 job fair: A: March 20-24, 2017: Took part in The Massachusetts Broadcasters Association Q1 "Virtual Job Fair" B: October 23-27, 2017: Took part in The Massachusetts Broadcasters Association Q1 "Virtual Job Fair"
7.	4	On February 1, 2018 the entire full time on air staff of CodComm Inc. along with the station manager welcomed students from Community Connections of Cape Cod. All 6 students were given a tour of the station facilities and were shown studio equipment and broadcasting skills and techniques.
8.	4	On Tuesday, April 17, Codcomm's station Manager, and morning show on-air talent, participated in the 3 rd Annual Dale Dorman Radio and Digital Media Conference at Massasoit Community College in Brockton, MA. Each Codcomm employee that attended this event were also panelists in various discussions.
9.	4	Codcomm's Station Manager participated in a career day at Cape Cod Community College's Radio class which took place at the campus radio station WKKL on Tuesday November 20.