

2015-2016 ANNUAL EEO PUBLIC FILE REPORT

HUDSON-WESTCHESTER RADIO, INC.

Stations in Employment Unit:

WVOX (AM) New Rochelle, NY
WVIP (FM) New Rochelle, NY

This report for the employment unit of Hudson-Westchester Radio, Inc., covers the period between February 1, 2015 and January 31, 2016.

No. of Full-time Employees: 9

During the Reporting Period, no full-time positions were filled.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c) (2) during the reporting period:

-Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

Hudson-Westchester Radio's broadcast internship program is ongoing all year long. From February of 2015 to January 2016 the station had 36 students enrolled in its internship program. Through a partnership with local colleges and universities as well as area high schools, students participate in the internship program and receive credit for such participation. The interns worked closely with the station's News Director, observing the news operation and on-air presentations. The interns also write news stories as well as research stories and conduct interviews. In addition, they also learned audio production, voice work and board operations.

-Established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.

Hudson-Westchester Radio's Senior Vice President Of Operations offers training in programming, studio operations and sales to those employees of the stations' who

desire to qualify for a higher level position. Specific training in programming the automation system, scheduling radio programs, overseeing the AM and FM stations, traffic, submitting affidavit reports and marketing are taught to such employees. During this reporting period, one of the stations' board operators trained in the traffic and programming department to program our automation system and also trained in overseeing AM operations, including supervising other board operators and inspecting daily station logs.

-Established a mentoring program.

During the fall of 2015 (September-December) Hudson-Westchester Radio sponsored a student to be mentored by the Senior Vice President Of Operations. The student assisted and shadowed him as well as the Morning Show Host daily Monday through Friday for 4 hours per day during this four month period and in the process, learned all the facets of running a radio station. He also took on several other responsibilities such as helping to oversee scheduling and board operations.

-Participated in a scholarship program designed to assist students interested in pursuing a career in broadcasting.

In December 2015 Hudson Westchester Radio offered scholarships to 2 students attending the Connecticut School Of Broadcasting. (Hudson Westchester Radio participates in this scholarship program every year.)

-Participated in an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

From January 2015 to June 2015 Hudson Westchester Radio interviewed and hired 2 interns through the New York State Broadcasters Association Intern Program. The students worked for 180 hours and observed and experienced first hand the operational procedures of the radio station in the following areas: programming, news, production, sales, traffic and bookkeeping and engineering.

