

# EEO ANNUAL PUBLIC FILE REPORT

## THE ZONE CORPORATION

### 1. Full-Time Jobs Filled From December 1, 2020 to November 30, 2021

*Complete This Sheet For Every Full-Time (30 hours per week or more) Vacancy*

Title of Position: ON-AIR ANNOUNCER

Date Filled: OCTOBER 22, 2021

Recruitment Source That Referred The Individual Hired: ON-AIR ADS

Total Number of People Interviewed for Vacancy: 3

List All Recruitment Source(s) Used to Fill Vacancy:

Recruitment Source Name*	Contact Person	Address and Phone Number	Total No. of Interviewees Referred For Position
WKIT-FM 100.3; WZLO-FM	SCOTTY MOORE	861 BROADWAY 990-2800	3
WZON-AM 620	SCOTTY MOORE	861 BROADWAY 990-2800	0
WZLO-FM 103.1	SCOTTY MOORE	861 BROADWAY 990-2800	0
FACEBOOK JOBS	SCOTTY MOORE	861 BROADWAY 990-2800	0
WEBSITE - WKITFM.COM	SCOTTY MOORE	861 BROADWAY 990-2800	0

\* Asterisk after source name indicates that the source is entitled to notification of vacancies.

**2. Recruitment Initiatives Implemented From December 1, 2020 to November 30, 2021:**

<b>Type of Initiative (e.g., job fair, mentoring program)</b>	<b>Date Implemented</b>	<b>Description</b>
<b>PSA RECRUTEMENT AD</b>		<b>FOR THE AIR NATIONAL GUARD</b>
<b>EMPLOYMENT OUTREACH AD</b>		<b>AD RUNS EVERY MONTH ON ALL 3 STATIONS. - HR DIRECTOR</b>
<b>STATE OF ME HR CONVENTION</b>	<b>MAY 10,12, 14</b>	<b>STATE OF MAINE HR CONVENTION - HELD REMOTELY - HR DIRECTOR</b>
<b>HRAEM MEMBER</b>	<b>2021</b>	<b>MEMBER OF THE LOCAL HR CHAPTER. THEY OFFER MONTHLY MEETINGS FOR HR TRAINING. - HR DIRECTOR</b>
<b>SHRM MEMBER</b>	<b>2021</b>	<b>THE NATIONAL - SOCIETY FOR HUMAN RESOURCE MANAGEMENT MEMBER - HR DIRECTOR</b>
<b>INTERNSHIP</b>	<b>OCT 27, 2021</b>	<b>FINISHING INTERNSHIP, STARTED IN 2019 - BUT WAS PAUSED DUE TO COVID. RESUMED OCTOBER 27TH 2021 FOR THE REMAINING TIME. -HR DIRECTOR AND OPS MANAGER</b>