

**WZRC(AM)**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2021 – January 31, 2022**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
No Full-Time Positions Were Filled During this Reporting Period.		

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
As Reported in Section I, No Full-Time Positions Were Filled During this Reporting Period.			

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in event/program sponsored by a community organization designed, in part, to disseminate information about career opportunities in broadcasting (2)	After a year of “social distancing” that curtailed physical gatherings due to the COVID19 pandemic, on August 7 <sup>th</sup> and 8 <sup>th</sup> of 2021, representatives of WZRC(AM) continued its annual participation at the Hong Kong Dragon Boat Festival at Flushing Meadow’s Corona Park, Queens, New York. Management-level employees (including the Owner, Station Manager, Sales Manager and Program Directors) took this opportunity to spoke with attendees about the radio business as well as job opportunities with Multicultural Radio Broadcasting Licensee, LLC, and distributed literature about the company.
<b>2</b>	Host event designed, in part, to disseminate information about career opportunities in broadcasting (2)	On September 11 <sup>th</sup> and 12 <sup>th</sup> of 2021, following the guidelines of social gathering set by the CDC, Station WZRC(AM) celebrated the Mid-Autumn festival with the public and hosted the WZRC Advertiser Product Exhibitions at the Sheraton Hotel in Queens, New York. The Station promoted this event over-the-air and solicited local employers to participate. WZRC seized this opportunity to talk with attendees about careers in broadcasting as well as possible job opportunities with the Station and provided them with literature about the company. Station participants included the Owner, Sales Manager and Program Director.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Host event designed, in part, to disseminate information about career opportunities in broadcasting	On December 31 <sup>st</sup> of 2021, Station WZRC(AM) hosted the (post pandemic) annual New Years Eve Celebration event at East Restaurant in Queens, New York, and shared the celebration with audiences, the community, business associates, and friends from all over New York and New Jersey and beyond. Management-level employees (including Owner, Station Manager, Sales Manager, and Program Directors) used this opportunity to promote the Station, which included promotion related performances, distribution of literature about the Company, and discussions about possible job opportunities at WZRC.
4	Management-level training regarding methods of ensuring equal employment opportunity and preventing discrimination	During the month of January 2022, the Vice President of Multicultural Radio Broadcasting Inc. as well as the WZRC(AM) Station Manager, Program Director, and other management and HR level personnel viewed a webinar conducted by it's counsel Fletcher, Heald & Hildreth entitled, <i>The FCC's EEO Rules</i> . The FCC's EEO recruitment, recordkeeping, and reporting requirements were re-examined and reinforced.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Utilize programs designed for outreach during the pandemic	<p>Given the impact of the persistent pandemic on everyone's business and personal lives, WZRC(AM) continued to create programs and platforms to bring comfort and support to its listeners as well as information about career/job opportunities in broadcasting as well as other fields.</p> <p>Since our Station is a leader in Chinese radio broadcasting and is popular among the local Chinese community, it continued to produce programs that focused on the loss of local jobs. Again, the Station's ultimate goal was and is to help talented people find meaningful work again. The programs, which aired with regularity, provided information about current employment opportunities in a wide variety of fields. Local organizations as well as community leaders kept WZRC staff informed and updated about who was hiring locally and state-wide. WZRC is proud of its efforts and continues to receive accolades from its listeners as well as community leaders in the City for the assistance the Station provided and continues to provide.</p>