

Annual Equal Employment Opportunity Public File Report

WDNB (FM)/WHNB-FM/WSUL (FM)/WVOS-FM/WVOS (AM)

February 1, 2024 – January 31, 2025

The purpose of this EEO Public File Report is to comply with Section 73.2080(c)(6) of the Federal Communications Commission's 2002 EEO Rule. This report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WDNB (FM) Jeffersonville, NY, WHNB-FM, Hancock, NY, WSUL (FM) Monticello, NY, WVOS-FM Liberty, NY, and WVOS (AM) Liberty, NY: and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this report covers the time period beginning February 1, 2024 up to and including January 31, 2025.

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 including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule which should be identified separately by name, address, contact person and telephone number;
3. The recruitment source that referred the person hired for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for 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
5. A list and brief description of the initiatives undertaken pursuant to Section 72.2080(c)(2) of the FCC rules.

Appendices 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time positions listed on Appendix 1.

For the purposes of this report, a vacancy was deemed "filled" not when the offer was extended but when the person hired accepted the job offer. The person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1

EEO Public File Report

Covering the period February 1, 2024 to January 31, 2025

Stations Comprising the Station Employment Unit:
WDNB (FM)/WHNB-FM/WSUL (FM)/ WVOS-FM/WVOS (AM)

Section 1: Vacancy Information

Full-time Positions Filled By Job Title	Recruitment Source of Person Hired	Total Number of Interviewees from All Sources for this Position
Traffic Manager	Internal (Intern/Part Time)	1

Total Number of Persons Interviewed During Applicable Period: 1

Annual Source Information

Recruitment Sources Employed for outreach during Applicable Period:

Recruitment Ads aired on radio stations

Local Community Networking

Job Fairs

NYS Broadcasters promotion of internship program

Appendix 2

EEO Public File Report Form

Covering the period February 1, 2024 to January 31, 2025

Stations Comprising Station Employment Unit:
WDNB (FM)/WHNB-FM/WSUL (FM)/ WVOS-FM/WVOS (AM)

Section 2: Recruitment Source Information

Recruitment Source	Total Number of Interviewees This Source Has Provided During This Period	Full-time Positions for Which This Source Was Utilized
Internal	1	1

Appendix 3

Annual EEO Public File Report Form

Covering the period February 1, 2024 to January 31, 2025

Stations Comprising Station Employment Unit:
WDNB (FM)/WHNB-FM/WSUL (FM)/ WVOS-FM/WVOS (AM)

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by
WDNB (FM)/WHNB-FM/WSUL (FM)/ WVOS-FM/WVOS (AM)

The following activities were undertaken during the Applicable Period. Details of activities are included in the appendix.

Appendix A-2025

Broadcast Equal Opportunity Employment Notices on all stations.

Appendix B-2025

Job / Career Fair Sponsorship and Participation

Appendix C-2025

Internship Program

Appendix D-2025

Summer Youth Program

Appendix A-2025

EEO On-Air Outreach

Exhibit A: Text of the WDNB/WHNB announcement

Exhibit B: Text of the WSUL announcement

Exhibit C: Text of the WVOS-FM announcement

Exhibit D: Text of the WVOS (AM) announcement

Exhibit A

WDNB(FM)/WHNB-FM

EQUAL OPPORTUNITY ANN

THIS IS DAWN CIORCIARI, VICE GENERAL MANAGER AND DIRECTOR OF SALES AT BOLD GOLD MEDIA GROUP, THUNDER 102, 98-3 WSUL 95-9 VOS-FM AND CATSKILL NEWS RADIO. WE'RE LOOKING FOR QUALIFIED, PROFESSIONAL RADIO SALES PEOPLE TO JOIN THE TEAM OF SULLIVAN COUNTY'S MOST LISTENED TO AND MOST RESPECTED RADIO STATIONS. A STRONG WORK ETHIC AND A DESIRE TO BE PART OF THE SUCCESS OF OUR LOCAL BUSINESSES AND OUR COMMUNITY ARE A MUST. WE'RE EXPANDING OUR ON AIR BROADCAST AND OUR INNOVATIVE DIGITAL MARKETING PLATFORMS. IF YOU WANT TO PART OF THE BOLD GOLD MEDIA GROUP TEAM GO TO BOLD GOLD NEW YORK DOT COM THAT'S BOLDGOLDNEWYORK.COM AND CLICK ON THE CONTACT TAB. PREVIOUS SALES AND MARKETING EXPERIENCE IS A PLUS. BOLD GOLD MEDIA IS AN EQUAL OPPORTUNITY EMPLOYER.

Exhibit B

WSUL(FM)

EQUAL OPPORTUNITY ANN

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Exhibit C

WVOS-FM

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Exhibit D

WVOS (AM)

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Interns and part-time employees will be recruited for positions as they occur using all resources available. Those part-time employees may apply for full-time openings and compete for those full-time positions with other qualified candidates as the employment unit performs outreach. In all recruiting and hiring the station employment unit will recruit and hire with full compliance to the Equal Employment Opportunity regulations.

Appendix B-2025

Bold Gold Media Group, LP participated in four job fairs held in the local region; sponsoring one of them as well. All provided opportunities for job seekers to meet Bold Gold staff and learn about career opportunities throughout the company.

Jennifer Clark attended a Career Fair at Liberty High School in Liberty, NY in October 2024. She spoke with a range of high school students about careers in broadcasting at local radio stations.

On Oct 10, 2024, Bold Gold Media Group sponsored, participated in and promoted a job fair organized by the Wayne Pike Workforce Alliance. Ashok Divecha represented Bold Gold Media. He met with local job seekers, explained employment opportunities in the field of radio broadcasting, and accepting resumes for future openings.

Jennifer Clark attended Monticello High School's annual career fair, held on Wednesday, November 13, 2024, she had the opportunity to speak with a range of high school students about careers in broadcasting at local radio stations. Students had the opportunity to ask her about typical days in our industry, required qualifications, and even apply for internships or part-time work on site.

On Apr 9, 2024, Bold Gold Media Group sponsored and participated in and promoted a job fair organized by the Pike County Workforce Development Agency. Ashok Divecha represented Bold Gold Media. He met with local job seekers, explained employment opportunities in the field of radio broadcasting, and accepting resumes for future openings.

WORKING PIKE JOB FAIR

TUESDAY, APRIL 9, 2024

10:00 a.m. to 2:00 p.m.

Best Western Inn at Hunts Landing
120 US-6, Matamoras, PA 18336



We're Hiring

- Entrance is **FREE** for Job Seekers and \$55.00 for Employers.
- **The Area's Largest Tri-State Job Fair** Event with 70+ Employers Expected & Hundreds of Employment Opportunities Available.
- PA, NY, & NJ Employers from **all industries** including Healthcare, Hospitality, Finance, Government, Real Estate, Logistics, Transportation, Management, Manufacturing, and other sectors.

OUR SPONSORS:



Pike County Workforce Development Agency
Pennsylvania CareerLink® Affiliate - Pike County
Shohola Business Center | 937 Route 6, Unit 2 | Shohola, PA 18458 | Workforce@pikapa.org | 570.296.2909
--- Employers can call 570.296.2909 or register at: www.pikapa.org/workforce ---

*WorkingPike® is a group dedicated to building a stronger community through partnership of government, community, and Fair-Based organizations.

Appendix C-2025

Bold Gold Media Group LP, traditionally sponsors and conducts and internship at our Monticello, NY office each year. Interns typically learn and gain experience in a wide range of station activities including Sales, Traffic, Production, Programing, On-Air duties, and Management.

Bold Gold Media Group LP, sponsored and conducted two internships at our Monticello, NY office.

1. Shane Houtaling completed a four and a half month, 192 hour paid internship through a NYS Broadcasters Association Internship grant starting in August 2024 as part of his Music Production coursework at SUNY Sullivan. He worked with both Paul Ciliberto and Eddie Wilson, both veteran radio personalities learning about a variety of radio station disciplines, including on-air broadcasting, production, and programming. He was able to observe and be part of a live morning show, he helped produced commercials and promos, he learned how to program a station, he helped with a live remote and also learned about sales and operations.
2. Dylan Evans completed a five-week, 180 hour paid internship through a NYS Broadcasters Association Internship grant starting in July 2024 as part of his Marketing & Graphic Design coursework at SUNY Sullivan. He was introduced to all aspects of radio station operations including on-air, production, programming, news and traffic. With his interest in graphic design, he was assigned specific graphic design projects for our radio clients, radio promotions and radio websites.

Bold Gold was pleased with the program, the students' effort and participation, and will plan to conduct internship programs in the future.

Appendix D-2025

Bold Gold partnered with Sullivan County Center For Workforce Development Summer Youth Employment Program as an educational job site from July 8, to August 16, 2025, Monday through Thursday, in order to provide students with training and exposure to facilitate competence, confidence, best practices geared toward a general working knowledge of and practical experience in modern business, industry, brand identity, marketing and modern multimedia content creation. In addition to theory and technical training, the course integrated the necessity of Soft Skills for young people entering the workforce including public speaking, workplace demeanor, interpersonal communication, conflict resolution, leadership, and generalized workplace appropriateness such as dress and body language. Students were taken from theory and ideation to execution by fully immersing students into a professional creative multimedia content studio environment along with guided practical instruction, observation and contribution to real world projects, shadowing industry professionals and goal-oriented tasks and projects.

Bold Gold staff taught 7 students with curricula covering Digital Graphics, Digital Photography, Digital Video, Digital Audio, Websites, and Social Media plus Professionalism and Soft Skills training. The Program Lead was Jamie Lazarus, Chief Digital Strategist who taught classroom instruction Monday, Tuesday and Thursday, with Wednesday used for practical instruction at Bold Gold's NY office and studios.

The Program culminated with each student learning fundamentals of modern business focused on traditional best practices and peer focused business soft skills. Practically each participant created their own personal brand complete with logo, printed business cards, a published website and video content for their own YouTube Channels. Each student wrote, produced, directed, and starred in their own original PSA style instructional video aimed at their peers entering the workforce. The goal of the videos was to highlight and demonstrate a valuable Soft Skills and emotional intelligence they'd learned throughout the program. At the program's conclusion there was a ceremonial luncheon event attended by all job site program participants, local business owners, local government leaders and community sponsors and supporters. Our group's video presentations were the clear highlight of the event. Each video was introduced by the student creators and widely lauded by all in attendance. Recognizing its value, the video content was requested and released to Sullivan County Center for Workforce Development to be used as tools for internal training, marketing collateral and recruitment.