

2011 ANNUAL EEO PUBLIC FILE REPORT

Qantum of Cape Cod, LLC

Stations: WEII/WXTK/WCIB/WCOD

Communities of License: Dennis, West Yarmouth, Falmouth, Hyannis, MA

Reporting Period: 12/1/10-11/30/11

No. of Full-time Employees: More than 10

Small Market Exemption: YES

During the Reporting Period, 2 full time positions were filled. The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
5/1/11	Sales Account Executive	Station On-air announcements
11/7/11	WCIB-Morning Show Personality	Referral from Broadcasting Unlimited Consultants

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed in Preceding Year:

Recruitment Sources Used in Preceding Year	Number of Persons Interviewed that the Source Referred
Cape Cod Times Newspaper	1
WXTK/WCOD/WCIB Station websites	1
Broadcasting Unlimited Programming Consultants Referral	3
All Access Website	8
Massachusetts Broadcasters Association Website	1
Qantum of Cape Cod LLC On air Recruitment advertisements	5
Cape Cod Community College	2
Internal (Interviewed current part timers)	1

RECRUITING SOURCES USED

Title of Position: Local Sales Account Executive

Date of Hire: 5/1/11

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Cape Cod Times	N	319 Main Street Hyannis, MA 02601	April Miller Magan	508-862-1175 aprilm@capecodonline.com
Mass Broadcasters Association	N	Massachusetts Broadcasters Association 43 Riverside Ave PMB 401, Medford, MA 02155 http://www.massbroadcasters.org	Deanna Elliott 800-471-1875	Phone: 800-471-1875 Fax: 800-471-1876 http://www.massbroadcasters.org
Qantum of Cape Cod On Air Advertisements	N	154 Barnstable Road Hyannis, MA 02601	Allison Makkay Davis	(508)778-2888 allimak@aol.com
WXTK/WCOD/WCIB Station websites	N	154 Barnstable Road Hyannis, MA 02601	Steve McVie Solomon	(508)778-2888 mcv@qantumcapecod.com

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Title of Position: WCIB-Morning Show Personality

Date of Hire: 11/7/11

REFERRAL SOURCE	*	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	TEL. NO. AND E-MAIL ADDRESS OF SOURCE
Broadcasting Unlimited Programming Consultants Referral	Y	319 Main Street Hyannis, MA 02601	Jay Williams and Matt Grasso	(802)860-2465 broadcastingunlimited@yahoo.com (508)662-1045 jwilliams@dmrinteractive.com
Mass Broadcasters Association	N	Massachusetts Broadcasters Association 43 Riverside Ave PMB 401, Medford, MA 02155 http://www.massbroadcasters.org	Deanna Elliott 800-471-1875	Phone: 800-471-1875 Fax: 800-471-1876 http://www.massbroadcasters.org
All Access.com	N	28955 Pacific Coast	Joel Denver	(310)457-6616

Website		Hwy. Suite 210 Malibu, CA 90265		http://www.allaccess.com
Cape Cod Community College	Y	Route 132 West Barnstable, MA 02662	Lisa Zinsius, general Manager, Communications Department	(508)776-1773 lzinsuis@capecod.edu

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

INITIATIVES

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

Provision of training to management level personnel as to methods of ensuring equal opportunity and preventing discrimination.

Management EEO Training

The Cape Cod Quantum market manager attended a management conference on September 30, 2011, in Myrtle Beach, SC, that was organized by Quantum's corporate headquarters in which the Quantum market managers received training, provided by Quantum's FCC counsel, in equal employment opportunity and the FCC's requirements regarding EEO.

Participated in 3 events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.

On March 31, 2011, Quantum's Operations Director and Program Director of WCIB participated in the annual Career Day Workshop at Dennis Yarmouth High School.

On April 12, 2011, Quantum Communications Co-sponsored Cape Cod Community College/WKKL's 6th Annual Radio Conference. 4 Quantum announcers moderated, narrated and took part in the many sessions during the event. All 4 Quantum stations pre-promoted the event on-air and on station websites. The entire conference was created to provide guidance and information to students interested in careers in broadcasting and included workshops, speeches, Q&A sessions, and demonstrations all held on the campus of CCCC and the studios of 90.7 WKKL.

On April 26, 2011, Quantum's Operations Director and WCIB's Program Director participated as part of the "School to Careers" partnership at the 10th annual Employer Appreciation Breakfast. This event, a collaborative effort of participating Cape Cod high schools, including Mashpee, Dennis-Yarmouth, and Barnstable, was represented by Quantum interns from each of these schools during the year.

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

Quantum hosted 14 student-interns from the following colleges and Cape Cod high-schools during the past year:

Quinnipiac University-Hamden, CT-1 student
Dennis Yarmouth Regional High School-3 students
Portland University, Poprtland, OR – 1 student
Barnstable High School- 1 students

Cape Cod Community College-3 students
Emerson College-Boston, MA – 1 student
Endicott College-Beverly, MA – 1 student
Mashpee High School – 1 student
Boston College – 1 student
Bridgewater State University-1 student

All interns participated in the PROGRAMMING, PROMOTIONS, and SALES departments of Qantum Communications. They each worked an average of 10 hours per week for either one full semester or during their summer break, and received up to 3 full credits towards their academic requirements.
