

WAIO, WDWI, WHAM, WHTK, WKGS, WNBL, WVOR
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-8, 10-13, 15-37, 39-56, 58	13
News/Talk Radio Producer - Rochester NY	1-8, 10-12, 15-37, 39-55, 57-58	24
Account Executive	1-12, 14-37, 39-58	9
Associate Account Executive	1-7, 10-12, 14-26, 28-58	14
Associate Account Executive	1-7, 10-12, 14-26, 28-58	38

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Action For A Better Community 550 East Main Street Rochester, New York 14604 Phone : (585) 325-5116 x3400 Url : www.abcinfo.org Email : pclark@abcinfo.org Paula Clark	Y	0
2	Action Toward Employment Program Unity Health Sys PROS Program 81 Lake Ave Rochester, New York 14608 Phone : (585) 368-6605 Url : http://www.unityhealth.org Email : Mlewis@unityhealth.org Margaret Lewis	Y	0
3	Ad Council of Rochester 70 Linden Oaks 3rd Floor Rochester, New York 14625 Phone : (585) 383-5454 Url : www.adcouncilroch.org Email : katelin@adcouncilroch.org Katelyn Ryan	N	0
4	African American Chamber of Commerce PO Box 5488 Portland, Oregon 97228 Phone : 503-244-5794 Email : blackchamber@usa.net Roy Jay	N	0
5	Alfred State College 10 Upper College Drive SDC 204 Alfred, New York 14802 Phone : (607) 587-4385 Url : www.alfredstate.edu Email : antoniem@alfredstate.edu Elaine Antonioli	Y	0
6	Alfred University Career Development Center Saxon Drive Alfred, New York 14802 Url : www.alfred.edu Email : fgoodman@alfred.edu Robyn Goodman	Y	0

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7	AllAccess.com New York Url : www.allaccess.com Career Services Manual Posting	N	0
8	Broadcast Image Group 7744 Broadway Suite 100 San Antonio, Texas 78209 Phone : (210) 828-6664 Url : www.broadcastimage.com Email : lrickel@broadcastimage.com Larry Rickel	N	0
9	Call In	N	1
10	Career Systems Development Corp 96 College Ave Rochester, New York 14607 Phone : (585) 544-4880 Url : http://careersystems.com Email : questions@careersystems.com Steven Laiosa	N	0
11	Cayuga Community College 197 Franklin Street Auburn, New York 13021 Phone : (315) 255-1743 ext. 2222 Url : www.cayuga-cc.edu Email : osbornem@cayuga-cc.edu Meg Osborne	N	0
12	Connecticut Schools of Broadcasting 377 Route 17 South Penthouse Hasbrouck Heights, New Jersey 07604 Phone : (201) 288-5800 Url : www.gocsb.com Email : efierstein@gocsb.com Erica Fierstein	Y	0
13	Consultant Referral	N	1
14	Employee Referral	N	2

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15	Erie Community College Career Resource Center 121 Ellicott Street Buffalo, New York 14203 Phone : (716) 851-1183 Url : www.ecc.edu Email : crc@ecc.edu Cheryl Wailand	Y	0
16	Finger Lakes Community College Career Services 4355 Lake Shore Drive Canandaigua, New York 14424 Phone : (585) 394-3500 Url : www.flcc.edu Email : careerservices@flcc.edu Catherine Petruccione	N	0
17	Finger Lakes Works-Wayne 1519 Nye Rd Lyons, New York 14489 Phone : 315-946-7710 Url : www.fingerlakesworks.com Email : jcelso@co.wayne.ny.us John Celso	Y	0
18	Genesee Community College Career & Transfer Center One College Road Batavia, New York Phone : (585) 343-0055 ext. 6262 Url : www.genesee.edu Email : jmmcgowan@genesee.edu John McGowan	N	0
19	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Online Source Manual Posting	N	0
20	Goods Entertainment PO Box 1266 Weston, Connecticut 6883 Phone : (203) 341-0111 Url : www.goodsentertainment.com Email : AGoodman@GoodsEntertainment.com Adam Goodman	Y	0

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21	Hobart and William Smith Colleges Career Development Center C/O 300 Pulteney Street Geneva, New York 14456 Phone : (315) 781-3514 Url : www.hws.edu Email : cso@hws.edu Brandi Ferrara	N	0
22	Howard University 525 Bryant Street NW Suite C-107 Washington, District of Columbia 20059 Phone : (202) 806-5806 Url : www.howard.edu Email : cdudley@howard.edu Carol Dudley	Y	0
23	Ibero-American Action League, Inc. 817 East Main Street Rochester, New York 14605 Phone : (585) 454-1430 x246 Url : www.iaal.org Email : information@iaal.org Elizabeth Robinson	Y	0
24	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	2
25	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
26	Internal Posting 100 Chestnut Street Suite 1700 Rochester, New York 14604 Url : www.clearchannelrochester.com Career Services Manual Posting	N	0

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27	Lifespan Employment Services 1900 South Clinton Avenue Rochester, New York 14618 Phone : (585) 244-8400 ext. 195 Url : www.lifespan-roch.org Email : info@lifespan-roch.org Bhagwan Gaur	Y	0
28	Livingston County Office of Workforce Development 6 Court Street Room #105 Geneseo, New York 14454 Phone : (585) 243-7047 Url : www.co.livingston.state.ny.us Email : dclark@co.livingston.ny.us Ryan Snyder	N	0
29	Metro Justice 167 Flanders Street Suite D12 Rochester, New York 14619 Phone : (585) 325-2560 Url : www.metrojustice.org Email : metroj@frontiernet.net William Appel	N	0
30	Monroe Community College Career Center 1000 East Henrietta Road Rochester, New York Phone : (585) 292-2248 Url : www.monroecc.edu Email : jobconnection@monroecc.edu Michelle Mayo	Y	0
31	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30302 Phone : (404) 523-6136 Email : BCRMail@aol.com Lo Jelks	Y	0
32	Native American Cultural Center 121 N Fitzhugh St Rochester, New York 14614 Phone : (585) 442-1100 Url : www.nacc-inc.org Email : netroc@frontiernet.net Wade Oliver	Y	0

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33	Nazareth College Career Services 4245 East Avenue Rochester, New York Phone : (585) 389-2890 Url : www.naz.edu Email : mkahl6@naz.edu Michael Kahl	N	0
34	New School University 65 Fifth Avenue, Room 214 New York, New York 10003 Phone : (212) 229-1324 Url : www.newschool.edu Email : careers@newschool.edu Anna Ogier-Bloomer	Y	0
35	New York State Broadcasters Assoc., Inc. 1805 Western Avenue Albany, New York 12203 Phone : (518) 456-8888 Url : www.nysbroadcasters.org Email : cjung@nysbroadcasters.org Carolyn Jung	Y	0
36	NYS Dept of Labor - Finger Lakes Region 276 Waring Rd Rochester, New York 14609 Phone : 585-258-8843 Email : rochesterjobbank@labor.ny.gov Jason Kirchoff	N	0
37	Ontario County Workforce Development 3010 County Complex Dr Canandaigua, New York 14424 Phone : 585-396-4020 Email : ontariowfd@dfa.state.ny.us Kathy Bailey	N	0
38	Previous Applicant	N	1
39	Roberts Wesleyan College 2301 Westside Drive Rochester, New York 14624 Phone : (585) 594-6540 Url : www.roberts.edu Email : flahertym@roberts.edu Mary Flaherty	N	0

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40	Rochester Institute of Technology Cooperative Education and Career Services 57 Lomb Memorial Drive Rochester, New York Phone : (585) 475-5479 Url : www.rit.edu Email : mjroce@rit.edu Maria Richart	N	0
41	RochesterWorks! Career Center 255 North Goodman Street Rochester, New York 14604 Phone : (585) 241-6046 Url : www.rochesterworks.org Email : hotjobs@rochesterworks.org Sandra Piccolo	N	0
42	St. John Fisher College 3690 East Avenue Rochester, New York 14618 Phone : (585) 385-8143 Url : www.sjfc.edu Email : career@sjfc.edu Career Center	Y	0
43	SUNY College at Brockport 350 New Campus Drive Brockport, New York 14420 Phone : 585-395-2468 Url : www.brockport.edu Email : ccservicesreoc@brockport.edu Serina Brown	Y	0
44	SUNY Cortland PO Box 2000 Cortland, New York 13045 Phone : (607) 753-2224 Url : www.cortland.edu Email : Johns@em.cortland.edu John Shirley	Y	0
45	SUNY Fredonia Career Development Office Fredonia, New York 14063 Phone : (716) 673-3327 Url : www.fredonia.edu Email : careers@fredonia.edu Christopher LaGrow	Y	0

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46	SUNY Geneseo Blake A 104 1 College Circle Geneseo, New York 14454 Phone : (585) 245-5734 Url : www.geneseo.edu Email : jobs@geneseo.edu Contact Unknown	Y	0
47	SUNY Oswego 142 Campus Center Oswego, New York 13126 Phone : (315) 312-2255 Url : www.oswego.edu Email : career@oswego.edu Michele Miller	Y	0
48	SUNY Plattsburgh Kehoe 202 101 Broad Street Plattsburgh, New York 12901 Phone : (518) 564-2071 Url : www.plattsburgh.edu Email : career@plattsburgh.edu Maureen Lavigne	Y	0
49	SUNY REOC 161 Chestnut St Rochester, New York 14604 Phone : (585) 232-2730 Url : www.reoc.brockport.edu Email : awill@brockport.edu Amy Will	Y	0
50	Syracuse University 303 University Place Suite 235 Syracuse, New York Phone : (315) 443-2009 Url : www.syr.edu Email : srclay01@syr.edu Sue Glayton	N	0
51	The Leadership Institute 1101 North Highland Street Arlington, Virginia Phone : (703) 647-3301 / (800) 82 Url : www.ConservativeJobs.com Email : jcromwell@limail.us Patricia Simpson	Y	0

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52	University at Buffalo Career Planning & Placement 259 Capen Hall Buffalo, New York 14260 Phone : (716) 645-2231 Url : www.buffalo.edu Email : jobs@buffalo.edu Judy Applebaum	Y	0
53	University of Pittsburgh at Bradford 300 Campus Drive Bradford, Pennsylvania 16701 Phone : (814) 362-7587 Url : www.upb.pitt.edu Email : guterman@exchange.upb.pitt.edu Jeff Guterman	Y	0
54	University of Rochester 302 Meliora Hall PO Box 270028 Rochester, New York 14627 Phone : (585) 275-2366 Url : www.rochester.edu Email : recruit@mail.rochester.edu Amber Graham	Y	0
55	Urban League of Rochester 265 North Clinton Avenue Rochester, New York 14605 Phone : (585) 325-6530 x3013 Url : www.ulr.org Email : communications@ulr.org Monet Evans	Y	0
56	Veterans Outreach Center, Inc. 457 South Avenue Rochester, New York 14620 Phone : (585) 546-4250 Url : veteransoutreachcenter.org Email : nena.siverd@veteransoutreachcenter.org Nena Siverd	Y	0
57	WE-MO-CO Career & Technical Education Center 3589 Big Ridge Road Spencerport, New York 14559 Phone : (585) 352-2759 Url : www.monroe2boces.org Email : acovella@monroe2boces.org Arlene Covella	Y	0

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58	Website Posting (Station Websites) New York Url : www.clearchannelrochester.com Career Services Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			7

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/1/2016	Establishment of training programs for station personnel	An employee who joined iHeart Media in 2015 expressed an interest in obtaining the skills required to perform on-air duties. Phil Mercado developed a training program for the employee that resulted in the employee's transfer to the programming department. By early April, the fully trained EE was prepared to run broadcast equipment necessary for the airing of Rochester Red Wings baseball games.	3	Participant Promotions Director Program Director
2	2/3/2016	Establishment of training programs for station personnel	On this date this SEU's Business Manager (who oversees the SEU's EEO compliance) provided an EEO training session for the SEU's managers. Attendees included the SEU's Area President, General Sales Managers, Program Directors and Promotions Director. Topics included EEO recruitment, notification efforts and EEO reporting requirements.	9	Bus Mgr Area President Sales Managers Program Directors
3	4/8/2016	Participation in events sponsored by community groups	Members of the Rochester AM Rotary Club met at the Canandaigua offices and studios of this SEU to tour the facilities and to learn how broadcast clients can achieve effective results with radio broadcasting. The meeting started to address the skills needed to secure a career in the broadcasting industry but, was adjourned because of time.	1	Producer
4	5/6/2016	Participation in events sponsored by community groups	An SEU employee followed up the previous month's on-site meeting with a PowerPoint presentation for the Rochester AM Rotary Club. The presentation covered the programming and demographics of each of this SEU's seven radio stations, continued last month's discussion concerning the skills needed to secure a career in the broadcast industry and touched upon the SEU's outreach efforts to attract candidates for open positions.	1	Producer

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5	7/19/2016	Establishment of training programs for station personnel	On this date, four of our employees attended the iHeart Media Regional Talent Summit in Binghamton, NY. Topics included, "Market History", "Format History" and "Recruiting Strategies".	4	Program Director Program Director Program Director Program Director
6	9/30/2016	Participation in events or programs sponsored by educational institutions	One of this SEU's Producers and On-Air Talent, Paul Guglielmo, participated in a Career Day at Honeoye Falls High School. Highlighted were the skills and education needed to secure a career in the broadcasting industry.	1	Producer/On-Air Talent
7	10/4/2016	Establishment of training programs for station personnel	On this date, five of our employees attended the iHeart Media Regional Talent Summit in Albany, NY. Topics included, "Benchmarks", "Digital Strategies" and "Coaching Talent".	5	Program Director Program Director Program Director Program Directors
8	10/12/2016	Participation in events or programs sponsored by educational institutions	One of this SEU's Producers and On-Air Talent, Paul Guglielmo, addressed the members of the Batavia BOCES (Boards of Cooperative Educations Services) with a presentation. Highlighted were the skills and education needed to secure a career in the broadcasting industry.	1	Producer/On-Air Talent
9	10/23/2016	Participation in events sponsored by community groups	One of this SEU's Producers and On-Air Talent, Paul Guglielmo, addressed the members of the Genesee County 4-H Club with a presentation. Highlighted were the skills and education needed to secure a career in the broadcasting industry.	1	Producer/On-Air Talent