

**WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY**  
**EEO PUBLIC FILE REPORT**  
**January 29, 2016 - January 30, 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
Sales and Promotions Assistant Open Date: 2/11/2016 Hire Date: 3/21/2016	1-12, 14, 16-19, 22-25, 27-29, 32-35, 37-42, 44, 46-49, 51-53	18
Sales and Promotions Assistant Open Date: 4/4/2016 Hire Date: 5/16/2016	1-12, 14, 16-21, 24-25, 27-29, 33-35, 37-42, 44-49, 51-53	21
570 WSYR Morning News Anchor Open Date: 4/15/2016 Hire Date: 5/23/2016	3-8, 10, 12-13, 16-17, 28, 37, 40, 44- 48, 51-53	13
Account Manager Open Date: 6/2/2016 Hire Date: 7/11/2016	1-12, 14-20, 24-30, 33-35, 37-42, 44- 49, 51-53	18
Account Manager Open Date: 7/22/2016 Hire Date: 8/8/2016	1-17, 19-20, 24-31, 33-37, 39-53	36
Account Manager Open Date: 7/22/2016 Hire Date: 8/8/2016	1-17, 19-20, 24-31, 33-37, 39-53	43
Account Manager Open Date: 7/22/2016 Hire Date: 10/3/2016	1-17, 19-20, 24-31, 33-37, 39-53	13
Account Manager Open Date: 10/3/2016 Hire Date: 10/3/2016	1-12, 14-17, 19-20, 24-31, 33-35, 37- 42, 44-53	50

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<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>
1	Abilities, Inc. 201 I.U. Willets Rd. Albertson, New York 11507 Phone : 516-465-1546 Fax : 1-516-747-2046 Anita Zimmerman	N	0
2	Amsterdam News 2340 Fred Douglas Blvd. New York, New York 10027 Phone : 212-932-7400 Email : amnewspress@aol.com Fax : 1-212-932-7467 Elinor Tatum	N	0
3	Aurora of Central New York 518 James Street #100 Syracuse, New York 13203 Phone : 315-422-7263 Url : www.auroraofcny.org Email : auroraofcny@auroraofcny.org Frieda Heckman	Y	0
4	Bryant & Stratton College 8687 Carling Rd. Liverpool, New York 13090 Phone : 315-652-6500x271 Email : aeveney@bryantstratton.edu Alex Deveney  Prong 2 Start Date: 3/13/2014	Y	0
5	California Chicano News Media Association ( CCNMA) 727 West 27th St., Room 201 Los Angeles, California 90071 Phone : 213-821-0075 Url : www.ccnma.org Email : ccnmainfo@ccnma.org Sylvia Wells	Y	0
6	Cayuga Community College 197 Franklin Street Auburn, New York 13021 Url : www.cayuga-cc.edu Email : merritt@cayuga-cc.edu Karen Merritt	Y	0

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### II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Center for Community Alternatives 115 Jefferson Street Suite 300 Syracuse, New York 13202 Url : <a href="http://www.communityalternatives.org">www.communityalternatives.org</a> Email : <a href="mailto:cca@communityalternatives.org">cca@communityalternatives.org</a> n/a n/a	Y	0
8	Cornell University 203 Barnes Hall Ithaca, New York 14850 Url : <a href="http://www.cornell.edu">www.cornell.edu</a> Email : <a href="mailto:ccnet@cornell.edu">ccnet@cornell.edu</a> Career Services	Y	0
9	Corporate Diversity Search, Inc. P.O. Box 1086 Webster, New York 14580 Phone : (585) 787-0537 Url : <a href="http://www.corpdiversitysearch.com">www.corpdiversitysearch.com</a> Email : <a href="mailto:oates@corpdiversitysearch.com">oates@corpdiversitysearch.com</a> Fax : (585) 787-1321 Diane Oates	N	0
10	Dunbar Association Inc 1453 S State Street Syracuse, New York 13205 Phone : (315) 760-3155 Url : n/a Email : <a href="mailto:thenewdunbar@gmail.com">thenewdunbar@gmail.com</a> n/a n/a	Y	0
11	EFAP New York c/o New York Institute of Technology 1855 Broadway, Room 304 New York, New York 10023 Phone : 212-261-1707 Email : <a href="mailto:efap@nyit.edu">efap@nyit.edu</a> Fax : 1-212-261-1717 Gabriela Menier	N	0
12	Electronic Media Communications Dept 49 4585 West Seneca Turnpike Ste W150 Syracuse, New York 13215 Url : <a href="http://www.sunyocc.edu">www.sunyocc.edu</a> Email : <a href="mailto:averym@sunyocc.edu">averym@sunyocc.edu</a> Mandi Avery	Y	0
13	Employee Referral	N	2

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<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>
14	Flatbush Development Corporation 1616 Newkirk Ave. Brooklyn, New York 11226 Phone : 718-859-4595 Email : redmond@fdconline.org Fax : 1-718-859-4632 Robin Redmond-Tozza	N	0
15	Howard University 525 Bryant St.NW Washington, District of Columbia 20059 Url : www.gs.howard.edu Email : cedarrecruiting@howard.edu Career Services	Y	0
16	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	0
17	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
18	Indeed.com	N	3
19	Ithaca College 1101 Gannett Center Ithaca, New York 14850 Phone : 607-274-1687 Email : jobline@ithaca.edu Fax : 1-607-274-1688 John Fracchia	N	0
20	ITT Technical Institue 235 Greenfield Pkwy. Liverpool, New York 13088 Url : www.itt-tech.edu Email : jjoyce@itt-tech.edu Fax : 1-315-461-8008 Jerome Joyce	Y	0

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<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>
21	Job posting on internet	N	1
22	Linked In	N	1
23	Local Newspaper	N	1
24	Martin Luther King Multi Purpose Center 110 Bethune Blvd. Spring Valley, New York 10977 Phone : 845-425-8910 Fax : 1-845-425-9629 Stella Marrs	N	0
25	Mount Saint Vincent College 6301 Riverdale Ave. Riverdale, New York 10471 Phone : 718-405-3263 Email : dmachado@mountsaintvincent.edu Fax : 1-718-405-3491 Diane Machado	N	0
26	NAACP of Syracuse PO Box 397 Colvin Elmwood Station Syracuse, New York 13205 Url : www.NAACP.org Email : Syracusenaacpyouth@yahoo.com n/a n/a	Y	0
27	New Rochelle Community Action Program 95 Lincoln Ave. New Rochelle, New York 10801 Phone : 914-636-3050 Email : capnr2000@yahoo.com Fax : 1-914-636-7782 Barbara DelVecchio	N	0
28	New York State Broadcaster Assciation 1805 Western Ave Albany, New York 12203 Url : www.nysbroadcasters.org Email : cjung@nysbroadcasters.org Carolyn Jung	Y	0
29	NYMRAD 261 Madison Ave. 23rd Floor New York, New York 10016 Phone : 646-254-4493 Email : db@nymrad.org Fax : 1-646-254-4498 Deborah Beagan	N	0

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30	Onondaga -Madison Board of Cooperative Educational Services (BOCES) PO Box 4754 Syracuse, New York 13290 Url : www.ocmboces.org Email : mukleya@ocmboces.org Mari Ukleya	Y	0
31	Onondaga Community College 4585 W. Seneca Tpke Syracuse, New York 13215 Url : www.sunyocc.edu Mandy Avery Manual Posting	Y	0
32	Other Source	N	1
33	PJ Video Productions 167 Parkside Drive Suffern, New York 10901 Phone : 845-270-0941 Email : quinnsmail@yahoo.com John Quinn	N	0
34	Purchase College, SUNY 735 Anderson Hill Rd. Purchase, New York 10577 Phone : 914-251-6370 Email : career.development@purchase.edu Fax : 1-914-251-7802 Wendy Morosoff	N	0
35	Queens Educational Opportunity 158-29 Archer Ave. Jamaica, New York 11433 Phone : 718-725-3336 Email : n.williams.qns@eoc.cuny.edu Fax : 1-718-658-5604 Nathan Williams	N	0
36	Recruiter	N	1
37	S I Newhouse School of Public Comm. 313 Newhouse Three 215 University Place Syracuse, New York 13244 Url : www.newhouse.syr.edu Email : belichti@syr.edu Bridget Lichtinger	Y	0

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38	Society of Motion Picture & Television Engineers 595 West Hartsdale Ave. White Plains, New York 10607 Phone : (888) 491-8833 Url : <a href="http://www.careercentral.smpte.org/post.cfm">www.careercentral.smpte.org/post.cfm</a> Fax : 1-914-761-3115 Frederick C.	N	0
39	South Asian Journalists Ass'n 2950 Broadway New York, New York 10027 Phone : 212-854-7837 Email : <a href="mailto:ss221@columbia.edu">ss221@columbia.edu</a> Fax : 212-854-7837 S. Sreenivasan	N	0
40	Spanish Action League 700 Oswego Street Syracuse, New York 13204 Phone : (315) 475-6153 ext. 213 Url : <a href="http://www.spanishactionleague.com">www.spanishactionleague.com</a> Email : <a href="mailto:careers@laligaupstateny.org">careers@laligaupstateny.org</a> Idaliz Pizarro	Y	0
41	St. John's University 8000 Utopia Parkway Jamaica, New York 11439 Phone : 718-990-1327 Email : <a href="mailto:careers@stjohns.edu">careers@stjohns.edu</a> Fax : 1-718-969-0446 Julia Tramonti	N	0
42	St. Thomas Aquinas College 125 Route 340 Sparkill, New York 10976 Phone : 845-398-4065 Email : <a href="mailto:careers@stac.edu">careers@stac.edu</a> Fax : 1-845-398-4151 Rachel Jackiewicz	N	0
43	Station On-Air Advertisement	N	1
44	SUNY Oswego, Career Services 7060 State Route 104 145 Campus Center Oswego, New York 13126 Url : <a href="http://www.oswego.edu/student/career">www.oswego.edu/student/career</a> Email : <a href="mailto:Career@oswego.edu">Career@oswego.edu</a> n/a n/a	Y	0

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45	Syracuse Model Neighborhood Facility 401 South Ave. Syracuse, New York 13204 Url : www.swccsyr.org Email : info@swccsyr.org Fax : 1-315-479-8023 n/a n/a  Prong 2 Start Date: 2/8/2012	Y	0
46	Syracuse University 235 Schine Student Center Syracuse, New York 13244 Url : www.syr.edu Email : careers@syr.edu Career Services	Y	0
47	The Native American JPTA 312 Gifford Street Syracuse, New York 13204 Url : www.userinstinct.com Email : syracuse.net@hotmail.com Charlotte Tarbell	Y	0
48	Tompkins-Cortland Community College 170 North Street PO Box 139 Dryden, New York 13053 Url : www.tc3.edu Email : evenert@tc3.edu Fax : 1-607-844-6539 Teri Evener	Y	0
49	Wagner College 1 Campus Rd. Staten Island, New York 10301 Phone : 718-420-4016 Email : careerdevelopment@wagner.edu Fax : 1-718-420-4012 Career Services	N	0
50	WHEN 500 Plum Street Syracuse, New York 13204 Phone : New Media Developer Url : www.sportsradio620.com Self-Report Geoff	Y	2

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<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>
51	WISE Center The Tech Garden, Box 44 Syracuse, New York 13202 Phone : (315) 443-8634 Url : <a href="http://wisecenter.org/">http://wisecenter.org/</a> Email : <a href="mailto:alwaterb@syr.edu">alwaterb@syr.edu</a> Alexandra Waterbury	Y	0
52	Women's Information Center 601 Allen Street #1 Syracuse, New York 13210 Url : <a href="http://www.womensinfo.org">www.womensinfo.org</a> Email : <a href="mailto:womensinfocenter@gmail.com">womensinfocenter@gmail.com</a> n/a n/a  Prong 2 Start Date: 2/8/2012	Y	0
53	Women's Opportunity Center 901 James Street Syracuse, New York 13203 Url : <a href="http://www.labor.state.ny.us">www.labor.state.ny.us</a> Fax : 1-315-446-5869 Peggy Woods	Y	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>13</b>

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### III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	2/8/2016	Participation in other activities designed by the station employment unit	Syracuse City School District Campaign Created with High School Students: Partnering with local Syracuse City School District ITC High School 11th Grade Media Class to create radio and digital campaign: Creative Director met 2x week with 10 students for 4 weeks to create the campaign. It culminated with a full-day tour for the students - who recorded their commercials and met with the Market President, Rick Yacobush.	2	Lindsay Wilcox Creative Director Rick Yacobush Market President	1.00
2	3/16/2016	Participation in Job Fairs	Sponsorship of Operation: Start Up and Grow, a veteran's business conference and networking event.	1	Hunter Hillers Account Manager	0.25
3	4/7/2016	Participation in events or programs sponsored by educational institutions	Market President lectured to a spring broadcast sales class at: SUNY Oswego April 7 2016 Broadcast Sales Class Education topics and recruitment for talent	1	Rick Yacobush Market President	0.25
4	6/21/2016	Participation in events sponsored by community groups	Hosted a workshop with middle school male youth in a program through Vera House, designed to proactively prevent Domestic Violence through mentorship and programming. Youth wrote commercials about how to treat women with respect.	3	Lindsay Wilcox Creative Director George Kilpatrick On-Air Personality Rick Yacobush Market President	0.25
5	7/1/2016	Establishment of an intern program designed to assist members of the community	In partnership with the NYSBA, hosted an internship for a Syracuse University student in the newsroom for 3 months.	2	Ian Wheatley Newsroom Director Lindsay Wilcox Creative Director	1.00
6	10/18/2016	Participation in events sponsored by community groups	Disability Mentoring Day: Hosted 5 adults with disabilities who were interested in pursuing employment in broadcasting at a station and workshop event.	3	Rick Yacobush Market President Eric Sleeper Account Manager Lindsay Wilcox Creative Director	0.25

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
7	10/19/2016	Participation in events or programs sponsored by educational institutions	Market President lectured in broadcast sales class at SUNY Oswego promoting broadcast sales as a career opportunity	1	Rick Yacobush Market President	0.25
8	10/30/2016	Participation in events or programs sponsored by educational institutions	SUNY Oswego Communications Studies Dinner & Networking: A blend of current students and alumni gathering for a networking event where students bring their resumes and meet with alumni to discuss career opportunities.	1	Rick Yacobush Market President	0.25
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>3.50</b>