

WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY
EEO PUBLIC FILE REPORT
February 1, 2019 - January 31, 2020

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
Outside Account Executive	1-10, 12-20, 22-28	20
Digital Content Director	1-14, 16-19, 21-28	11
Outside Sales	1-6, 8-10, 13-20, 22-26, 28	15
Outside Sales	1-6, 8-10, 13-20, 22-26, 28	10
570 WSYR Morning Producer	1-6, 8-11, 13-14, 16-19, 22-28	11
Vice President of Sales	1-6, 9-11, 13-14, 16-19, 22-28	11

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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	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
2	Bryant & Stratton College 8687 Carling Rd. Liverpool, New York 13090 Phone : 315-652-6500x271 Email : aedeveney@bryantstratton.edu Alex Deveney	Y	0
3	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
4	Center for Community Alternatives 115 Jefferson Street Suite 300 Syracuse, New York 13202 Url : www.communityalternatives.org Email : cca@communityalternatives.org n/a n/a	Y	0
5	Cornell University 203 Barnes Hall Ithaca, New York 14850 Url : www.cornell.edu Email : cnet@cornell.edu Career Services	Y	0
6	Dunbar Association Inc 1453 S State Street Syracuse, New York 13205 Phone : (315) 760-3155 Url : n/a Email : thenewdunbar@gmail.com n/a n/a	Y	0

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7	Electronic Media Communications Dept 49 4585 West Seneca Turnpike Ste W150 Syracuse, New York 13215 Url : www.sunyocc.edu Email : averym@sunyocc.edu Mandi Avery	Y	0
8	Howard University 525 Bryant St.NW Washington, District of Columbia 20059 Url : www.gs.howard.edu Email : cedarrecurring@howard.edu Career Services	Y	0
9	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
10	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	5
11	Internal Candidate	N	4
12	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
13	New York State Broadcaster Assciation 1805 Western Ave Albany, New York 12203 Url : www.nysbroadcasters.org Email : cjung@nysbroadcasters.org Carolyn Jung	Y	0

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14	Office of Minority Affairs 201 E. Washington Street City Hall Room 219 Syracuse, New York 13202 Url : www.syracuse.ny.us Email : lmitchell@syr.gov.net Lamont Mitchell	Y	0
15	On Air Recruitment Ad	N	3
16	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
17	Onondaga Community College 4585 W. Seneca Tpke Syracuse, New York 13215 Url : www.sunyocc.edu Mandy Avery Manual Posting	Y	0
18	Post Standard 220 S. Warren St. Syracuse, New York 10202 Shekela Freeman Manual Posting	N	0
19	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
20	Self Referral	N	2
21	Station Website	N	1
22	Syracuse University 235 Schine Student Center Syracuse, New York 13244 Url : www.syr.edu Email : careers@syr.edu Career Services	Y	0

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23	The Native American JPTA 312 Gifford Street Syracuse, New York 13204 Url : www.userinstinct.com Email : syracusenet@hotmail.com Charlotte Tarbell	Y	0
24	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
25	WISE Center The Tech Garden, Box 44 Syracuse, New York 13202 Phone : (315) 443-8634 Url : http://wisecenter.org/ Email : alwaterb@syr.edu Alexandra Waterbury	Y	0
26	Women's Information Center 601 Allen Street #1 Syracuse, New York 13210 Url : www.womensinfo.org Email : womensinfocenter@gmail.com n/a n/a	Y	0
27	Women's Opportunity Center 901 James Street Syracuse, New York 13203 Url : www.labor.state.ny.us Fax : 1-315-446-5869 Peggy Woods	Y	0
28	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			17

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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	2/6/2019	Participation in events or programs sponsored by educational institutions	Market President lectured students at State University of NY at Oswego. Highlighted were the skills and education needed to secure a career in the broadcasting industry.	1	Market President
2	4/17/2019	Participation in events or programs sponsored by educational institutions	Market President lectured students at State University of NY at Oswego. Highlighted were the skills and education needed to secure a career in the broadcasting industry. Recruited students that were graduating at the end of the semester for sales positions	1	Market President
3	6/20/2019	Hosting of Job Fair	Hosted Job Fair at station to attract sales professionals. Market President, Vice President of Sales on hand to meet with potential candidates.	2	Market President Vice President of Sales
4	10/9/2019	Participation in events or programs sponsored by educational institutions	Market President lectured students at State University of NY at Oswego. Highlighted were the skills and education needed to secure a career in the broadcasting industry.	1	Market President
5	12/11/2019	Participation in events or programs sponsored by educational institutions	Market President lectured students at State University of NY at Oswego. Highlighted were the skills and education needed to secure a career in the broadcasting industry. Recruited students that were graduating at the end of the semester for sales positions	1	Market President
6	1/27/2020	Participation in other activities designed by the station employment unit	On October 23, 2019 our SEU hosted students from ARISE for a disability mentoring day. The students met with on air personalities and programmers to learn about their responsibilities and employment opportunities.	3	Executive Producer On-Air Personality Production Manager