

**WBWZ, WCTW, WHUC, WJIP, WKIP, WPKF, WRNQ, WRWB-FM, WRWD-FM,  
WZCR****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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Executive Sales Assistant	1-24, 26-30	10
Promotions Event Planner	1-9, 11-13, 15-19, 22-24, 26-30	9
Morning Show Host	1-9, 11-13, 15-19, 23-30	8

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

<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	All Access Music Group 28955 Pacific Coast Highway Malibu, California 90265 Phone : 310-457-6616 Url : www.allaccess.com Career Services Manual Posting	N	0
2	Bard College PO Box 5000 Career Development Office Annadale-On-The-Hudson, New York 12504 Phone : 845-758-7839 Url : www.collegecentral.com/brad Career Services Manual Posting	Y	0
3	Career Resource Center at SUNY New Paltz 75 S Mahheim Blvd HAB 705 New Paltz, New York 12548 Phone : 845-257-3265 Url : www.newpaltz.edu/careers Email : careers@newpaltz.edu Career Services	Y	0
4	Colmubia Greene Help Wanted 1 Civic Center Plaza Poughkeepsie, New York 12601 Phone : 845-471-5858 Url : www.columbiagreenehelpwanted.com Career Services Manual Posting	N	0
5	Connecticut School of Braodcasting 130 Birdseye Road Farmington , Connecticut 06032 Phone : 800-887-2346 Email : csbfarmington@gocsb.com N/A N/A	Y	0
6	Dutchess Community College 53 Pendell Rd Poughkeepsie, New York Email : officeofhumanresources@sunydutchess.edu Rosa Vargas	N	0

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7	Emerson College 120 Boylston St Boston, Massachusetts 2116 Url : <a href="http://www.emerson.erecruiting.com">www.emerson.erecruiting.com</a> Career Services Manual Posting	N	0
8	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	3
9	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	6
10	Indeed.com	N	5
11	Job Link for Journalists-Internet New York Url : <a href="http://www.newslink.org/joblink.html">www.newslink.org/joblink.html</a> Career Services Manual Posting	N	0
12	Jobs-In-Music Website New York Career Services Manual Posting	N	0
13	John H Johnson School of Communications 525 Bryant Street NY Washington, District of Columbia 20059 Phone : 202-806-5806 Url : <a href="http://www.howard.edu/schoolcommunications">www.howard.edu/schoolcommunications`</a> Email : <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a> Carol Dudley	Y	0
14	Linked In	N	1

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15	Monstertrak.com 11845 W Olympic Blvd Suite 500 Los Angeles, California 90064 Phone : 800-999-8725 Url : www.monstertrak.com Career Services Manual Posting	N	0
16	New York Broadcasters Association 1805 Western Avenue Albany, New York 12205 Phone : 518-456-8888 Url : www.nybroadcastersassn.org Career Services Manual Posting	N	0
17	New York State Dept of Labor 233 Main Street Poughkeepsie, New York 12601 Phone : 845-473-9253 Url : www.labor.state.ny.us Career Services Manual Posting	Y	0
18	North Jersey Help Wanted.Com 1 Civic Center Plaza Poughkeepsie, New York 12601 Phone : 845-471-5858 Url : www.northjerseyhelpwanted.com Career Services Manual Posting	N	0
19	NYCJOBS.COM New York Phone : 212-937-8899 Url : www.nycjobs.com Career Services Manual Posting	N	0
20	On Air Recruitment Ad	N	1
21	Other Source	N	1
22	Pace University 41 Park Row 14th Flr New York, New York 10038 Email : careers@pace.edu Career Services	Y	0

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23	Poughkeepsie Journal/Careet Bulider 85 Civic Center Plaza Poughkeepsie, New York 12601 Phone : 845-451-4516 Url : www.poughkeepsiejournal.com Career Services Manual Posting	N	0
24	Radio and TV Jobs Website New York Url : www.radioandtvjobs.com Career Services Manual Posting	N	0
25	Self Referral	N	1
26	Station Websites 20 Tucker Drive Poughkeepsie, New York 12601 Phone : 845-471-2300 Career Services Manual Posting	N	0
27	SUNY ORANGE 115 SOUTH STREET MIDDLETOWN, New York 10940 Phone : 845-341-4572 Eileen Barrett Manual Posting	N	0
28	The Maslow Media Group Inc 2233 Wisconsin Avenue NW, Suite 400 DC, Washington Email : sales@maslowmedia.com The Maslow Media Group Inc The Maslow Media Group Inc	N	0
29	WORKJERSERY.COM New York Phone : 201-503-8084 Url : www.workjersery.com Career Services Manual Posting	N	0

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30	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>18</b>

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**III. RECRUITMENT INITIATIVES**

	<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>
1	2/28/2019	Participation in events or programs sponsored by educational institutions	On February 28, 2019 our SEU hosted students from Dutchess One Stop for a station tour. Our SEU's Program Director on WPKF, J Will, spoke with attendees about radio and the different jobs that are available within the industry.	5	Program Director
2	3/27/2019	Participation in Job Fairs	Our SEU participated in the Hudson Valley Help Wanted.com Career Fair on 3/27/2019. At the fair our SEU set up a booth, spoke with attendees and collected resumes from attendees. Our SEU at the fair was our Promotions Director.	5	Promotion Director
3	4/25/2019	Participation in Job Fairs	Our SEU participated in the 6TH Annual Poughkeepsie High School Career & Job Fair on 4/25/2019. At the fair our SEU set up a booth, spoke with attendees and collected resumes from attendees. Our SEU at the fair was our Promotions Director.	5	Promotion Director
4	6/30/2019	Establishment of training programs for station personnel	During the Summer of 2019, our SEU's Production Director mentored a part-time promotions employee in the skills necessary to work in the production department, including how to dub spots into the system, how to extend spots and how to voice spots with multi-tracks.	10	Intern Production Director
5	9/15/2019	Establishment of a mentoring program	During the Fall of 2019, our SEU's Director of Sales mentored a part-time sales employee in the skills necessary to work in the sales department, including the use of digital dashboards, digital reports, how to setup digital programs for clients, etc.	10	Intern Director of Sales
6	10/18/2019	Participation in Job Fairs	Our SEU participated in the Roy C Ketcham High School College & Career Fair on 10/18/2019. At the fair our SEU set up a booth, spoke with attendees and collected resumes from attendees. Our SEU at the fair was our Promotions Director.	5	Promotion Director

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7	11/14/2019	Participation in Job Fairs	Our SEU participated in the Franklin Delano Roosevelt High School Career & Job Fair on 11/14/2019. At the fair our SEU set up a booth, spoke with attendees and collected resumes from attendees. Our SEU at the fair was our Promotions Director.	5	Promotions Manager