

**WBWZ, WCTW, WHUC, WJIP, WKIP, WPKF, WRNQ, WRWB-FM, WRWD-FM,  
WZCR****EEO PUBLIC FILE REPORT****February 1, 2020 - January 31, 2021****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>
Outside Sales	2-4, 6-13, 15-17, 19	11
Outside Sales	1-3, 5-10, 12, 14-19	7

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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 Email : cdo@bard.edu Career Services	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	Connecticut School of Braodcasting 130 Birdseye Road Farmington , Connecticut 06032 Phone : 800-887-2346 Email : csbfarmington@gocsb.com N/A N/A  Prong 2 Ended Date: 8/24/2020	N	0
5	Connecticut School of Broadcasting 130 Birdseye Road Farmington, Connecticut 6032 Phone : 800-887-2346 Email : csbfarmington@gocsb.com Ron Zorn	Y	0
6	Dutchess Community College 53 Pendell Road Poughkeepsie, New York 12601 Email : act@sunydutchess.edu Fax : 1-845-431-8046 Career Services	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>
7	Employee Referral	N	2
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	0
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	0
10	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
11	LinkedIn-Not directly contacted by SEU	N	1
12	Marist College North Road Cannilino Library Rm 332 Poughkeepsie, New York 12601 Email : <a href="mailto:career.services@marist.edu">career.services@marist.edu</a> Career Services	Y	0
13	New School of Radio and Television 50 Colvin Avenue Albany, New York 12206 Phone : 518-438-7682 Email : <a href="mailto:ctaylor@newschoolalbany.edu">ctaylor@newschoolalbany.edu</a> C. Taylor  Prong 2 Ended Date: 8/24/2020	N	0

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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>
14	New School of Radio and TV 50 Colivin Ave Albany, New York 12206 Phone : 518-438-7682 Email : ctaylor@newschoolalbany.edu Jim Steele	Y	0
15	New York State Dept of Labor 233 Main Street Poughkeepsie, New York 12601 Phone : 845-473-9253 Url : www.labor.state.ny.us Email : PressOffice@labor.ny.gov Career Services	Y	0
16	Purchase College 735 Anderson Hill Rd Purchase, New York 10577 Phone : 914-251-6375 Email : Jessica.Mazzia@purchase.edu Fax : 1-914-251-7802 Jessica Mazzia	Y	0
17	Station Websites 20 Tucker Drive Poughkeepsie, New York 12601 Phone : 845-471-2300 Career Services Manual Posting	N	0
18	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
19	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 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>3</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	5/4/2020	Establishment of a mentoring program	Starting on 5/4/2020, our SEU's SVP started mentoring Felicia Kirschner, our Promotions Director in the skills necessary to work in programming as an on-air talent, this includes teaching of the studio broadcast board, NexGen, on-air policies, cutting commercials and continued weekly one-on-one mentoring meetings.	10	Promotion Director SVP of Programming
2	9/30/2020	Hosting of Job Fair	Hosted a virtual job fair in which participants were invited to logon and see what jobs we had available. The site was managed by our DOS and Sales Manager. This event was held on 9/30/2020 and 10/01/2020.	10	DOS Sales Manager