

**WGY, WGY-FM, WKKF, WOFX, WPYX, WRVE, WTRY-FM**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2021 - January 31, 2022**

**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>
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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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>
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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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	4/21/2021	Participation in Job Fairs	On April 21, 2021, our SEU hosted a virtual job fair. Prior to the event we ran on-air announcements on our stations to publicize the event. In addition to providing attendees with information about open positions at our SEU and collecting resumes, the job fair featured a live Q&A session in which participants had the opportunity to ask questions about careers in broadcasting generally and opportunities at our SEU specifically.	1	Market VP Sales
2	7/1/2021	Establishment of an intern program designed to assist members of the community	In the Summer of 2021, our SEU hosted two interns, one from Full University and one from Bucknell University. The interns participated in and gained experience through various activities across multiple departments, including Programming, Sales, News, Digital and Promotions. The interns were supervised by our Market President and our Promotions and Marketing Director.	2	President Promotions & Marketing Director
3	10/1/2021	Establishment of an intern program designed to assist members of the community	In the Fall of 2021, our SEU hosted an intern from The College of St. Rose. The intern participated in and gained experience through various activities across multiple departments, including Programming, Sales, News, Digital and Promotions. The intern was supervised by our Market President and our Promotions and Marketing Director.	2	Market President Promotions & Marketing Director
4	10/6/2021	Participation in Job Fairs	Our SEU attended a Virtual Job Fair at The College of St. Rose. Station participants discussed careers in radio with interested attendees, and employment opportunities.	2	Market president VP of Sales
5	12/14/2021	Provision of training to management	In December 2021, our SEU's Market President took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	Market President

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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>
6	12/29/2021	Participation in Job Fairs	On December 29, 2021, our SEU hosted a virtual job fair. Prior to the event we ran on-air announcements on our stations to publicize the event. In addition to providing attendees with information about open positions at our SEU and collecting resumes, the job fair featured a live Q&A session in which participants had the opportunity to ask questions about careers in broadcasting generally and opportunities at our SEU specifically.	1	Market VP of sales