

WBBI, WBNW-FM, WENE, WINR, WKGB-FM, WMXW
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 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
Promotions Events Support	1-5, 7	1
outside sales	2-3, 9	9
Outside Sales	2-3, 8-9	9
Outside Sales	1, 4, 9	1
Outside Sales	2-3, 6	6

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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
1	Employee Referral	N	2
2	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
3	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
4	Indeed.com	N	2
5	Internal Candidate	N	1
6	On Air Recruitment Ad	N	1
7	Station Website	N	1
8	Walk In	N	1
9	Word of Mouth Referral	N	3
TOTAL INTERVIEWS OVER REPORTING PERIOD:			11

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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	2/1/2016	Establishment of an intern program designed to assist members of the community	Hanna Fryer joined our market as a paid intern.	2	Market President Intern
2	4/14/2016	Co Sponsoring Job Fair	Co-Sponsored Tioga Chamber of Commerce Job Fair	4	Market President Account Executive Programming Director Account Executive
3	6/22/2016	Participation in events or programs sponsored by educational institutions	Binghamton High School toured the building and each department head explained what they do	10	Market President IT Account Executive Sales/Admin Support
4	6/28/2016	Co Sponsoring Job Fair	Co-Sponsored Job Fair in Cortland	3	Market President Account Executive Promotions
5	7/27/2016	Co Sponsoring Job Fair	Co-Sponsored Job Fair at Broome Community College	5	Market President Sales/Admin Support Account Executive Account Executive
6	12/28/2016	Co Sponsoring Job Fair	Co-Sponsored the Broome County Chamber of Commerce Job Fair	5	Market President Account Executive Account Executive Promotions