

**WAXQ, WHZ, WKTU, WLTW, WOR, WWPR-FM**  
**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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Outside Account Executive	1, 3-4, 6, 15-16, 18, 27, 30-31, 33, 36-37, 68, 73	15
Sales Assistant	2-7, 14-18, 22-23, 25-26, 28-29, 32, 34, 36-38, 40-44, 46, 48, 50, 52, 55-59, 61, 65, 67, 71, 74	36
National Sales Assistant	2-7, 14-18, 22-23, 25-26, 28-29, 32, 34, 37-38, 40-44, 46, 48, 50, 52, 55-59, 61, 65, 67, 71, 74	15
Promotion Director - WWPR & WKTU	1-7, 14-18, 22-23, 25-26, 28-29, 32, 34, 37-38, 40-44, 46, 48, 50, 52, 55-59, 61, 65-67, 71, 74	1
Outside Account Executive	2-8, 14, 16-18, 22-23, 25-29, 34, 37, 40-46, 48-50, 53-57, 59, 61, 64-65, 67, 69-71, 74	27
Z100 & KTU Digital Content Coordinator	2-8, 14-18, 21-23, 25-26, 28-29, 34, 36-37, 40-46, 48-50, 53-57, 59, 61, 63-65, 67, 69-71, 74	15
Promo Director WLTW/Asst Promo Director WHZ	3-8, 11, 14-19, 21-23, 28-29, 34, 37, 40-43, 45, 49-50, 53-54, 56, 61, 64-65, 67, 69, 71, 74	15
Digital Content Manager	3-8, 13-19, 21-23, 27-29, 34, 37, 39-43, 45-46, 49-50, 53-54, 56, 61-62, 64-65, 67, 69, 71-72, 74	62
Outside Account Executive	3-8, 13-14, 16-19, 21-23, 27-29, 34, 37, 40-43, 45, 47, 49-50, 54, 56, 61, 64-65, 67, 69, 71, 74	47
Sr. Financial Analyst	3-8, 13-14, 16-19, 21-23, 28-29, 34, 37, 40-43, 45, 49-50, 54, 56, 60-61, 64-65, 67, 69, 71, 74	60
Marketing & Promotions Project Manager	3-9, 11-14, 16-19, 21-26, 28-29, 31, 34, 37, 40-46, 48-50, 53-57, 59, 61-65, 67, 69, 71, 74	62
Outside Account Executive	3-9, 11, 13-19, 21-24, 28-29, 34, 37, 40-43, 45, 49-50, 53-54, 56, 61, 64-65, 67, 69, 71, 74	15
Sales Assistant/Sales Associate	3-9, 11, 14-19, 21-24, 28-29, 31, 34, 37, 39-43, 45, 49-50, 53-54, 56, 61, 64-65, 67, 69, 71, 74	11
Sr Account Executive	3-9, 14, 16-19, 21-29, 34, 37, 40-46, 48-50, 53-57, 59, 61, 63-65, 67, 69, 71-72, 74	72
Digital Content Coordinator	3-9, 14-26, 28-29, 34, 37, 39-46, 48-50, 53-57, 59, 61, 63-65, 67, 69, 71, 74	15

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NYC Local Sales Manager	3-9, 11, 14-19, 21, 23-26, 28-29, 34, 37, 40-46, 48-50, 53-57, 59, 61, 63-67, 69, 71, 74	15
Outside Account Executive	3-9, 11, 14-19, 21, 23-26, 28-29, 34, 37, 40-46, 48-50, 53-57, 59, 61-65, 67, 69, 71, 74	11
Outside Account Executive	3-9, 11, 14-19, 21, 23-26, 28-29, 34, 37, 40-46, 48-50, 53-57, 59, 61-65, 67, 69, 71, 74	15
Digital Video Producer	3-9, 14-19, 21, 23-26, 28-29, 34-35, 37, 40-46, 48-50, 53-57, 59, 61, 63-65, 67, 69, 74	15
Associate Morning Show Producer	3-10, 14, 16-19, 21, 23-26, 28-29, 34, 37, 40-46, 48-50, 53-57, 59, 61, 63-65, 67, 69, 74	10
Associate Account Executive	3-9, 14, 16-17, 19, 21, 23-26, 28-29, 34, 37, 39-46, 48-50, 53-57, 59, 61, 63-65, 67, 69, 74	39
Senior Finance Manager	3-9, 14-17, 19, 21, 23-26, 28-29, 34, 37, 40-46, 48-50, 53-57, 59, 61, 63-65, 67, 69, 74	15
Outside Account Executive	3-9, 14, 16-17, 19, 21, 23-26, 28-29, 31, 34, 37, 40-46, 48-51, 53-57, 59, 61, 63-65, 67, 69, 74	31
Outside Account Executive	3-9, 14, 16-17, 19, 21, 23-26, 28-29, 31, 34, 37, 40-46, 48-51, 53-57, 59, 61, 63-65, 67, 69, 74	51
Sr Account Executive	3-9, 14, 16-17, 19, 21, 23-26, 28-29, 34, 37, 40-46, 48-50, 53-57, 59, 61-65, 67, 69, 74	62
VP of Sales, Z100	3-9, 14, 16-17, 19, 21, 23-26, 28-29, 31, 34, 37, 40-46, 48-51, 53-57, 59, 61, 63-65, 67, 69, 74	51
103.5 KTU Night Personality/Social Media Producer	3-9, 14, 16-17, 19, 21, 23-26, 28-29, 34, 37, 40-46, 48-50, 53-57, 59, 61-65, 67, 69, 74	62
103.5 KTU Night Personality/Social Media Producer	3-9, 14, 16-17, 19, 21, 23-26, 28-29, 34, 37, 40-46, 48-50, 53-57, 59, 61-65, 67, 69, 74	62
Outside Account Executive	3-9, 14-17, 19, 21, 23-26, 28-29, 34, 37, 40-46, 48-50, 53-57, 59, 61, 63-65, 67, 69, 74	15

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Digital Video Producer	3-9, 14-17, 19, 21, 23-26, 28-29, 34, 37, 40-46, 48-50, 53-57, 59, 61, 63-65, 67, 69, 74	15
Digital Account Manager	3-9, 14-17, 19, 21, 23-26, 28-29, 31, 34, 37, 39-46, 48-50, 53-57, 59, 61, 63- 65, 67, 69, 74	15
Sales Manager	3-9, 15-17, 19, 21, 23-26, 28-29, 34, 37, 40-46, 48-50, 53-57, 59, 61, 63-65, 67, 69, 74	15

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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>
1	Application already on file	N	2
2	Art Institute of New York 218-232 West 40th Street New York, New York 10018 Phone : 212-625-6057 Email : emccormack@aia.edu Emily-Anne McCormack	Y	0
3	Baruch College Radio WBMB 87.9FM One Bernard Baruch Way Box H-134 New York, New York 10010 Phone : 646-312-4489 Email : George.stasko@baruch.cuny.edu George Stasko	Y	0
4	Berkeley College 3 East 43rd St. 4th Fl. 6th Floor Career Services New York, New York 10017 Phone : 212-986-4343 Email : mt@berkeleycollege.edu M T	Y	0
5	Borough of Manhattan Community College City University of NY Travel & Tourism 245 Greenwich St. Fiterman 830U New York,, New York 10007 Phone : 212-220-8214 Email : eg@etn.travel Dr. Elinor Garely	Y	0
6	Brooklyn College 2900 Bedford Avenue Room 1303 James Hall Brooklyn, New York 11210 Phone : 718-951-5696 Email : Fbalsam@brooklyn.cuny.edu Fred Balsam	Y	0
7	Colgate University 13 Oak Drive Hamilton, New York 13346 Phone : 315-228-7318 Email : colgaterecruiting@colgate.edu Danielle Bikowsky	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>
8	College of Staten Island 2800 Victory Blvd. 1A-105 Staten Island, New York 10314 Phone : 718-982-2308 Email : careers@mail.csi.cuny.edu Fax : 1-718-982-2308 Florence Zurica	Y	0
9	Connecticut School of Broadcasting 1400 Old Country Road Suite 211 (36A) Westbury, New York 11590-5156 Phone : 516-280-6801 Email : csbwestbury@gocsb.com Rebecca Martines	Y	0
10	Consultant Referral	N	1
11	Current Employee	N	8
12	Current Employee - Transfer/Promotion	N	1
13	Direct Employers Assoc. & US.jobs 9002 N. Purdue Road, Suite 100 Indianapolis, Indiana 46268 Phone : 212-775-3762 Email : info@us.jobs Barbara Listefski	Y	0
14	Dream Careers Internship Coordinator 134 West 26th Street, Suite 1200 New York, New York 10001 Phone : 212-367-4656 Email : Shelley@dreamcareersinc.com Shelley Thomas	Y	0
15	Employee Referral	N	28
16	Essex County College 303 University Avenue Newark, New Jersey 07102 Phone : 973-877-3270 Email : swarmley@essex.edu Sybil Bost-Wormley	Y	0
17	Five Towns College 305 North Service Road Dix Hills, New York 11746 Phone : 631-656-2163 Email : krysti.orourke@ftc.edu Krysti O'Rourke	Y	0

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18	Focus Hispanic Center for Com. Devel. Inc. 441-443 Broad Street Newark, New Jersey 07102 Phone : 973-624-2528 Email : aperez@focus411.org Aevilda Perez	Y	0
19	Fordham University 441 East Fordham Road McGinley 224 Bronx, New York 10458 Phone : 212-636-6170 Email : Kmullaney1@fordham.edu Kathlene Mullaney	Y	0
20	Former Employee	N	1
21	Gabelli School of Business/Graduate School 33 West 60th Street, 4th Floor New York, New York 10013 Phone : 212-636-6170 Email : dgrant17@fordham.edu Dennis Grant	Y	0
22	Hempstead Works 50 Clinton Street, Suite 400 Hempstead, New York 11550 Phone : 516-485-5000 ext 110 Email : srubin@hempsteadworks.com Sandy Rubin	Y	0
23	Henry Street Settlement Workforce Development Center 99 Essex Street, 3rd Fl New York, New York 10002 Phone : 212-478-5400 ext 206 Email : jtung@henrystreet.org Jeanie Tung	Y	0
24	Hobart & William Smith College Salisbury Center for Career Services Trinity Hall Geneva, New York 14456 Phone : 315-781-3514 Email : cso@hws.edu Jackie Doyle	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>
25	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
26	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
27	Indeed.com	N	7
28	Inside Radio 81 Main Street, Suite 2 Littleton, New Hampshire 03561 Phone : 800-640-8852 Email : <a href="mailto:ads@insideradio.com">ads@insideradio.com</a> Gene McKay	N	0
29	Institute of Audio Research 64 University Place New York, New York 10003 Phone : 212-677-7580 Email : <a href="mailto:plazar@iar.edu">plazar@iar.edu</a> Phillip Lazar	Y	0
30	Internal Candidate	N	1
31	Internal Posting	N	9
32	Internal Promotion/Transfer New York Career Services	N	0
33	Internet Ad	N	1
34	Ithaca College Office of Career Services 953 Danby Road, 101 Muller Ithaca, New York 14850 Phone : 607-274-3365 Email : <a href="mailto:careers@ithaca.edu">careers@ithaca.edu</a> John Fracchia	N	0
35	Job Board	N	1

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36	Job posting on internet	N	4
37	Kean University 1000 Morris Avenue Union, New Jersey 07083 Phone : 908-737-0456 Email : kmirrerr@kean.edu Kristine Mirror	Y	0
38	Linked In Online Recruiting Site New York, New York 10013 Phone : 0000000 Online Recruiting Site	N	0
39	Linked In	N	8
40	Long Island Univ. Brooklyn Campus 1 University Plaza, Pratt 510 Brooklyn, New York 11201 Phone : 718-488-1039 Email : Amy.rothenberg@liu.edu Amy Rothenberg	Y	0
41	Medgar Evers College 1650 Bedford Avenue - S302 Brooklyn, New York 11225 Phone : 718-270-6055 Email : mec-career@mec.cuny.edu Jemma St. Lawrence	Y	0
42	Monmouth University 400 Cedar Avenue West Long Branch, New Jersey 07764-1898 Phone : 732-571-3471 Email : placementoffice@monmouth.edu Career Services	N	0
43	Nassau Comm. College Career Counseling Center 1 Education Drive Garden City, New York 11530 Phone : 516-572-7696 Email : Constance.Egelman@ncc.edu Constance Egelman	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>
44	New York Market Radio 261 Madison Avenue 23rd Fl. New York, New York 10016 Phone : 646-254-4493 Deborah Beagan Manual Posting  Prong 2 Ended Date: 2/11/2016 Prong 2 Ended Date: 2/11/2016	N	0
45	New York State Broadcasters Assoc. 1805 Western Avenue Albany, New York 12203 Phone : 518-456-8888 Email : admin@tvjobs.com Mark Holloway	N	0
46	NJ Depart. Of Labor & Workforce Devel. 438 Summit Avenue 2nd Fl. Jersey City, New Jersey 07306 Phone : 201-217-7179 Hugh Caufield Manual Posting	Y	0
47	Non-Employee Referral	N	1
48	NY State Depart. Of Labor 250 Schermerhorn St. Brooklyn, New York 11201 Phone : 718-613-3954 Claire Rizzo Manual Posting	N	0
49	NY Univ./Arthur Carter Journal. Institute 20 Cooper Square, Room 647 New York, New York 10003 Phone : 212-998-3837 Email : Craigh.Barboza@nyu.edu Craig Barboza	Y	0
50	NYU Office of Career Development 721 Broadway, 8th Fl New York, New York 10003 Email : Tisch.career@nyu.edu Career Services	N	0
51	Other Source	N	2

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52	Pace Univ. NY Campus 41 Park Row, 14th Fl New York, New York 10038 Phone : 212-346-1731 Email : JKamberg@pace.edu Jeffrey Kamberg@pace.edu	Y	0
53	Pace University - NY Campus 41 Park Row, 14th Floor New York, New York 10038 Phone : 212-346-1950 Email : dcoleman@pace.edu Diane Coleman	Y	0
54	Passaic County One Stop Business Resource 200 Memorial Drive Paterson, New Jersey 07505 Phone : 973-742-9226 Email : RPATTERSON@PCWDC.ORG Ruth Paterson	Y	0
55	Penn State University 105 Bank of American Career Services Center University Park, Pennsylvania 16802 Career Services Manual Posting	N	0
56	Queens College 65-30 Kissena Blvd Flushing, New York 11367 Phone : 718-997-4465 Email : tes.asfaw@qc.cuny.edu Tesyfaye Asfaw	Y	0
57	Radio and Television Business Report PO Box 6633 Woodbridge, Virginia 22195 Apri McLynn Manual Posting	N	0
58	Radio Ink 2090 Palm Beach Lakes Blvd. Suite 300 West Palm Beach, Florida 33409 Phone : 561-655-8778 Career Services Manual Posting	N	0

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59	Radio/Online LLP 3500 Tripp Avenue Amarillo, Texas 79121-1637 Online Postings Manual Posting	N	0
60	Recruiter	N	1
61	Rutgers University 360 Dr. Martin Luther King Jr. Blvd Hill Hall, Room 112 Newark, New Jersey 07102 Phone : 973-353-5312 Email : cegan@newark.rutgers.edu Michelle Bryan	Y	0
62	Self Referral	N	6
63	Seton Hall University 400 South Orange Avenue Career Center 2nd Floor Bayley Hall South Orange, New Jersey 07079 Phone : 973-275-2316 Email : gina.aloe@shu.edu Gina Aloe  Prong 2 Ended Date: 2/11/2016 Prong 2 Ended Date: 2/9/2016	N	0
64	St. Johns Univ. Center For TV,Film, Radio 8000 Utopia Parkway Jamaica, New York 11439 Phone : 718-990-6603 Email : haynesd@stjohns.edu Donna Haynes	Y	0
65	Staten Island YMCA New Am. Welcome Ct 285 Vanderbilt Ave Staten Island, New York 10304 Phone : 718-981-4382 Email : rrinaldo@ymcanyc.org Rachael Rinaldo	Y	0
66	Station Website	N	2
67	Syracuse Univ. S.I Newhouse School 215 University Place Syracuse, New York 13244 Phone : 315-443-1913 Email : belichti@syr.edu Career Services	N	0

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68	The Workforce Investment Board of Passaic County 401 Grant Strteet, Room 417 Paterson, New Jersey 07505 Phone : 973-742-9226 ext 7212 Email : RPATTERSON@PCWDC.ORG Ruth Patterson	Y	0
69	Touro College, NYSCHS 27-33 West 23rd Street New York, New York 10010 Phone : 212-463-0400 ext. 5449 Email : adriana.jimenez-garcia@touro.edu Adriana Jimenez-Garcia	Y	0
70	Tufts University Dowling Hall Suite 740 1 Education Drive Garden City, Massachusetts 02155 Phone : 617-627-3299 Email : Susannah.Krenn@tufts.edu Susannah Krenn  Prong 2 Ended Date: 2/29/2016	N	0
71	University of Pennsylvania McNeil Bldg. Suite 20 3718 Locust Walk Philadelphia, Pennsylvania 19104 Phone : 215-898-4827 Email : listings@pobox.upenn.edu Fax : 1-215-898-2687 Anne Marie Gercke	Y	0
72	Unknown Referral Source	N	2
73	Word of Mouth Referral	N	1
74	York College 94-20 Guy R. Brewer Blvd. Jamaica, New York 11451 Email : mbsmith@york.cuny.edu Michael Smith	Y	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>87</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	3/31/2016	Establishment of an intern program designed to assist members of the community	Spring/2016 Internship Program for three of our stations: WHZ, WKTU and WWPR - Total 23 Interns	3	Assistant Program Director Program Director Program Director PGM Assistant/Community Affairs Coordinator
2	4/14/2016	Participation in Job Fairs	4/14/16 Job Fair at St. John's University located at 8000 Utopia Parkway, Jamaica, New York 11439 (Queens). (718) 990-2000.	2	Executive Assistant HR/Payroll Manager
3	9/29/2016	Participation in events or programs sponsored by educational institutions	Fall Careers and Internship Fair at St. John's University - recruiting for Paid Internship Program, and Sales, Programming and Promotions open positions	2	HR/Payroll Manager Director of Sales Operations