

WGY, WGY-FM, WKKF, WOFX, WPYX, WRVE, WTRY-FM
EEO PUBLIC FILE REPORT
February 1, 2017 - January 31, 2018

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Assistant	1-2, 4-6, 8-10, 12	4
National Sales Assistant	1-5, 8-10, 12	3
Outside Account Executive	1-2, 4-6, 8-10, 12	6
Vice President of Sales	1-2, 4-10, 12	6
Traffic Coordinator	1-2, 4-6, 8-10, 12	5
Outside Sales Account Executive	1-2, 4-5, 9-12	11

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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	Certified Rehabilitation Services 40 Cramond Street Colonie, New York 12205 Phone : 518-458-2773 Url : www.certifiedrehabservices.com Email : Darlene@Certifiedrehabservices.com Darlene Fittizzi	Y	0
2	College of St. Rose 432 Western Ave. Albany, New York 12203 Phone : 518-454-5265 Email : molgardm@strose.edu Mary Alice Molgard	N	0
3	Employee Referral	N	1
4	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	1
5	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	4
6	Indeed.com	N	6
7	Internal Candidate	N	1
8	Living Resources 300 Washington Ave Ext Albany , New York 12203 Phone : 518-218-0000 Email : mcognetti@livingresources.org Mike Cognetti	N	0
9	New School of Television & Radio 50 Colvin Ave. Albany, New York 12206 Phone : 518-438-7682 Email : ctaylor@newschoolalbany.edu Cathy Taylor	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
10	Northeast Association of the Blind 301 Washington Ave. Albany, New York 12203 Phone : 518-463-1211 Email : mnear@naba-vision.org Madison Near	Y	0
11	Self Referral	N	1
12	WERC Women's Employment & Resource Ctr. 175 Central Ave. Albany, New York 12206 Phone : 518-462-7600 ext. 185 Email : madams@cdwerc.org Marge Adams	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			14

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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	3/6/2017	Participation in events or programs sponsored by educational institutions	SEU hosted a tour for the New School of Radio & TV. During tour students were introduced to the day to day operations behind programming, news reporting and engineering. Station rep hosted a roundtable session at end of tour to answer any questions from the students.	1	News Reporter
2	5/26/2017	Establishment of an intern program designed to assist members of the community	During Summer 2017, this SEU hosted an Intern from Johnson and Whales University, in association with the NYS Broadcaster Association. During the internship period, the student was introduced to all station departments, including Sales, Programming, Traffic, Promotions and Finance.	1	Area President
3	6/12/2017	Participation in events or programs sponsored by educational institutions	SEU hosted tour for the New School of Radio and TV. Students were introduced to the day to day operations behind programming. Station rep hosted a roundtable session at end of tour to answer any questions from the students.	1	News Reporter
4	10/4/2017	Participation in Job Fairs	SEU participated in Times Union Job Fair. During event, station reps gave presentations on working in the media sector and discussed the open roles for recruitment with potential candidates from various backgrounds and industries.	1	Sales Mgr
5	11/6/2017	Participation in events or programs sponsored by educational institutions	SEU hosted a tour for The New School of Radio & TV. Students were introduced to the day to day operations behind News Reporting. Station rep hosted a roundtable session at end of tour to answer any questions.	1	News Reporter

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	1/4/2018	Establishment of a mentoring program	Our SEU has developed a unique mentoring program, which allows an entry-level associate account executive access to a senior sales professional in a close one-on-one relationship in order to learn skills needed to succeed as an effective sales team member. During this reporting period, we recruited one candidate for the program, and he/she was exposed to in depth procedures, sales pitches, client relations and operational systems.	1	Senior Outside Account Exec