

**WBWZ, WCTW, WHUC, WJIP, WKIP, WPKF, WRNQ, WRWB-FM, WRWD-FM,  
WZCR**

**EEO PUBLIC FILE REPORT**

**February 1, 2017 - January 31, 2018**

**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 Executive	1-2, 4-6, 9-20, 22-27, 33	27
Executive Sales Assistant	1-23, 25-33	3
Digital Sales Content Coordinator	1-2, 4-6, 8-20, 22-30, 33	27

**WBWZ, WCTW, WHUC, WJIP, WKIP, WPKF, WRNQ, WRWB-FM, WRWD-FM,  
WZCR**

**EEO PUBLIC FILE REPORT**

**February 1, 2017 - January 31, 2018**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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 Career Services Manual Posting	Y	0
3	Call In	N	2
4	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
5	Colmubia Greene Help Wanted 1 Civic Center Plaza Poughkeepsie, New York 12601 Phone : 845-471-5858 Url : www.columbiagreenehelpwanted.com Career Services Manual Posting	N	0
6	Connecticut School of Braodcasting 130 Birdseye Road Farmington , Connecticut 06032 Phone : 800-887-2346 Email : csbfarmington@gocsb.com N/A N/A	Y	0
7	Drop In	N	1

**WBWZ, WCTW, WHUC, WJIP, WKIP, WPKF, WRNQ, WRWB-FM, WRWD-FM,  
WZCR**

**EEO PUBLIC FILE REPORT**

**February 1, 2017 - January 31, 2018**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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	Dutchess Community College 53 Pendell Rd Poughkeepsie, New York Email : officeofhumanresources@sunydutchess.edu Rosa Vargas	N	0
9	Emerson College 120 Boylston St Boston, Massachusetts 2116 Url : www.emerson.erecruiting.com Career Services Manual Posting	N	0
10	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
11	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
12	Job Link for Journalists-Internet New York Url : www.newslink.org/joblink.html Career Services Manual Posting	N	0
13	Jobs-In-Music Website New York Career Services Manual Posting	N	0
14	John H Johnson School of Communications 525 Bryant Street NY Washington, District of Columbia 20059 Phone : 202-806-5806 Url : www.howard.edu/schoolcommunications` Email : cdudley@howard.edu Carol Dudley	Y	0

**WBWZ, WCTW, WHUC, WJIP, WKIP, WPKF, WRNQ, WRWB-FM, WRWD-FM,  
WZCR**

**EEO PUBLIC FILE REPORT**

**February 1, 2017 - January 31, 2018**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
15	Monstertrak.com 11845 W Olympic Blvd Suite 500 Los Angeles, California 90064 Phone : 800-999-8725 Url : www.monstertrak.com Career Services Manual Posting	N	0
16	Mustard Seed 70 South Hamilton St Poughkeepsie, New York 12601 Email : Galie59@yahoo.com Career Services	N	0
17	New York Broadcasters Association 1805 Western Avenue Albany, New York 12205 Phone : 518-456-8888 Url : www.nybroadcastersassn.org Career Services Manual Posting	N	0
18	New York State Dept of Labor 233 Main Street Poughkeepsie, New York 12601 Phone : 845-473-9253 Url : www.labor.state.ny.us Career Services Manual Posting	Y	0
19	North Jersey Help Wanted.Com 1 Civic Center Plaza Poughkeepsie, New York 12601 Phone : 845-471-5858 Url : www.northjerseyhelpwanted.com Career Services Manual Posting	N	0
20	NYCJOBS.COM New York Phone : 212-937-8899 Url : www.nycjobs.com Career Services Manual Posting	N	0
21	Other Source	N	1

**WBWZ, WCTW, WHUC, WJIP, WKIP, WPKF, WRNQ, WRWB-FM, WRWD-FM,  
WZCR**

**EEO PUBLIC FILE REPORT**

**February 1, 2017 - January 31, 2018**

**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>
22	Pace University 41 Park Row 14th Flr New York, New York 10038 Email : careers@pace.edu Career Services	Y	0
23	Poughkeepsie Journal/Careet Bulider 85 Civic Center Plaza Poughkeepsie, New York 12601 Phone : 845-451-4516 Url : www.poughkeepsiejournal.com Career Services Manual Posting	N	0
24	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
25	Radio and TV Jobs Website New York Url : www.radioandtvjobs.com Career Services Manual Posting	N	0
26	Ridley Lowell Technical/Business Institute 28 South Hamilton St Poughkeepsie, New York 12601 Phone : 845-471-0330 Email : PCPLACEMENT@RIDLEY.EDU Career Services	Y	0
27	Station Websites 20 Tucker Drive Poughkeepsie, New York 12601 Phone : 845-471-2300 Career Services Manual Posting	N	9

**WBWZ, WCTW, WHUC, WJIP, WKIP, WPKF, WRNQ, WRWB-FM, WRWD-FM,  
WZCR**

**EEO PUBLIC FILE REPORT**

**February 1, 2017 - January 31, 2018**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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>
28	SUNY Orange 115 South Street Middletown, New York Phone : 845-341-4444 Email : Careers@SUNYOrange.edu Career Services	N	0
29	Suny Orange Human Resources Orange County Community College 11 Middletown, New York Email : occchr@sunyorange.edu Eileen Barret	N	0
30	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
31	Walk In	N	1
32	Walk In/Self-Referral	N	1
33	WORKJERSERY.COM New York Phone : 201-503-8084 Url : www.workjersery.com Career Services Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>15</b>

**WBWZ, WCTW, WHUC, WJIP, WKIP, WPKF, WRNQ, WRWB-FM, WRWD-FM,  
WZCR**

**EEO PUBLIC FILE REPORT**

**February 1, 2017 - January 31, 2018**

**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	3/29/2017	Participation in Job Fairs	On March 29, 2017, our SEU participated in the Hudson Valley Help Wanted job fair. At the fair, our SEU set up a booth and collected resumes from attendees. SEU participants included our Promotions Manager.	4	Promotions Manager
2	4/10/2017	Establishment of a mentoring program	During the spring 2017, our SEU's Production Director mentored a part-time promotions employee in the skills necessary to work in the production department, including how to dub spots in the system, how to extend spots in the system, and how to voice spots with multi-tracks.	10	part time promotions Production Director
3	5/21/2017	Establishment of an intern program designed to assist members of the community	During the summer 2017, our SEU hosted a local student for an internship program. The student rotated throughout our sales, promotions, business, and programming departments to learn the different operations of each department and how they relate to the overall broadcasting enterprise.	10	SVP Programming Program Director Promotions Director VP of Sales
4	7/11/2017	Establishment of a mentoring program	During the summer 2017, our SEU's Production Director mentored a part-time promotions employee in the skills necessary to work in the production department, including how to dub spots in the system, how to extend spots in the system, and how to voice spots with multi-tracks.	10	part time promotions Production Director
5	9/20/2017	Participation in Job Fairs	On September 20, 2017, our SEU participated in the Dutchess County Regional Chamber of Commerce's Eighth Annual Work Local job fair. At the fair, our SEU set up a booth and collected resumes from attendees. SEU participants included our Promotions Manager.	4	Promotions Manager
6	11/9/2017	Participation in events or programs sponsored by educational institutions	On November 9, 2017, our SEU's Program Director attended an even at Roy C. Ketcham High School, where he held discussions on the roles of programming, sales, and promotions in the broadcasting industry and career opportunities.	10	Program Director

**WBWZ, WCTW, WHUC, WJIP, WKIP, WPKF, WRNQ, WRWB-FM, WRWD-FM,  
WZCR**

**EEO PUBLIC FILE REPORT**

**February 1, 2017 - January 31, 2018**

**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>
7	11/13/2017	Participation in events sponsored by community groups	On November 13, 2017, our SEU hosted students from the local Cub Scouts and their parents for a station tour. Our SEU's Program Director spoke with attendees about radio and the different jobs that are available within the industry.	4	Program Director