

**WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY**  
**EEO PUBLIC FILE REPORT**  
**January 31, 2017 - January 31, 2018**

**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
Account Manager	1-18, 20-26, 28-47	13
Account Manager	1-18, 20-26, 28-47	16
Account Manager	4-8, 10, 12, 15-17, 19-20, 23, 25, 27-29, 33, 36, 40-43, 45-47	16
Sales and Promotions Assistant	4-8, 10, 15-17, 20, 23, 25, 27-29, 33, 36, 40-43, 45-47	16
Sales and Promotions Assistant	4-8, 10, 15-17, 23, 25, 27-29, 33, 36, 40-43, 45-47	16
Account Manager	4-8, 10, 15-17, 23, 25, 27-29, 33, 36, 40-43, 45-47	16
570 WSYR Afternoon News Anchor	4-8, 10, 15-17, 23, 25, 27-29, 33, 36, 40-43, 45-47	17

Certain entitled sources were not notified of certain vacancies due to changed contact information and/or email/fax delivery failure.

This report was been revised on March 7, 2018 to reflect report date of January 31, 2017 through January 13, 2018.

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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	Abilities, Inc. 201 I.U. Willets Rd. Albertson, New York 11507 Phone : 516-465-1546 Fax : 1-516-747-2046 Anita Zimmerman	N	0
2	Amsterdam News 2340 Fred Douglas Blvd. New York, New York 10027 Phone : 212-932-7400 Email : amnewspress@aol.com Fax : 1-212-932-7467 Elinor Tatum	N	0
3	Aurora of Central New York 518 James Street #100 Syracuse, New York 13203 Phone : 315-422-7263 Url : www.auroraofcny.org Email : auroraofcny@auroraofcny.org Frieda Heckman	Y	0
4	Bryant & Stratton College 8687 Carling Rd. Liverpool, New York 13090 Phone : 315-652-6500x271 Email : aeveney@bryantstratton.edu Alex Deveney	Y	0
5	California Chicano News Media Association ( CCNMA) 727 West 27th St., Room 201 Los Angeles, California 90071 Phone : 213-821-0075 Url : www.ccnma.org Email : ccnmainfo@ccnma.org Sylvia Wells	Y	0
6	Cayuga Community College 197 Franklin Street Auburn, New York 13021 Url : www.cayuga-cc.edu Email : merritt@cayuga-cc.edu Karen Merritt	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>
7	Center for Community Alternatives 115 Jefferson Street Suite 300 Syracuse, New York 13202 Url : www.communityalternatives.org Email : cca@communityalternatives.org n/a n/a	Y	0
8	Cornell University 203 Barnes Hall Ithaca, New York 14850 Url : www.cornell.edu Email : ccnet@cornell.edu Career Services	Y	0
9	Corporate Diversity Search, Inc. P.O. Box 1086 Webster, New York 14580 Phone : (585) 787-0537 Url : www.corpdiversitysearch.com Email : oates@corpdiversitysearch.com Fax : (585) 787-1321 Diane Oates	N	0
10	Dunbar Association Inc 1453 S State Street Syracuse, New York 13205 Phone : (315) 760-3155 Url : n/a Email : thenewdunbar@gmail.com n/a n/a	Y	0
11	EFAP New York c/o New York Institute of Technology 1855 Broadway, Room 304 New York, New York 10023 Phone : 212-261-1707 Email : efap@nyit.edu Fax : 1-212-261-1717 Gabriela Menier	N	0
12	Electronic Media Communications Dept 49 4585 West Seneca Turnpike Ste W150 Syracuse, New York 13215 Url : www.sunyocc.edu Email : averym@sunyocc.edu Mandi Avery	Y	0
13	Employee Referral	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Flatbush Development Corporation 1616 Newkirk Ave. Brooklyn, New York 11226 Phone : 718-859-4595 Email : redmond@fdconline.org Fax : 1-718-859-4632 Robin Redmond-Tozza	N	0
15	Howard University 525 Bryant St.NW Washington, District of Columbia 20059 Url : www.gs.howard.edu Email : cedarrecruiting@howard.edu Career Services	Y	0
16	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	12
17	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	1
18	Ithaca College 1101 Gannett Center Ithaca, New York 14850 Phone : 607-274-1687 Email : jobline@ithaca.edu Fax : 1-607-274-1688 John Fracchia	N	0
19	Ithaca College 953 Danby Road Ithaca, New York 14850 Url : www.ithaca.edu Email : cboyer@ithaca.edu Cheryl Boyer	Y	0

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20	ITT Technical Institute 235 Greenfield Pkwy. Liverpool, New York 13088 Url : www.itt-tech.edu Email : jjoyce@itt-tech.edu Fax : 1-315-461-8008 Jerome Joyce	Y	0
21	Martin Luther King Multi Purpose Center 110 Bethune Blvd. Spring Valley, New York 10977 Phone : 845-425-8910 Fax : 1-845-425-9629 Stella Marrs	N	0
22	Mount Saint Vincent College 6301 Riverdale Ave. Riverdale, New York 10471 Phone : 718-405-3263 Email : dmachado@mountsaintvincent.edu Fax : 1-718-405-3491 Diane Machado	N	0
23	NAACP of Syracuse PO Box 397 Colvin Elmwood Station Syracuse, New York 13205 Url : www.NAACP.org Email : Syracusenaacpyouth@yahoo.com n/a n/a	Y	0
24	New Rochelle Community Action Program 95 Lincoln Ave. New Rochelle, New York 10801 Phone : 914-636-3050 Email : capnr2000@yahoo.com Fax : 1-914-636-7782 Barbara DelVecchio	N	0
25	New York State Broadcaster Association 1805 Western Ave Albany, New York 12203 Url : www.nysbroadcasters.org Email : cjung@nysbroadcasters.org Carolyn Jung	Y	0

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26	NYMRAD 261 Madison Ave. 23rd Floor New York, New York 10016 Phone : 646-254-4493 Email : db@nymrad.org Fax : 1-646-254-4498 Deborah Beagan	N	0
27	Office of Minority Affairs 201 E. Washington Street City Hall Room 219 Syracuse, New York 13202 Url : www.syracuse.ny.us Email : lmitchell@syrgov.net Lamont Mitchell	Y	0
28	Onondaga -Madison Board of Cooperative Educational Services (BOCES) PO Box 4754 Syracuse, New York 13290 Url : www.ocmboces.org Email : mukleya@ocmboces.org Mari Ukleya	Y	0
29	Onondaga Community College 4585 W. Seneca Tpke Syracuse, New York 13215 Url : www.sunyocc.edu Mandy Avery Manual Posting	Y	0
30	PJ Video Productions 167 Parkside Drive Suffern, New York 10901 Phone : 845-270-0941 Email : quinnsmail@yahoo.com John Quinn	N	0
31	Purchase College, SUNY 735 Anderson Hill Rd. Purchase, New York 10577 Phone : 914-251-6370 Email : career.development@purchase.edu Fax : 1-914-251-7802 Wendy Morosoff	N	0

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32	Queens Educational Opportunity 158-29 Archer Ave. Jamaica, New York 11433 Phone : 718-725-3336 Email : n.williams.qns@eoc.cuny.edu Fax : 1-718-658-5604 Nathan Williams	N	0
33	S I Newhouse School of Public Comm. 313 Newhouse Three 215 University Place Syracuse, New York 13244 Url : www.newhouse.syr.edu Email : belichti@syr.edu Bridget Lichtinger	Y	0
34	Society of Motion Picture & Television Engineers 595 West Hartsdale Ave. White Plains, New York 10607 Phone : (888) 491-8833 Url : www.careercentral.smpte.org/post.cfm Fax : 1-914-761-3115 Frederick C.	N	0
35	South Asian Journalists Ass'n 2950 Broadway New York, New York 10027 Phone : 212-854-7837 Email : ss221@columbia.edu Fax : 212-854-7837 S. Sreenivasan	N	0
36	Spanish Action League 700 Oswego Street Syracuse, New York 13204 Phone : (315) 475-6153 ext. 213 Url : www.spanishactionleague.com Email : careers@laligaupstateny.org Idaliz Pizarro	Y	0
37	St. John's University 8000 Utopia Parkway Jamaica, New York 11439 Phone : 718-990-1327 Email : careers@stjohns.edu Fax : 1-718-969-0446 Julia Tramonti	N	0

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38	St. Thomas Aquinas College 125 Route 340 Sparkill, New York 10976 Phone : 845-398-4065 Email : careers@stac.edu Fax : 1-845-398-4151 Rachel Jackiewicz	N	0
39	SUNY Oswego, Career Services 7060 State Route 104 145 Campus Center Oswego, New York 13126 Url : www.oswego.edu/student/career Email : Career@oswego.edu n/a n/a	Y	0
40	Syracuse Model Neighborhood Facility 401 South Ave. Syracuse, New York 13204 Url : www.swccsyr.org Email : info@swccsyr.org Fax : 1-315-479-8023 n/a n/a	Y	0
41	Syracuse University 235 Schine Student Center Syracuse, New York 13244 Url : www.syr.edu Email : careers@syr.edu Career Services	Y	0
42	The Native American JPTA 312 Gifford Street Syracuse, New York 13204 Url : www.userinstinct.com Email : syracuse.net@hotmail.com Charlotte Tarbell	Y	0
43	Tompkins-Cortland Community College 170 North Street PO Box 139 Dryden, New York 13053 Url : www.tc3.edu Email : evenert@tc3.edu Fax : 1-607-844-6539 Teri Evener	Y	0

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44	Wagner College 1 Campus Rd. Staten Island, New York 10301 Phone : 718-420-4016 Email : careerdevelopment@wagner.edu Fax : 1-718-420-4012 Career Services	N	0
45	WISE Center The Tech Garden, Box 44 Syracuse, New York 13202 Phone : (315) 443-8634 Url : http://wisecenter.org/ Email : alwaterb@syr.edu Alexandra Waterbury	Y	0
46	Women's Information Center 601 Allen Street #1 Syracuse, New York 13210 Url : www.womensinfo.org Email : womensinfocenter@gmail.com n/a n/a	Y	0
47	Women's Opportunity Center 901 James Street Syracuse, New York 13203 Url : www.labor.state.ny.us Fax : 1-315-446-5869 Peggy Woods	Y	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>14</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	4/12/2017	Participation in events or programs sponsored by educational institutions	On April 12, 2017, our SEU's Market President lectured a broadcast sales class at SUNY Oswego about career opportunities in broadcasting. The lecture promoted different careers in broadcast sales.	1	Syracuse Market President
2	8/15/2017	Participation in events or programs sponsored by educational institutions	On August 15, 2017, our SEU participated in a job fair at a local community college. Our SEU advertised the job fair through on-air announcements and at the fair, our SEU spoke with attendees about career opportunities in broadcasting. Station participants included our General Sales Manager.	1	General sales Manager
3	8/18/2017	Participation in events sponsored by community groups	On August 16, 2017, our SEU hosted a student from ARISE, a community organization that helps individuals with disabilities, for a shadow day. The student observed our SEU's daily operations and learned about different career paths in broadcasting.	1	Executive Producer
4	10/18/2017	Participation in events sponsored by community groups	On October 18, 2017, our SEU hosted a mentoring day for individuals from ARISE, a community organization that works to provide opportunities to individuals with disabilities. Our SEU's participants spoke with attendees about careers in broadcasting.	1	Excutive Producer
5	10/18/2017	Participation in events or programs sponsored by educational institutions	On October 18, 2017, a student from a local high school visited to for a shadow day. The student observed our SEU's daily operations and learned about different career paths in broadcasting.	1	Executive Producer
6	10/23/2017	Participation in events or programs sponsored by educational institutions	On October 23, 2017, our SEU's Market President lectured a broadcast sales class at SUNY Oswego about career opportunities in broadcasting. The lecture promoted different careers in broadcast sales.	1	Syracuse Market President
7	1/9/2018	Participation in events or programs sponsored by educational institutions	On January 9, 2018, our SEU hosted a broadcast class from GRB High School for a station tour. Students were given the opportunity to observe how our broadcast studios operate and ask questions about careers in broadcasting.	4	Executive Producer Air Personality Program Director Program director