

WAIO, WDVI, WHAM, WHTK, WKGS, WNBL, WVOR
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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
Outside Account Exec	1-7, 10-22, 24-55	10
Associate Account Executive	1-5, 7, 11-37, 39-55	23
Outside Account Exec	1-5, 7, 10-22, 24-55	10
Promotions Director	1-5, 7-8, 11-22, 24-55	8
Producer - Rochester NY	1-5, 7-22, 24-55	10

WAIO, WDWI, WHAM, WHTK, WKGS, WNBL, WVOR
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Action For A Better Community 550 East Main Street Rochester, New York 14604 Phone : (585) 325-5116 x3400 Url : www.abcinfo.org Email : pclark@abcinfo.org Paula Clark	Y	0
2	African American Chamber of Commerce PO Box 5488 Portland, Oregon 97228 Phone : 503-244-5794 Email : blackchamber@usa.net Roy Jay	N	0
3	Alfred State College 10 Upper College Drive SDC 204 Alfred, New York 14802 Phone : (607) 587-4385 Url : www.alfredstate.edu Email : antoniem@alfredstate.edu Elaine Antonioli	Y	0
4	Alfred University Career Development Center Saxon Drive Alfred, New York 14802 Url : www.alfred.edu Email : fgoodman@alfred.edu Robyn Goodman	Y	0
5	AllAccess.com New York Url : www.allaccess.com Career Services Manual Posting	N	0
6	Cayuga Community College 197 Franklin Street Auburn, New York 13021 Phone : (315) 255-1743 ext. 2222 Url : www.cayuga-cc.edu Email : osbornem@cayuga-cc.edu Meg Osborne	N	0

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EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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7	Connecticut Schools of Broadcasting 377 Route 17 South Penthouse Hasbrouck Heights, New Jersey 07604 Phone : (201) 288-5800 Url : www.gocsb.com Email : efierstein@gocsb.com Erica Fierstein	Y	0
8	Current Employee	N	3
9	Did not indicate (Source Unknown)	N	1
10	Employee Referral	N	5
11	Erie Community College Career Resource Center 121 Ellicott Street Buffalo, New York 14203 Phone : (716) 851-1183 Url : www.ecc.edu Email : crc@ecc.edu Cheryl Wailand	Y	0
12	Finger Lakes Community College Career Services 4355 Lake Shore Drive Canandaigua, New York 14424 Phone : (585) 394-3500 Url : www.flcc.edu Email : careerservices@flcc.edu Catherine Petruccione	N	0
13	Finger Lakes Works-Wayne 1519 Nye Rd Lyons, New York 14489 Phone : 315-946-7710 Url : www.fingerlakesworks.com Email : jcelso@co.wayne.ny.us John Celso	Y	0
14	Genesee Community College Career & Transfer Center One College Road Batavia, New York Phone : (585) 343-0055 ext. 6262 Url : www.genesee.edu Email : jmmcgowan@genesee.edu John McGowan	N	0

WAIO, WDWI, WHAM, WHTK, WKGS, WNBL, WVOR
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15	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Online Source Manual Posting	N	1
16	Goods Entertainment PO Box 1266 Weston, Connecticut 6883 Phone : (203) 341-0111 Url : www.goodsentertainment.com Email : AGoodman@GoodsEntertainment.com Adam Goodman	Y	0
17	Hobart and William Smith Colleges Career Development Center C/O 300 Pulteney Street Geneva, New York 14456 Phone : (315) 781-3514 Url : www.hws.edu Email : cso@hws.edu Brandi Ferrara	N	0
18	Howard University 525 Bryant Street NW Suite C-107 Washington, District of Columbia 20059 Phone : (202) 806-5806 Url : www.howard.edu Email : cdudley@howard.edu Carol Dudley	Y	0
19	Ibero-American Action League, Inc. 817 East Main Street Rochester, New York 14605 Phone : (585) 454-1430 x246 Url : www.iaal.org Email : information@iaal.org Elizabeth Robinson	Y	0
20	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

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EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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21	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
22	Internal Posting 100 Chestnut Street Suite 1700 Rochester, New York 14604 Url : www.clearchannelrochester.com Career Services Manual Posting	N	0
23	Internal Transfer/Promotion	N	1
24	Lifespan Employment Services 1900 South Clinton Avenue Rochester, New York 14618 Phone : (585) 244-8400 ext. 195 Url : www.lifespan-roch.org Email : info@lifespan-roch.org Bhagwan Gaur	Y	0
25	Livingston County Office of Workforce Development 6 Court Street Room #105 Geneseo, New York 14454 Phone : (585) 243-7047 Url : www.co.livingston.state.ny.us Email : dclark@co.livingston.ny.us Ryan Snyder	N	0
26	Metro Justice 167 Flanders Street Suite D12 Rochester, New York 14619 Phone : (585) 325-2560 Url : www.metrojustice.org Email : metroj@frontiernet.net William Appel	N	0
27	Monroe Community College Career Center 1000 East Henrietta Road Rochester, New York Phone : (585) 292-2248 Url : www.monroecc.edu Email : jobconnection@monroecc.edu Michelle Mayo	Y	0

WAIO, WDWI, WHAM, WHTK, WKGS, WNBL, WVOR
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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28	Monroe Community College Damon City Campus 228 East Main Street Rochester, New York 14604 Phone : (585) 262-1660 Url : www.monroecc.edu Email : jobconnection@monroecc.edu Ivan Matthew	Y	0
29	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30302 Phone : (404) 523-6136 Email : BCRMail@aol.com Lo Jelks	Y	0
30	Native American Cultural Center 121 N Fitzhugh St Rochester, New York 14614 Phone : (585) 442-1100 Url : www.nacc-inc.org Email : netroc@frontiernet.net Wade Oliver	Y	0
31	Nazareth College Career Services 4245 East Avenue Rochester, New York Phone : (585) 389-2890 Url : www.naz.edu Email : mkahl6@naz.edu Michael Kahl	N	0
32	New School University 65 Fifth Avenue, Room 214 New York, New York 10003 Phone : (212) 229-1324 Url : www.newschool.edu Email : careers@newschool.edu Anna Ogier-Bloomer	Y	0
33	New York State Broadcasters Assoc., Inc. 1805 Western Avenue Albany, New York 12203 Phone : (518) 456-8888 Url : www.nysbroadcasters.org Email : cjung@nysbroadcasters.org Carolyn Jung	Y	0

WAIO, WDWI, WHAM, WHTK, WKGS, WNBL, WVOR
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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34	NYS Dept of Labor - Finger Lakes Region 276 Waring Rd Rochester, New York 14609 Phone : 585-258-8843 Email : rochesterjobbank@labor.ny.gov Jason Kirchoff	N	0
35	Ontario County Workforce Development 3010 County Complex Dr Canandaigua, New York 14424 Phone : 585-396-4020 Email : ontariowfd@dfa.state.ny.us Kathy Bailey	N	0
36	Roberts Wesleyan College 2301 Westside Drive Rochester, New York 14624 Phone : (585) 594-6540 Url : www.roberts.edu Email : flahertym@roberts.edu Mary Flaherty	N	0
37	Rochester Institute of Technology Cooperative Education and Career Services 57 Lomb Memorial Drive Rochester, New York Phone : (585) 475-5479 Url : www.rit.edu Email : mjroce@rit.edu Maria Richart	N	0
38	RochesterWorks! Career Center 255 North Goodman Street Rochester, New York 14604 Phone : (585) 241-6046 Url : www.rochesterworks.org Email : hotjobs@rochesterworks.org Sandra Piccolo	N	0
39	St. John Fisher College 3690 East Avenue Rochester, New York 14618 Phone : (585) 385-8143 Url : www.sjfc.edu Career Center Manual Posting	Y	0

WAIO, WDWI, WHAM, WHTK, WKGS, WNBL, WVOR
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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40	SUNY College at Brockport 350 New Campus Drive Brockport, New York 14420 Phone : 585-395-2468 Url : www.brockport.edu Email : ccservicesreoc@brockport.edu Serina Brown	Y	0
41	SUNY Cortland PO Box 2000 Cortland, New York 13045 Phone : (607) 753-2224 Url : www.cortland.edu Email : Johns@em.cortland.edu John Shirley	Y	0
42	SUNY Fredonia Career Development Office Fredonia, New York 14063 Phone : (716) 673-3327 Url : www.fredonia.edu Email : careers@fredonia.edu Christopher LaGrow	Y	0
43	SUNY Geneseo Blake A 104 1 College Circle Geneseo, New York 14454 Phone : (585) 245-5734 Url : www.geneseo.edu Contact Unknown Manual Posting	Y	0
44	SUNY Oswego 145 Marano Campus Center Oswego, New York 13126 Phone : (315) 312-2255 Url : www.oswego.edu Michele Miller Manual Posting	Y	0
45	SUNY Plattsburgh Kehoe 202 101 Broad Street Plattsburgh, New York 12901 Phone : (518) 564-2071 Url : www.plattsburgh.edu Email : career@plattsburgh.edu Maureen Lavigne	Y	0

WAIO, WDWI, WHAM, WHTK, WKGS, WNBL, WVOR
EEO PUBLIC FILE REPORT
February 1, 2018 - January 31, 2019

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46	SUNY REOC 161 Chestnut St Rochester, New York 14604 Phone : (585) 232-2730 Url : www.reoc.brockport.edu Email : awill@brockport.edu Amy Will	Y	0
47	The Leadership Institute 1101 North Highland Street Arlington, Virginia Phone : (703) 647-3301 / (800) 82 Url : www.ConservativeJobs.com Patricia Simpson Manual Posting	Y	0
48	University at Buffalo Career Planning & Placement 259 Capen Hall Buffalo, New York 14260 Phone : (716) 645-2231 Url : www.buffalo.edu Judy Applebaum Manual Posting	Y	0
49	University of Pittsburgh at Bradford 300 Campus Drive Bradford, Pennsylvania 16701 Phone : (814) 362-7587 Url : www.upb.pitt.edu Email : guterman@exchange.upb.pitt.edu Jeff Guterman	Y	0
50	University of Rochester 302 Meliora Hall PO Box 270028 Rochester, New York 14627 Phone : (585) 275-2366 Url : www.rochester.edu Amber Graham Manual Posting	Y	0
51	Urban League of Rochester 265 North Clinton Avenue Rochester, New York 14605 Phone : (585) 325-6530 x3013 Url : www.ulr.org Email : communications@ulr.org Monet Evans	Y	0

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52	Veterans Outreach Center, Inc. 457 South Avenue Rochester, New York 14620 Phone : (585) 546-4250 Url : veteransoutreachcenter.org Email : nena.siverd@vocroc.org Nena Siverd	Y	0
53	WE-MO-CO Career & Technical Education Center 3589 Big Ridge Road Spencerport, New York 14559 Phone : (585) 352-2459 Url : www.monroe2boces.org Email : jgallina@monroe2boces.org Jeanine Gallina	Y	0
54	Website Posting (Station Websites) New York Url : www.clearchannelrochester.com Career Services Manual Posting	N	0
55	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			15

WAIO, WDWI, WHAM, WHTK, WKGS, WNBL, WVOR

EEO PUBLIC FILE REPORT

February 1, 2018 - January 31, 2019

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/8/2018	Participation in events or programs sponsored by educational institutions	On this date one of our on-air hosts met with students at Rochester City School District School #35 for "Read Across America Day". During her visit she had an opportunity to discuss her job with the students and emphasize the importance of education for any career in broadcasting.	1	On Air Host
2	4/10/2018	Participation in events or programs sponsored by educational institutions	This SEU's Production Director addressed students at the 2018 Media and Communications Day at the State University of NY at Geneseo. Highlighted were the skills and education needed to secure a career in the broadcasting industry.	1	Production Director
3	4/13/2018	Participation in events or programs sponsored by educational institutions	On this date, members of our Sales Department provided station tours and information detailing careers in broadcast sales to college interns from a local advertising agency.	2	Account Executive Account Executive
4	5/11/2018	Participation in events sponsored by community groups	While participating in the Lilac Festival, a ten-day event attracting 500,000 attendees, iHeart Media employees disseminated information concerning employment opportunities in broadcasting. This was an effective method of reaching possible candidates who might otherwise be unaware of such opportunities.	10	Promotions Director On Air Host On Air Host On Air Host
5	5/15/2018	Participation in events or programs sponsored by educational institutions	During the Spring Semester, 2018, one of this SEU's Producers and On-Air Talent served as an instructor for the Young Entrepreneurs Academy (YEA!) hosted by the University of Rochester. YEA! is a "life-changing program that positively impacts the entire community...students learn how to develop and run a real enterprise in a fun, projects-based approach".	1	On Air Host

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6	6/2/2018	Participation in events sponsored by community groups	While participating at Fairport Canal Days, a two-day event attracting 150,000 attendees, iHeart Media employees disseminated information concerning employment opportunities in broadcasting. This was an effective method of reaching possible candidates who might otherwise be unaware of such opportunities.	5	Promotions Director Program Director On Air Host On Air Host
7	6/6/2018	Establishment of training programs for station personnel	On this date this SEU's Business Manager (who oversees the SEU's EEO compliance) provided an annual EEO training session for the SEU's managers. Attendees included the SEU's Area President, VP/Sales (2), Program Directors and Promotions Directors (2). Topics included EEO recruitment, notification efforts and EEO reporting requirements.	9	Area President VP/Sales VP/Sales Program Director
8	6/22/2018	Participation in events or programs sponsored by educational institutions	On this date, members of our Sales Department provided station tours and information detailing careers in broadcast sales to college interns from a local advertising agency.	2	Account Executive Account Executive
9	7/14/2018	Participation in events sponsored by community groups	While participating in the Corn Hill Arts Festival, a two-day event attracting 125,000 attendees, iHeart Media employees disseminated information concerning employment opportunities in broadcasting. This was an effective method of reaching possible candidates who might otherwise be unaware of such opportunities.	5	Promotions Director On Air Host Promotions Assistant
10	8/4/2018	Participation in events sponsored by community groups	While participating in the Park Avenue Festival, a two-day event attracting 250,000 attendees, iHeart Media employees disseminated information concerning employment opportunities in broadcasting. This was an effective method of reaching possible candidates who might otherwise be unaware of such opportunities.	4	Promotions Director Program Director Program Director Promotions Assistant

WAIO, WDVI, WHAM, WHTK, WKGS, WNBL, WVOR

EEO PUBLIC FILE REPORT

February 1, 2018 - January 31, 2019

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11	8/31/2018	Participation in events or programs sponsored by educational institutions	On this date, students from Fairport High School were invited to this SEU's broadcast facilities for an introduction to broadcasting. Students were presented with an overview of career choices in addition to an opportunity to be on the air during their visit.	1	Program Director
12	9/12/2018	Participation in events or programs sponsored by educational institutions	On this date, one of our producers and on-air hosts served as a guest lecturer for undergrad and graduate students at Rochester Institute of Technology. Highlighted were the skills and education needed to secure a career in the broadcasting industry.	1	Producer / On-Air Host
13	9/28/2018	Participation in events or programs sponsored by educational institutions	On this date, students from Spencerport High School were invited to this SEU's broadcast facilities for an introduction to broadcasting. Students were presented with an overview of career choices in addition to an opportunity to be on the air.	1	Program Director
14	10/5/2018	Participation in events or programs sponsored by educational institutions	On this date, students from Honeoye Falls - Lima High School were invited to this SEU's broadcast facilities for an introduction to broadcasting. Students were presented with an overview of career choices in addition to an opportunity to be on the air.	1	Program Director
15	12/3/2018	Participation in events or programs sponsored by educational institutions	On this date, one of our producers and on-air hosts served as a guest lecturer for undergrad and graduate students at Rochester Institute of Technology. Highlighted were the skills and education needed to secure a career in the broadcasting industry.	1	Producer / On-Air Host