

**WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY**  
**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
Account Manager	2-5, 7, 9-15, 17, 20-32	31
Account Manager	2-5, 7, 9-15, 17, 20-32	20
570 WSYR Morning Producer	2-11, 13-15, 17, 19, 21-22, 24-30, 32	6
Outside Account Executive	2-5, 7-15, 17-19, 21-22, 24-30, 32	10
Outside Account Executive	2-5, 7-15, 17-19, 21-22, 24-30, 32	12
Outside Account Executive	1-5, 7-11, 13-19, 21, 25-30, 32	10
Outside Account Executive	1-5, 7-11, 13-19, 21, 25-30, 32	10
570 WSYR Afternoon Producer	1-11, 13-15, 17-19, 21, 25-30, 32	6

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**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>
1	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
2	Bryant & Stratton College 8687 Carling Rd. Liverpool, New York 13090 Phone : 315-652-6500x271 Email : aedeveney@bryantstratton.edu Alex Deveney	Y	0
3	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
4	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
5	Cornell University 203 Barnes Hall Ithaca, New York 14850 Url : www.cornell.edu Email : ccnet@cornell.edu Career Services	Y	0
6	Current Employee	N	3
7	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

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8	Electronic Media Communications Dept 49 4585 West Seneca Turnpike Ste W150 Syracuse, New York 13215 Url : <a href="http://www.sunyocc.edu">www.sunyocc.edu</a> Email : <a href="mailto:averym@sunyocc.edu">averym@sunyocc.edu</a> Mandi Avery	Y	0
9	Howard University 525 Bryant St.NW Washington, District of Columbia 20059 Url : <a href="http://www.gs.howard.edu">www.gs.howard.edu</a> Email : <a href="mailto:cedarre recruiting@howard.edu">cedarre recruiting@howard.edu</a> Career Services	Y	0
10	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	5
11	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
12	Indeed.com - Not Directly Contacted by SEU	N	3
13	NAACP of Syracuse PO Box 397 Colvin Elmwood Station Syracuse, New York 13205 Url : <a href="http://www.NAACP.org">www.NAACP.org</a> Email : <a href="mailto:Syracusenaacpyouth@yahoo.com">Syracusenaacpyouth@yahoo.com</a> n/a n/a	Y	0
14	New York State Broadcaster Assciation 1805 Western Ave Albany, New York 12203 Url : <a href="http://www.nysbroadcasters.org">www.nysbroadcasters.org</a> Email : <a href="mailto:cjung@nysbroadcasters.org">cjung@nysbroadcasters.org</a> Carolyn Jung	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>
15	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
16	On Air Recruitment Ad	N	1
17	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
18	Onondaga Community College 4585 W. Seneca Tpke Syracuse, New York 13215 Url : www.sunyocc.edu Mandy Avery Manual Posting	Y	0
19	Post Standard 220 S. Warren St. Syracuse, New York 10202 Shekela Freeman Manual Posting	N	0
20	Radio Recruitment Ad	N	1
21	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
22	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
23	Station On-Air Advertisement	N	2

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24	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
25	Syracuse University 235 Schine Student Center Syracuse, New York 13244 Url : www.syr.edu Email : careers@syr.edu Career Services	Y	0
26	The Native American JPTA 312 Gifford Street Syracuse, New York 13204 Url : www.userinstinct.com Email : syracuse.net@hotmail.com Charlotte Tarbell	Y	0
27	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
28	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
29	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
30	Women's Opportunity Center 901 James Street Syracuse, New York 13203 Url : <a href="http://www.labor.state.ny.us">www.labor.state.ny.us</a> Fax : 1-315-446-5869 Peggy Woods	Y	0
31	Word of Mouth Referral	N	2
32	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>17</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	2/4/2018	Participation in other activities designed by the station employment unit	A member of our SEU mentored Syracuse University students in conjunction with SU faculty in programming, production, performance, and interviewing techniques for radio broadcasting.	1	On Air Personality
2	10/13/2018	Provision of training to personnel of unaffiliated non-profit organizations	On October 13t, 2018 a program director from our SEU lectured on internet and programming techniques at Syracuse University.	1	Program Director
3	10/16/2018	Participation in other activities designed by the station employment unit	On October 16, 2018 our SEU hosted students from ARISE for a disability mentoring day. The students met with on air personalities and programmers to learn about their responsibilities and employment opportunities.	1	Executive producer