

**WGY, WGY-FM, WKKF, WOFX, WPYX, WRVE, WTRY-FM**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2019 - January 31, 2020**

**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>
Sales Support	1-7, 10-14, 16, 18-19, 21	5
Account Executive	1, 3-4, 6-7, 9-14, 16, 18-19, 21	7
Digital Account Executive Outside Sales	1-4, 8, 10-14, 16, 18-19, 21	8
Sales Assistant	1-4, 7-8, 10-14, 16, 18-19, 21	7
WRVE Morning Show Co-Host	1-4, 6, 10-21	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	Buffalo City Hall 65 Niagara Square Buffalo, New York Phone : 716-851-4200 Fax : 1-716-851-5401 Olivia Licata	N	0
2	Buffalo State College 1300 Elmwood Avenue Buffalo, New York Phone : 716-878-5811 Fax : 1-716-878-3152 Nanette Tramont , Muriel Howard, Claire Jones	N	0
3	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
4	College of St. Rose 432 Western Ave. Albany, New York 12203 Phone : 518-454-5265 Email : molgardm@strose.edu Mary Alice Molgard	N	0
5	Employee Referral	N	1
6	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	7
7	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	5
8	Indeed.com	N	5
9	Linked In	N	1

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10	Mass Broadcasters 43 Riverside Ave PMB 401 Medford, Massachusetts 02155 Phone : 800-471-1875 Url : massbroadcasters.org Email : jorday@massbroadcasters.org Fax : 1-617-274-8833 Jordan Walton	N	0
11	Mercy College 555 Broadway Dobbs Ferry, New York 10522 Phone : 914-674-7363 Email : mbusetti@mercy.edu Fax : 1-914-693-9455 Marguerite Buseti	N	0
12	New School of Television & Radio 50 Colvin Ave. Albany, New York 12206 Phone : 518-438-7682 Email : ctaylor@newschoolalbany.edu Cathy Taylor	N	0
13	New York Urban League 204 W. 136th St. New York, New York 10030 Phone : 212-926-8000 Email : dcoleman@nyul.org Diane Coleman	N	0
14	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
15	Radio Recruitment Ad	N	1
16	St Thomas Aquinas College 125 Route 340 Sparkill, New York 10976 Phone : 845-398-4065 Email : careers@stac.edu Maureen Mulhern	N	0
17	Station Website	N	1

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18	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
19	Women's Center for Education & Career Advancement 11 Broadway New York, New York 10004 Phone : 212-964-8934 Url : www.wceca.org Email : mreagon@wceca.org Fax : 1-212-964-0222 Merble Reagon	N	0
20	Word of Mouth Referral	N	1
21	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>22</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	3/29/2019	Participation in events or programs sponsored by educational institutions	SEU participated in the New York State Broadcasters Association's college outreach program entitled "So You Want a Career". This program was focused on students pursuing careers in Broadcasting and Media.	1	VP Sales Account Executive News Reporter
2	4/16/2019	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
3	5/10/2019	Establishment of an intern program designed to assist members of the community	During Summer 2019, this SEU hosted an Intern from Quinnipiac 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
4	5/28/2019	Establishment of an intern program designed to assist members of the community	During Summer 2019, this SEU hosted an Intern from the University of Buffalo, 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
5	8/1/2019	Participation in events or programs sponsored by educational institutions	Station Tour / Q&A with production direct and on-air talent.	3	Director of Production On-Air Talent On-Air Talent
6	10/16/2019	Establishment of training programs for station personnel	Participation in the NYS Broadcasters Association Digital Leadership Academy in NYC - two days training	2	Account Executive Account Executive
7	11/13/2019	Participation in events or programs sponsored by educational institutions	Tour of the radio stations with SUNY Oneonta radio station WONY students including discussion about opportunities in our industry and our company.	1	Program Director