

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Outside Account Executive	1-63	22
Outside Account Executive	1-63	51

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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	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	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
3	African American Chamber of Commerce PO Box 5488 Portland, Oregon 97228 Phone : 503-244-5794 Email : blackchamber@usa.net Roy Jay	N	0
4	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
5	Alfred University Career Development Center Saxon Drive Alfred, New York 14802 Url : www.alfred.edu Email : fgoodman@alfred.edu Robyn Goodman	Y	0
6	AllAccess.com New York Url : www.allaccess.com Career Services Manual Posting	N	0
7	Amsterdam News 2340 Fred Douglas Blvd. New York, New York 10027 Phone : 212-932-7400 Fax : 1-212-932-7467 Elinor Tatum	N	0

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8	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
9	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
10	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
11	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
12	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
13	Flatbush Development Corporation 1616 Newkirk Ave. Brooklyn, New York 11226 Phone : 718-859-4595 Fax : 1-718-859-4632 Robin Redmond-Tozza	N	0

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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
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

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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	1
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	1
22	Indeed.com	N	2
23	Internal Posting 100 Chestnut Street Suite 1700 Rochester, New York 14604 Url : www.clearchannelrochester.com Career Services Manual Posting	N	0
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	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

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27	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
28	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
29	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
30	Mount Saint Vincent College 6301 Riverdale Ave. Riverdale, New York 10471 Phone : 718-405-3263 Fax : 1-718-405-3491 Diane Machado	N	0
31	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30302 Phone : (404) 523-6136 Email : BCRMail@aol.com Lo Jelks	Y	0
32	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

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33	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
34	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
35	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
36	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
37	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
38	PJ Video Productions 167 Parkside Drive Suffern, New York 10901 Phone : 845-270-0941 Email : quinnsmail@yahoo.com John Quinn	N	0

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39	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
40	Queens Educational Opportunity 158-29 Archer Ave. Jamaica, New York 11433 Phone : 718-725-3336 Fax : 1-718-658-5604 Nathan Williams	N	0
41	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
42	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
43	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
44	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

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45	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
46	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
47	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
48	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
49	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
50	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

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51	SUNY Oswego 145 Marano Campus Center Oswego, New York 13126 Phone : (315) 312-2255 Url : www.oswego.edu Michele Miller Manual Posting	Y	1
52	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
53	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
54	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
55	United Negro College Fund 120 Wall Street F19 New York, New York 10005 Phone : 212-747-0612 Fax : 212-820-0157 Executive Director	N	0
56	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

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57	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
58	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
59	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
60	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
61	WE-MO-CO Career & Technical Education Center 3589 Big Ridge Road Spencerport, New York 14559 Phone : (585) 352-2459 Url : www.monroe2boces.org Email : bgage@monroe2boces.org Brandilyn Gage	Y	0
62	Website Posting (Station Websites) New York Url : www.clearchannelrochester.com Career Services Manual Posting	N	0

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63	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:			6

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/1/2019	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	3/20/2019	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. Topics included EEO recruitment, notification efforts and EEO reporting requirements.	10	Area President VP/Sales Program Director Program Director
3	4/2/2019	Participation in events or programs sponsored by educational institutions	This SEU's Production Director addressed students at the the State University of NY at Brockport. Highlighted were the skills and education needed to secure a career in the broadcasting industry. In addition, students were invited to share their current projects for critique and feedback.	1	Production Director
4	8/14/2019	Establishment of an intern program designed to assist members of the community	During the Fall Semester, 2019 an on-air host and his producer developed an internship program for a student from Hillsdale College. Topics of study included the skills required of broadcast job applicants as well as the technical aspects of production. This internship also provided the student with multiple job-shadowing oppotunitues during actual live broadcasts.	2	On Air Host Producer
5	9/12/2019	Participation in events sponsored by community groups	On this date the SEU partnered with the Greater Rochester Chamber of Commerce in presenting ROC Tech Conference 2019, a technology conference for business professionals.	1	Account Executive

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6	9/23/2019	Participation in events or programs sponsored by educational institutions	One of this SEU's Producers and On-Air Hosts addressed students at the the Rochester Institute of Technology. Highlighted were the skills and education needed to secure a career in the broadcasting industry.	1	Producer / On-Air Host
7	10/15/2019	Participation in events or programs sponsored by educational institutions	This SEU's Production Director addressed students at the 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
8	11/11/2019	Participation in events or programs sponsored by educational institutions	For the second time this semester, one of this SEU's Producers and On-Air Hosts addressed students at the the Rochester Institute of Technology. Highlighted were the skills and education needed to secure a career in the broadcasting industry.	1	Producer / On-Air Host
9	1/21/2020	Participation in events sponsored by community groups	One of this SEU's Producers and On-Air Hosts addressed the Gates Chamber of Commerce. Highlighted were the skills and education needed to secure a career in the broadcasting industry.	1	Producer / On-Air Host