

WAIO, WDVJ, WHAM, WHTK, WKGS, WNBL, WVOR
EEO PUBLIC FILE REPORT
February 1, 2022 - January 31, 2023

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
Program/News Director	1-16, 19-20, 22-42, 44-47	6
On-Air Personality	1-18, 20-47	6
On-Air Personality	1-18, 20-47	6

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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 : ckelley@abcinfo.org Career Center	Y	0
2	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
3	Alfred University Career Development Center Saxon Drive Alfred, New York 14802 Url : www.alfred.edu Email : fgoodman@alfred.edu Robyn Goodman	Y	0
4	AllAccess.com , New York Url : www.allaccess.com Email : jdenver@allaccess.com Career Services	N	0
5	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
6	Employee Referral	N	3
7	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

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8	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
9	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
10	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
11	Goods Entertainment PO Box 1266 Weston, Connecticut 6883 Phone : (203) 341-0111 Url : www.goodsentertainment.com Email : AGoodman@GoodsEntertainment.com Adam Goodman	Y	0
12	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
13	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

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14	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
15	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
16	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	2
17	Indeed.com - Not directly contacted by SEU	N	3
18	Internal Posting	N	1
19	Internet Ad - Not directly contacted by SEU	N	2
20	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
21	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/ Career Services Manual Posting	N	0

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22	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
23	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
24	Monroe Community College Damon City Campus 228 East Main Street Rochester, New York 14604 Phone : (585) 262-1660 Url : www.monroecc.edu Email : careercenter@monroecc.edu Ivan Matthew	Y	0
25	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30302 Phone : (404) 523-6136 Email : BCRMail@aol.com Lo Jelks	Y	0
26	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
27	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

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28	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
29	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
30	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
31	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
32	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
33	St. John Fisher College 3690 East Avenue Rochester, New York 14618 Phone : (585) 385-8143 Url : www.sjfc.edu Email : career@sjfc.edu Career Center	Y	0

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34	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
35	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
36	SUNY Geneseo Blake A 104 1 College Circle Geneseo, New York 14454 Phone : (585) 245-5734 Url : www.geneseo.edu Email : careers@geneseo.edu Contact Unknown	Y	0
37	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
38	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
39	The Leadership Institute 1101 North Highland Street Arlington, Virginia Phone : (703) 647-3301 / (800) 82 Url : www.ConservativeJobs.com Email : PSimpson@Leadershipinstitute.org Patricia Simpson	Y	0

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40	University at Buffalo Career Planning & Placement 259 Capen Hall Buffalo, New York 14260 Phone : (716) 645-2231 Url : www.buffalo.edu Email : jobs@buffalo.edu Judy Applebaum	Y	0
41	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
42	University of Rochester 302 Meliora Hall PO Box 270028 Rochester, New York 14627 Phone : (585) 275-2366 Url : www.rochester.edu Email : career.center@rochester.edu Amber Graham	Y	0
43	Unknown (source not adequately identified upon inquiry by SEU)	N	1
44	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
45	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

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46	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
47	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			12

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	9/1/2022	Establishment of a mentoring program	Our SEU designed to provide employee pairing experience levels to help coach each other throughout their career. It encourages employees to build long-term relationships in the workplace, empower emerging leaders, and foster a culture of transparency, connecting, learning and growth. The purpose of Mentoring is to tap into the existing knowledge, skills and experience of high performing employees and transfer skills to different experienced employees in order to advance their careers. Research confirms that quality mentoring relationships have powerful positive effects on both participants.	2	Area President Broadcast producer
2	1/22/2023	Provision of training to management	In January 2023, our SEU's Area President took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	Area President
3	1/25/2023	Provision of training to management	On January 25, 2023, our SEU's VP of Sales took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace.	1	VP of sales
4	1/25/2023	Provision of training to management	On January 25, 2023 our SEU's VP of Sales took the Be An Inclusive Organization People Won't Leave training course provided by iHeartMedia Learning Center. The course focuses on leveraging inclusion practices to provide an equitable workplace for all and retain a diverse workforce.	1	VP of sales

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5	1/25/2023	Provision of training to management	On January 25, 2023 our SEU's VP of Sales took the Uncovering Unconscious Bias In Recruiting And Interviewing training course provided by iHeartMedia Learning Center. The course focuses on strategies for minimizing bias in the recruiting and interview process, including using diverse panel interviews and other approaches for identifying diverse candidates to fill positions.	1	VP of sales