

WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY
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
Account Executive	1-25	21

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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	Broadcast Media Communications Dept 49 4585 West Seneca Turnpike Ste W150 Syracuse, New York 13215 Url : www.sunyocc.edu Email : careerservices@sunyocc.edu Mandi Avery	Y	0
2	Bryant & Stratton College 8687 Carling Rd. Liverpool, New York 13090 Phone : 315-652-6500x271 Email : eagifford@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 : career@cornell.edu Career Services	Y	0
6	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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7	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
8	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	0
9	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
10	NAACP of Syracuse PO Box 397 Colvin Elmwood Station Syracuse, New York 13205 Url : www.NAACP.org Email : Syracusenaacp@gmail.com n/a n/a	Y	0
11	New York State Broadcaster Assciation 1805 Western Ave Albany, New York 12203 Url : www.nysbroadcasters.org Email : cjung@nysbroadcasters.org Carolyn Jung	Y	0
12	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

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13	Peace Inc.,Country West Family Residential Center 93 Syracuse St. Baldwinsville, New York 13027 Phone : 315/638-1051 Url : michelle.kasprzak@peace-caa.org Email : employ@peace-caa.org Fax : 1-315-688-0089 Michelle Kasprzak	Y	0
14	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
15	Spanish Action League 700 Oswego Street Syracuse, New York 13204 Phone : (315) 475-6153 ext. 213 Url : www.spanishactionleague.com Email : azabala@laligancny.org Fax : 1-315-474-5767 Adriana Zabala	Y	0
16	SUNY Oswego, Career Services 7060 State Route 104 145 Campus Center Oswego, New York 13126 Url : www.oswego.edu/student/career Email : careerservices@oswego.edu n/a n/a	Y	0
17	Syracuse Model Neighborhood Facility 401 South Ave. Syracuse, New York 13204 Url : www.swccsyr.org Email : maciccarelli@smnfwcc.org Fax : 1-315-472-9963 n/a n/a	Y	0
18	Syracuse University 235 Schine Student Center Syracuse, New York 13244 Url : www.syr.edu Email : careers@syr.edu Career Services	Y	0

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19	The Native American JPTA 312 Gifford Street Syracuse, New York 13204 Url : www.userinstinct.com Email : SageH@nayapdx.org Fax : 1-818-997-8850 Charlotte Tarbell	Y	0
20	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
21	Unknown (source not adequately identified upon inquiry by SEU)	N	1
22	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
23	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
24	Women's Opportunity Center 901 James Street Syracuse, New York 13203 Url : www.labor.state.ny.us Email : info@womensopportunity.org Fax : 1-315-446-5869 Peggy Woods	Y	0

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25	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:			1

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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	<p>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.</p> <p>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.</p>	1	VP of programming On Air talent
2	1/17/2023	Provision of training to management	In January 2023, our SEU's Vice President of sales 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	VP of sales
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

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4	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
5	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