

WAIO, WDVJ, WHAM, WHTK, WKGS, WNBL, WVOR
EEO PUBLIC FILE REPORT
February 1, 2024 - January 31, 2025

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	1-8, 10-38	17
News Anchor/Reporter	9	9

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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	African American Chamber of Commerce PO Box 5488 Portland, Oregon 97228 Phone : 503-244-5794 Email : gaddy@usnybcc.org Roy Jay	N	0
3	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
4	Alfred University Career Development Center Saxon Drive Alfred, New York 14802 Url : www.alfred.edu Email : fgoodman@alfred.edu Robyn Goodman	Y	0
5	AllAccess.com , New York Url : www.allaccess.com Email : jdenver@allaccess.com Career Services	N	0
6	CSB Media Arts Center 535 Route 38 East Suite 230 Cherry Hill, New Jersey 08002 Phone : 856-330-4701 Url : www.gocsb.com Email : CDaley@gocsb.com Chaz Daley	Y	0
7	Employee Referral	N	1

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8	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
9	Exigent Circumstances	N	1
10	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
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	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
13	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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14	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
15	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
16	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
17	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	4
18	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 Fax : 1-585-243-7598 Ryan Snyder	N	0

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19	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
20	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
21	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30302 Phone : (404) 523-6136 Email : BCRMail@aol.com Fax : 1-617-274-8833 Lo Jelks	Y	0
22	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
23	New York State Broadcasters Assoc., Inc. 1805 Western Avenue Albany, New York 12203 Phone : (518) 456-8888 Url : www.nysbroadcasters.org Email : telmendorf@nysbroadcasters.org Career Services	Y	0
24	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

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25	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
26	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
27	St. John Fisher University 3690 East Avenue Rochester, New York 14618 Phone : (585) 385-8143 Url : www.sjfc.edu Email : career@sjfc.edu Career Center	Y	0
28	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
29	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
30	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

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31	SUNY REOC 161 Chestnut St Rochester, New York 14604 Phone : (585) 232-2730 Url : www.reoc.brockport.edu Email : reocadmissions@brockport.edu Amy Will	Y	0
32	The Leadership Institute 1101 North Highland Street Arlington, Virginia Phone : (703) 647-3301 / (800) 82 Url : www.ConservativeJobs.com Email : PSimpson@Leadershipinstitute.org Fax : 1-703-247-2001 Patricia Simpson	Y	0
33	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
34	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
35	Unknown (source not adequately identified upon inquiry by SEU)	N	2
36	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

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37	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
38	www.mediagignow.com 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			9

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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	6/3/2024	Establishment of an intern program designed to assist members of the community	On June 3rd, 2024, our SEU hosted 2 student interns for an internship program in partnership with the New York State Broadcasters Association. The interns worked in all departments, and were supervised by various SEU employees including Vice President of Programming. Among other things, the interns attended promo events, worked in promotions and helped with sales efforts, learning about the skills required to succeed in the broadcasting industry.	1	VP of Programming
2	10/8/2024	Participation in Job Fairs	On October 8, 2024, our SEU participated in SUNY Oswego's Fall 2024 Dream Big Career, Internship & Graduate School Fair at SUNY Oswego. This career fair was held on campus which allowed live interaction between our managers and attending students. The career fair was attended by our Area Senior Vice President of Programming. He was able to speak with interested job seekers about broadcast employment opportunities, and answer questions about working in the broadcast industry.	1	SVP of Programming
3	11/8/2024	Participation in Job Fairs	On November 8, 2024, our SEU participated in Syracuse University's Fall 2024 Virtual Communications, Journalism and Media Virtual Career Fair. This virtual career fair was held via the Handshake platform, which allowed live interaction between our managers and attending students. The career fair was attended by our Vice President of Sales. They were able to speak with interested job seekers about broadcast employment opportunities, and answer questions about working in the broadcast industry.	1	VP of Sales
4	11/19/2024	Participation in events sponsored by organizations representing the community	On November 19th, 2024 Students from Willink Middle School toured the facility in Rochester and observed the Morning Show. They learned about producing and the work that goes into a successful morning show radio program.	1	Account Executive

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5	1/7/2025	Participation in Job Fairs	On January 7, 2025, our SEU's Vice President of Sales, participated in Finger Lakes Regional Virtual Career Fair.? This event was held in conjunction with the NYS Department of Labor. Our SEU was able to chat with interested job seekers about broadcast employment opportunities, and answer questions about working in the broadcast industry.	1	VP of Sales