

WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY
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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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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
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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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	8/1/2024	Establishment of an intern program designed to assist members of the community	On August 1st, 2024, our SEU hosted a student intern for an internship program in partnership with the New York State Broadcasters Association. The intern worked in all departments and was supervised by various SEU employees including Vice President of Programming. Additionally, the intern 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	10/1/2024	Establishment of a mentoring program	Beginning October 1, 2024, our SEU's Senior Vice President of Programming has been coaching and mentoring our Producer/Board Op in programming skills which she will utilize as she continues to develop her career in the radio industry as she aspires to be an On-Air Talent. With this mentorship, she has become a fill-in talent hosting remotes and appearances as well as training to become a Part-Time On-Air Personality. Our Senior Vice President of Programming continues to work one-on-one with the Producer/Board Op in weekly meetings in the following areas programming techniques, on-air announcing, Nexgen operations, creative writing, station promotion and air checks as part of the On-Air Talent responsibility.	1	VP of Programming
3	10/8/2024	Participation in Job Fairs	On October 8, 2024, our SEU's Vice President of Sales participated in SUNY Oswego's Fall 2024 Dream Big! Career, Internship & Graduate School Fair. This career fair was held on campus which allowed live interaction between our SEU and attending students. Our SEU was able to speak with interested job seekers about broadcast employment opportunities, and answer questions about working in the broadcast industry.	1	VP of Sales

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	11/3/2024	Participation in events or programs sponsored by educational institutions	On November 3, 2024, our SEU's Vice President of Programming hosted students from Eagle Hill Middle school for a station tour. The students were given a "behind-the-scenes" look at our broadcast operations and were able to learn about media and how it's produced. They discussed how a news story is researched, produced and placed on-air. Additionally, several students took turns recording and editing their own voices to make a commercial about selling pokemon cards	1	VP of Programming
5	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
6	1/24/2025	Participation in Job Fairs	On January 24, 2025, our SEU participated in Spring 2025 Whitman Career Connections Career Fair. The career fair was held on the campus of Syracuse University which allowed live interaction between our manager and attending students. Our SEU, Vice President of Programming was able to speak with interested job seekers about broadcast employment opportunities, and answer questions about working in the broadcast industry.	1	VP of Programming