

**WGY, WGY-FM, WKKF, WOFX, WPYX, WRVE, WTRY-FM**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2025 - January 31, 2026**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Morning Producer & Programming Assistant	1-4, 6-10, 12-15	9
Outside Account Executive	1-7, 10-12, 14-15	5

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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	Albany University - UAlbany 1400 Washington Ave Albany, New York 12222 Phone : 518-442-3300 Email : career@albany.edu Career Services	N	0
2	Capital Region Workforce 175 Central Ave Albany, New York Email : brian@capreg.org Career Services	N	0
3	Certified Rehabilitation Services 40 Cramond Street Colonie, New York 12205 Phone : 518-458-2773 Url : www.certifiedrehabservices.com Email : Darlene@Certifiedrehabservices.com Darlene Fittizzi  Prong 2 Ended Date: 4/2/2025	N	0
4	Division of Military & Naval Affairs 330 Old Niskayuna Road Latham, New York 12110 Phone : 518-786-4911 Email : darlene.a.stanton.ctr@mail.mil Darlene Stanton  Prong 2 Ended Date: 4/2/2025	N	0
5	Employee Referral	N	3
6	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

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7	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0
8	Internal Candidate	N	2
9	Internal Transfer/Promotion	N	1
10	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/company/linkedin/">https://www.linkedin.com/company/linkedin/</a> Career Services Manual Posting	N	1
11	Monster - Not directly contacted by SEU	N	1
12	Northeast Association of the Blind 301 Washington Ave. Albany, New York 12203 Phone : 518-463-1211 Email : <a href="mailto:mzatlokowicz@naba-vision.org">mzatlokowicz@naba-vision.org</a> Kyra TePaske  Prong 2 Ended Date: 4/2/2025	N	0
13	Union College 807 Union Street Schenectady, New York 12308 Phone : 518-388-6176 Career Services Manual Posting	N	0
14	WERC Women's Employment & Resource Ctr. 175 Central Ave. Albany, New York 12206 Phone : 518-462-7600 ext. 185 Email : <a href="mailto:madams@cdwerc.org">madams@cdwerc.org</a> Marge Adams  Prong 2 Ended Date: 4/2/2025	N	0

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15	www.mediagignow.com 625 West Adams St. Suite 20-110 Chicago, Illinois 60661 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>8</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	5/5/2025	Establishment of a mentoring program	From May 5 through July 13, 2025, the SEU's Senior Vice President of Programming mentored a part time Promotions Events Support employee to prepare her for advancement into a role producing a weekend talk radio program. The mentorship included training in programming techniques, on air announcing, recording program segments for later broadcast, going live with the host and guests, operating NexGen, and managing additional elements of a live talk show. The program equipped her with the skills and knowledge needed to transition into the position and included weekly phone sessions, instructional training, and on the job learning to support her development in talk radio production.	2	SVP of Programming P/T Promotion Events Support
2	5/19/2025	Establishment of an intern program designed to assist members of the community	Beginning May 19, 2025 - August 13, 2025, our SEU hosted an intern from Syracuse University, Syracuse NY. The internship provided structured training and hands-on experience across multiple departments, including Programming, Sales, Digital, and Promotions. Intern responsibilities included attending promotional events, supporting the programming team, and assisting with sales and digital initiatives. The intern was supervised by the Market President. This program was designed to educate and prepare the intern for potential careers in broadcasting and media.	1	Market President

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3	9/8/2025	Establishment of a mentoring program	From September 8 through November 21, 2025, the SEU's Senior Vice President of Programming mentored a Part-Time DJ-Announcer to support his development toward a future leadership role within the Promotions Department. Throughout the mentorship, the employee became proficient in all aspects of promotions operations, including scheduling part time staff for events and remotes, coordinating and executing on site activations, drafting contest proposals, and carrying out contest execution across multiple stations and platforms. The program included daily hands-on training, weekly check ins, and regular reviews of completed events and remotes to reinforce learning and ensure continued growth.	2	SVP of Programming DJ/Announcer