

**WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY**  
**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>
Outside Account Executive	1-24	9

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Aurora of Central New York 518 James Street #100 Syracuse, New York 13203 Phone : 315-422-7263 Url : www.auroraofcny.org Email : auroracny@auroraofcny.org Frieda Heckman	N	0
2	Bryant & Stratton College 8687 Carling Rd. Liverpool, New York 13090 Phone : 315-652-6500x271 Alex Deveney Manual Posting	N	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	N	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	N	0
5	Cornell University 203 Barnes Hall Ithaca, New York 14850 Url : www.cornell.edu Career Services Manual Posting	N	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	N	0

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7	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0
8	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
9	Indeed.com - Not directly contacted by SEU	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/Career Services">https://www.linkedin.com/company/linkedin/Career Services</a> Manual Posting	N	1
11	NAACP of Syracuse PO Box 397 Colvin Elmwood Station Syracuse, New York 13205 Url : <a href="http://www.NAACP.org">www.NAACP.org</a> Email : <a href="mailto:Syracusenaacp@gmail.com">Syracusenaacp@gmail.com</a> n/a n/a	N	0
12	New York State Broadcaster Association 1805 Western Ave Albany, New York 12203 Url : <a href="http://www.nysbroadcasters.org">www.nysbroadcasters.org</a> Email : <a href="mailto:telmendorf@nysbroadcasters.org">telmendorf@nysbroadcasters.org</a> Trevor Elmendorf	Y	0

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13	Onondaga -Madison Board of Cooperative Educational Services (BOCES) PO Box 4754 Syracuse, New York 13290 Url : <a href="http://www.ocmboces.org">www.ocmboces.org</a> Email : <a href="mailto:mukleya@ocmboces.org">mukleya@ocmboces.org</a> Mari Ukleya	N	0
14	Onondaga Community College 4585 W. Seneca Tpke Syracuse, New York 13215 Url : <a href="http://www.sunyocc.edu">www.sunyocc.edu</a> Career Services Manual Posting	N	0
15	Peace Inc.,Country West Family Residential Center 93 Syracuse St. Baldwinsville, New York 13027 Phone : 315/638-1051 Url : <a href="mailto:michelle.kasprzak@peace-caa.org">michelle.kasprzak@peace-caa.org</a> Email : <a href="mailto:employ@peace-caa.org">employ@peace-caa.org</a> Fax : 1-315-688-0089 Michelle Kasprzak	N	0
16	S I Newhouse School of Public Comm. 313 Newhouse Three 215 University Place Syracuse, New York 13244 Url : <a href="http://www.newhouse.syr.edu">www.newhouse.syr.edu</a> Email : <a href="mailto:belichti@syr.edu">belichti@syr.edu</a> Bridget Lichtinger	N	0
17	Spanish Action League 700 Oswego Street Syracuse, New York 13204 Phone : (315) 475-6153 ext. 213 Url : <a href="http://www.spanishactionleague.com">www.spanishactionleague.com</a> Email : <a href="mailto:azabala@laligancny.org">azabala@laligancny.org</a> Fax : 1-315-474-5767 Adriana Zabala	N	0
18	State University of New York - Oswego 7060 State Route 104 145 Campus Center Oswego, New York 13126 Url : <a href="http://www.oswego.edu/student/career">www.oswego.edu/student/career</a> n/a n/a Manual Posting	N	0

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19	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	N	0
20	Syracuse University 235 Schine Student Center Syracuse, New York 13244 Url : www.syr.edu Career Services Manual Posting	N	0
21	Tompkins-Cortland Community College 170 North Street PO Box 139 Dryden, New York 13053 Url : www.tc3.edu Teri Evener Manual Posting	N	0
22	Women's Information Center 601 Allen Street #1 Syracuse, New York 13210 Url : www.womensinfo.org Email : womensinfocenter@gmail.com n/a n/a	N	0
23	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	N	0
24	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>2</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	3/21/2025	Participation in Job Fairs	On March 21, 2025, the SEU participated in the Spring 2025 Virtual Communications, Journalism, and Media Career Fair. The Vice President of Sales represented the SEU, speaking with job seekers about broadcast employment opportunities and answering questions related to careers in the broadcasting industry and opportunities at iHeart Media.	1	VP of Sales
2	11/8/2025	Participation in events sponsored by organizations representing the community	On November 8, 2025, our SEU's Area Senior Vice President of Programming spoke at the Journalist Association of New York (JANY) Journalism Conference at Syracuse University. During his breakout session, "Landing Your First Job," he shared his career journey in broadcasting, explained his current role at iHeartMedia, and provided guidance on education requirements and career pathways in media. He also highlighted industry opportunities to inspire attendees to pursue careers in broadcasting.	1	Area SVP of Programming