

WAIO, WDWI, WHAM, WHTK, WKGS, WNBL, WVOR
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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Outside Account Executive	1-37	16

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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 400 West Ave, 3rd Rochester, New York 14604 Phone : (585) 325-5116 x4208 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 University Career Development Center Saxon Drive Alfred, New York 14802 Url : www.alfred.edu Email : fgoodman@alfred.edu Robyn Goodman	Y	0
4	CSB Media Arts Center 535 Route 38 East Suite 230 Cherry Hill, New Jersey 08002 Phone : 609-234-0816 Url : www.gocsb.com Email : CDaley@gocsb.com Chaz Daley	Y	0
5	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
6	Finger Lakes Community College Career Services 4355 Lake Shore Drive Canandaigua, New York 14424 Phone : (585) 394-3500 Url : www.flcc.edu Catherine Petruccione Manual Posting	N	0

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7	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
8	Genesee Community College Career & Transfer Center One College Road Batavia, New York Phone : (585) 343-0055 ext. 6262 Url : www.genesee.edu John McGowan Manual Posting	N	0
9	Goods Entertainment PO Box 1266 Weston, Connecticut 6883 Phone : (203) 341-0111 Url : www.goodsentertainment.com Email : AGoodman@GoodsEntertainment.com Adam Goodman	Y	0
10	Hobart and William Smith Colleges Career Development Center C/O 300 Pulteney Street Geneva, New York 14456 Phone : (315) 781-3514 Url : www.hws.edu Brandi Ferrara Manual Posting	N	0
11	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
12	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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13	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
14	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
15	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
16	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	1
17	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

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18	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
19	Nazareth University Career Services 4245 East Avenue Rochester, New York Phone : (585) 389-2890 Url : www.naz.edu Michael Kahl Manual Posting	N	0
20	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
21	Non-Employee Referral	N	1
22	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
23	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
24	Roberts Wesleyan College 2301 Westside Drive Rochester, New York 14624 Phone : (585) 594-6540 Url : www.roberts.edu Mary Flaherty Manual Posting	N	0

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25	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
26	St. John Fisher University 3690 East Avenue Rochester, New York 14618 Phone : (585) 385-8143 Url : www.sjfc.edu Email : ccap@sjfc.edu Career Center	Y	0
27	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 Prong 2 Ended Date: 4/1/2025	N	0
28	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
29	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 Prong 2 Ended Date: 4/1/2025	N	0

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30	SUNY REOC 161 Chestnut St Rochester, New York 14604 Phone : (585) 232-2730 Url : www.reoc.brockport.edu Email : reocadmissions@brockport.edu Amy Will Prong 2 Ended Date: 4/1/2025	N	0
31	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 Prong 2 Ended Date: 4/1/2025	N	0
32	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 Prong 2 Ended Date: 4/1/2025	N	0
33	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 Prong 2 Ended Date: 4/1/2025	N	0

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34	University of Rochester 302 Meliora Hall PO Box 270028 Rochester, New York 14627 Phone : (585) 275-2366 Url : www.rochester.edu Kaylee N/A Manual Posting	N	0
35	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 Prong 2 Ended Date: 4/1/2025	N	0
36	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 Prong 2 Ended Date: 4/1/2025	N	0
37	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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			2

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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	2/2/2025	Establishment of a mentoring program	From February 2 through April 30, 2025, the SEU's Senior Vice President of Programming and Program Director mentored and cross-trained a part-time sports board operator to prepare them for on-air responsibilities in news talk programming. The training program included weekly meetings along with additional guidance as needed through training modules, job shadowing, and role-play exercises. The employee received instruction in programming techniques, NexGen operations, talent management, and talk-show production. As a result of this development, the employee was promoted to a full-time producer for a morning talk show airing across three iHeartMedia markets.	3	SVP of Programming Program Director P/T Sports Board Operator
2	3/20/2025	Participation in events sponsored by organizations representing the community	On March 20, 2025, our SEU hosted individuals from Center State CEO, a nonprofit organization dedicated to supporting learning, workforce development, and economic growth in the region for a behind-the-scenes tour of our broadcast facilities. During the visit, our Senior Vice President of Programming provided an overview of the radio industry, explained how the stations operate, and discussed the wide range of career opportunities available within broadcasting, including roles in sales, programming, on-air positions, and support functions. Attendees had the opportunity to ask questions and gain insight into day-to-day operations, offering a meaningful introduction to potential career paths in the industry.	1	SVP of Programming
3	3/21/2025	Participation in Job Fairs	On March 21, 2025, our SEU participated in the Spring 2025 Virtual Communications, Journalism, and Media Career Fair. The Area Senior Vice President of Programming represented our market, speaking with job seekers about broadcast employment opportunities and answering questions about careers in the broadcast industry.	1	Area SVP of Programming

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4	9/2/2025	Participation in other activities designed by the station employment unit	From September 2, 2025, through December 19, 2025, the SEU created a student job-shadowing program with a student from Penn State University. The student received hands-on exposure to sports radio broadcasting on WHTK-AM, including observing how a sports talk program is produced from start to finish. Training covered programming techniques, producing a live sports talk show, taking listener calls, and going live on-air. The student participated in weekly training sessions—by phone while at school and in person during monthly visits home—and ultimately provided on-air reports from campus on weekly sports events.	1	Program Director