

EEO PUBLIC FILE REPORT
STEPHENS MEDIA GROUP – ROCHESTER, LLC
 Dates: 2/1/2020-1/31/2021

Station Employment Unit - SMG Rochester, L.L.C.					
Call Sign	Fac. Id.	Community of License	Call Sign	Fac. Id	Community of License
WFKL-FM	37824	Fairport, NY	WRMM-FM	1907	Rochester, NY
WZNE-FM	6859	Brighton, NY			

Recruitment Sources			
Source	Contact	Address	Phone
Industry Referral	Mike Ninnie/Bob Thornton	28 E Main St, St 800 – Rochester, NY 2448 E 81 st St, St 5700 – Tulsa, OK	585-399-5700 918-492-2660
Station Websites	Mike Ninnie	28 East Main St. Suite 800, Rochester, NY 14615	585-399-5700
All Access	Bob Thornton	www.allaccess.com	918-492-2660
Radio Online	Bob Thornton	www.radio-online.com	918-492-2660
Linked In	Bob Thornton	www.linkedin.com	918-492-2660
Radio Ink	Bob Thornton	www.radioink.com	918-429-2660

Vacancies Filled During Period				
Position Filled Operations Manager -	Date Filled 7/5/20	Source	# of Interviewee(s)	Hired
		All Access	2	
		Industry Referral	3	1
		Station Website	1	
		Radio Online	1	
			Total: 4	1
Vacancies Filled During Period				
Position Filled Account Executive	Date Filled 7/5/20	Source	# of Interviewee(s)	Hired
		Indeed.com	2	
		Industry Referral	2	1
		Station Website	1	
			Total: 5	1
Vacancies Filled During Period				
Position Filled On Air (internal promotion to Program Director)	Date Filled 8/2/20	Source	# of Interviewee(s)	Hired
		All Access	4	
		Radio Online	1	
		Linked In	0	
		Radio Ink	1	
		Industry Referral	3	1
			Total 9	1

Menu Options			
Date	Menu Number	Total	Description
08/2020	14	1	5 Managers completed and passed the Preventing Sexual Harassment for NY Managers course, and 22 Team Members completed and passed, Preventing Sexual Harassment for NY Employees course.
Ongoing	5	1	Internship Program - We have an ongoing Internship Program, where we cover different aspects of the broadcast/radio industry with the intern.
Ongoing	8	1	Training Program - We have an ongoing Training Program, that allows team members to gain skills that they could use to increase their knowledge/skills in the industry.
Ongoing	9	1	Mentoring Program - We have an ongoing Mentoring Program that allows team members to gain skills that they could use to increase their knowledge/skills in the industry by pairing with mentors.
Total Menu Options Completed: 4.00			