

**WAIO, WDVJ, WHAM, WHTK, WKGS, WNBL, WVOR**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2020 - January 31, 2021**

## I. VACANCY LIST

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Producer - Rochester NY	1-6, 8-11, 13-19, 22-26, 28-50, 52-55	35
News/Talk Producer - Rochester NY	1-6, 8-18, 20, 22-26, 28-34, 36-40, 42-56	18
Radio Talk Show Host – Rochester NY	1-6, 8-11, 13-18, 22, 24-26, 28-34, 36-40, 42-55	51
Radio Talk Show Host – Rochester NY	1-6, 8-11, 13-18, 21-22, 24-26, 28-34, 36-40, 42-55	21
Outside Account Executive	2-11, 13-18, 22, 24-34, 36-38, 40, 42-50, 52-55	18

This report was modified in January 2022 to address reporting issues.

Certain entitled sources were not notified of certain vacancies due to changed contact information and/or email/fax delivery failure.

**WAIO, WDVl, WHAM, WHTK, WKGS, WNBL, WVOR****EEO PUBLIC FILE REPORT****February 1, 2020 - January 31, 2021****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<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	Action For A Better Community 550 East Main Street Rochester, New York 14604 Phone : (585) 325-5116 x3400 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 : blackchamber@usa.net Roy Jay	N	0
3	Alfred State College 10 Upper College Drive SDC 204 Alfred, New York 14802 Phone : (607) 587-4385 Url : www.alfredstate.edu Email : antoniem@alfredstate.edu Elaine Antonioli	Y	0
4	Alfred University Career Development Center Saxon Drive Alfred, New York 14802 Url : www.alfred.edu Email : fgoodman@alfred.edu Robyn Goodman	Y	0
5	AllAccess.com New York Url : www.allaccess.com Email : jdenver@allaccess.com Career Services	N	0
6	Connecticut Schools of Broadcasting 377 Route 17 South Penthouse Hasbrouck Heights, New Jersey 07604 Phone : (201) 288-5800 Url : www.gocsb.com Email : efierstein@gocsb.com Erica Fierstein	Y	0
7	Employee Referral	N	2

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8	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
9	Finger Lakes Community College Career Services 4355 Lake Shore Drive Canandaigua, New York 14424 Phone : (585) 394-3500 Url : www.flcc.edu Email : careerservices@flcc.edu Catherine Petruccione	N	0
10	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
11	Genesee Community College Career & Transfer Center One College Road Batavia, New York Phone : (585) 343-0055 ext. 6262 Url : www.genesee.edu Email : jmmcgowan@genesee.edu John McGowan	N	0
12	Glassdoor-Not directly contacted by SEU	N	1
13	Goods Entertainment PO Box 1266 Weston, Connecticut 6883 Phone : (203) 341-0111 Url : www.goodsentertainment.com Email : AGoodman@GoodsEntertainment.com Adam Goodman	Y	0
14	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 Email : cso@hws.edu Brandi Ferrara	N	0

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15	Howard University 525 Bryant Street NW Suite C-107 Washington, District of Columbia 20059 Phone : (202) 806-5806 Url : <a href="http://www.howard.edu">www.howard.edu</a> Email : <a href="mailto:cdudley@howard.edu">cdudley@howard.edu</a> Carol Dudley	Y	0
16	Ibero-American Action League, Inc. 817 East Main Street Rochester, New York 14605 Phone : (585) 454-1430 x246 Url : <a href="http://www.iaal.org">www.iaal.org</a> Email : <a href="mailto:information@iaal.org">information@iaal.org</a> Elizabeth Robinson	Y	0
17	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	1
18	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	3
19	Indeed.com - Not directly contacted by SEU	N	1
20	Internal Posting	N	2
21	Internal Transfer/Promotion	N	1
22	Lifespan Employment Services 1900 South Clinton Avenue Rochester, New York 14618 Phone : (585) 244-8400 ext. 195 Url : <a href="http://www.lifespan-roch.org">www.lifespan-roch.org</a> Email : <a href="mailto:info@lifespan-roch.org">info@lifespan-roch.org</a> Bhagwan Gaur	Y	0
23	LinkedIn-Not directly contacted by SEU	N	2

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24	Livingston County Office of Workforce Development 6 Court Street Room #105 Geneseo, New York 14454 Phone : (585) 243-7047 Url : <a href="http://www.co.livingston.state.ny.us">www.co.livingston.state.ny.us</a> Email : <a href="mailto:delark@co.livingston.ny.us">delark@co.livingston.ny.us</a> Ryan Snyder	N	0
25	Metro Justice 167 Flanders Street Suite D12 Rochester, New York 14619 Phone : (585) 325-2560 Url : <a href="http://www.metrojustice.org">www.metrojustice.org</a> Email : <a href="mailto:metroj@frontiernet.net">metroj@frontiernet.net</a> William Appel	N	0
26	Monroe Community College Career Center 1000 East Henrietta Road Rochester, New York Phone : (585) 292-2248 Url : <a href="http://www.monroecc.edu">www.monroecc.edu</a> Email : <a href="mailto:jobconnection@monroecc.edu">jobconnection@monroecc.edu</a> Michelle Mayo	Y	0
27	Monroe Community College Damon City Campus 228 East Main Street Rochester, New York 14604 Phone : (585) 262-1660 Url : <a href="http://www.monroecc.edu">www.monroecc.edu</a> Email : <a href="mailto:careercenter@monroecc.edu">careercenter@monroecc.edu</a> Ivan Matthew	Y	0
28	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30302 Phone : (404) 523-6136 Email : <a href="mailto:BCRMail@aol.com">BCRMail@aol.com</a> Lo Jelks	Y	0
29	Native American Cultural Center 121 N Fitzhugh St Rochester, New York 14614 Phone : (585) 442-1100 Url : <a href="http://www.nacc-inc.org">www.nacc-inc.org</a> Email : <a href="mailto:netroc@frontiernet.net">netroc@frontiernet.net</a> Wade Oliver	Y	0

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30	Nazareth College Career Services 4245 East Avenue Rochester, New York Phone : (585) 389-2890 Url : www.naz.edu Email : mkahl6@naz.edu Michael Kahl	N	0
31	New School University 65 Fifth Avenue, Room 214 New York, New York 10003 Phone : (212) 229-1324 Url : www.newschool.edu Email : careers@newschool.edu Anna Ogier-Bloomer	Y	0
32	New York State Broadcasters Assoc., Inc. 1805 Western Avenue Albany, New York 12203 Phone : (518) 456-8888 Url : www.nysbroadcasters.org Email : cjung@nysbroadcasters.org Carolyn Jung	Y	0
33	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
34	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
35	Re-hire	N	1
36	Roberts Wesleyan College 2301 Westside Drive Rochester, New York 14624 Phone : (585) 594-6540 Url : www.roberts.edu Email : flahertym@roberts.edu Mary Flaherty	N	0

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37	RochesterWorks! Career Center 255 North Goodman Street Rochester, New York 14604 Phone : (585) 241-6046 Url : <a href="http://www.rochesterworks.org">www.rochesterworks.org</a> Email : <a href="mailto:hotjobs@rochesterworks.org">hotjobs@rochesterworks.org</a> Sandra Piccolo	N	0
38	St. John Fisher College 3690 East Avenue Rochester, New York 14618 Phone : (585) 385-8143 Url : <a href="http://www.sjfc.edu">www.sjfc.edu</a> Email : <a href="mailto:career@sjfc.edu">career@sjfc.edu</a> Career Center	Y	0
39	Station Websites (one or more SEU stations) (navigation link to corporate career website). New York Url : <a href="http://www.clearchannelrochester.com">www.clearchannelrochester.com</a> Career Services Manual Posting	N	0
40	SUNY College at Brockport 350 New Campus Drive Brockport, New York 14420 Phone : 585-395-2468 Url : <a href="http://www.brockport.edu">www.brockport.edu</a> Email : <a href="mailto:ccservicesreoc@brockport.edu">ccservicesreoc@brockport.edu</a> Serina Brown	Y	0
41	SUNY Cortland PO Box 2000 Cortland, New York 13045 Phone : (607) 753-2224 Url : <a href="http://www.cortland.edu">www.cortland.edu</a> Email : <a href="mailto:Johns@em.cortland.edu">Johns@em.cortland.edu</a> John Shirley  Prong 2 Ended Date: 5/15/2020	N	0
42	SUNY Fredonia Career Development Office Fredonia, New York 14063 Phone : (716) 673-3327 Url : <a href="http://www.fredonia.edu">www.fredonia.edu</a> Email : <a href="mailto:careers@fredonia.edu">careers@fredonia.edu</a> Christopher LaGrow	Y	0

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43	SUNY Geneseo Blake A 104 1 College Circle Geneseo, New York 14454 Phone : (585) 245-5734 Url : www.geneseo.edu Email : careers@geneseo.edu Contact Unknown	Y	0
44	SUNY Oswego 145 Marano Campus Center Oswego, New York 13126 Phone : (315) 312-2255 Url : www.oswego.edu Email : careerservices@oswego.edu Michele Miller  Prong 2 Ended Date: 5/15/2020	N	0
45	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	Y	0
46	SUNY REOC 161 Chestnut St Rochester, New York 14604 Phone : (585) 232-2730 Url : www.reoc.brockport.edu Email : awill@brockport.edu Amy Will	Y	0
47	The Leadership Institute 1101 North Highland Street Arlington, Virginia Phone : (703) 647-3301 / (800) 82 Url : www.ConservativeJobs.com Email : PSimpson@Leadershipinstitute.org Patricia Simpson	Y	0



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48	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	Y	0
49	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	Y	0
50	University of Rochester 302 Meliora Hall PO Box 270028 Rochester, New York 14627 Phone : (585) 275-2366 Url : www.rochester.edu Email : career.center@rochester.edu Amber Graham	Y	0
51	Unknown (source not adequately identified upon inquiry by SEU)	N	3
52	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	Y	0
53	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	Y	0

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54	WE-MO-CO Career & Technical Education Center 3589 Big Ridge Road Spencerport, New York 14559 Phone : (585) 352-2459 Url : <a href="http://www.monroe2boces.org">www.monroe2boces.org</a> Email : <a href="mailto:bgage@monroe2boces.org">bgage@monroe2boces.org</a> Brandilyn Gage	Y	0
55	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
56	ZipRecruiter-Not directly contacted by SEU	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>18</b>

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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	2/25/2020	Participation in events or programs sponsored by educational institutions	One of this SEU's Producers and On-Air Hosts addressed students at Rochester's School Without Walls. Highlighted were the skills and education needed to secure a career in the broadcasting industry.	1	Producer / On-Air Host
2	2/28/2020	Establishment of training programs for station personnel	From 11/01/2019 to 02/28/20 members of our Sales Management team provided training to the head of our Promotions Department and Local Digital Initiatives to prepare him for a sales leadership position. Training topics included Broadcast Sales Techniques, Effective Managing, and Selling Digital Assets. As a result of the training, our Promotions and Local Digital Initiatives Director was promoted to VP/Sales.	4	Promotions Director VP Sales VP Sales Area President
3	9/17/2020	Participation in Job Fairs	On this date two of our employees manned a virtual booth at the Roc Tech Conference. Attendees were provided with information concerning employment opportunities in broadcasting.	2	Promotions Director Account Executive
4	9/30/2020	Provision of training to management	On September 30, 2020, our Business Manager provided an EEO training session for the SEU's managers. Attendees included the SEU's Area President, VP/Sales (2), and Finance Director. Topics included EEO recruitment, notification efforts, and FCC reporting requirements.	4	Area Preident VP Sales VP Sales Finance Director
5	11/5/2020	Participation in events or programs sponsored by educational institutions	On this date, one of our producers served as a guest lecturer for students at Lasell University. Highlighted were the skills and education needed to secure a career in the broadcasting industry.	1	Producer
6	11/10/2020	Participation in Job Fairs	On this date a VP/Sales participated in a "Virtual Communications, Media and Arts Expo". The online job fair was sponsored by the Center for Career Development at SUNY Broome Community College.	1	VP Sales

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	<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>
7	12/9/2020	Provision of training to management	In December 2020, our SEU's Assistant Program Director took the Harassment Prevention training course provided by iHeartMedia Learning Center. The course focuses on preventing sexual harassment as well as other forms of harassment and emphasizes the importance of facilitating a safe and inclusive work environment that provides equal opportunities to all.	1	Assistant Program Director