

WGRF(FM), WEDG(FM), WHTT-FM, WHLD(AM), WBBF(AM)
EEO PUBLIC FILE REPORT
February 1, 2021-January 31, 2022

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
Programming Director	1-6, 8-11, 14-55	55
WEDG On Air Talent-1	1-55	55
WEDG On Air Talent-2	1-54	46
Digital Sales Manger	1-54	46
Account Executive-1	1-54	46
Account Executive-2	1-54	44
Assistant Engineer	1-54	46

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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	City Hall 2201 City Hall Buffalo, NY 14202 716-851-5900 email: wmchugh@city-buffalo.com	N	0
2	Native American Community Service Inc 1005 Grant Street Buffalo, NY 14202 Contact: Colleen Casali 716-874-4460 email:ccasali@nacswny.com	Y	0
3	Buffalo Urban League 15 Genesee St. Buffalo, NY 14202 Contact: Joan King 716-854-7625 email: laustin@buffalourbanleague.org	N	0
4	Niagara County Community College 3111 Saunders Settlement Road Sanborn, NY 14132 Contact: Hanna Barner 716-614-6290 email: hbarner@niagaraCC.Suny.edu	N	0
5	NAACP 395 E Ferry Street Buffalo, NY 14208 Contact: Frank Mesiah 716-884-7242	N	0
6	EEO Office 95 Franklin St. Buffalo, NY 14202 716-858-7542 email: deeo@erie.gov	N	0
7	NYS Dept of Labor 81 Walnut St. Lockport, NY 14094 Contact: Mitchell D. Pukajto (send form) 716-851-2694 email: nysjobbank@labor.ny.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Black Student Union - SUNY at Buffalo 307 Student Union Buffalo, NY 14223 Contact: Nicole Booker 716-645-3029 email:ubsa-bsu@buffalo.edu	N	0
9	Hispanics United of Buffalo 254 Virginia St. Buffalo, NY 14201 Contact: Terry Dabney 716-856-7110 email:mrowe@hubwny.org	N	0
10	ECC South Campus 4041 Southwestern Blvd. Orchard Park, NY 14127 Contact: Katie Marshall 716-851-1183 email:marshallk@ecc.edu	N	0
11	Medaille College 18 Agassiz Circle Buffalo, NY 14214 716-880-2000 Post on Handshake College recruiting site	N	0
12	Canisius College 2001 Main Street Buffalo, NY 14208 716-883-7000 Post on Handshake College recruiting site	N	0
13	Bryant & Stratton College 2350 North Forest, Suite 10A Getzville, NY 14068 Contact: Diane Westbrook 716-691-0012 Post on Handshake College recruiting site	N	0
14	SUNY at BUFFALO 259 Capen Hall Buffalo, NY 14260 716-645-2231 Post on Handshake College recruiting site	N	0
15	Niagara University PO Box 2041 Niagara, NY 14109 716-286-8500 Post on Handshake College recruiting site	N	0
16	Houghton College 1 Willard Ave Houghton, NY 14744 Post on Handshake College recruiting site	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Career Development Office SUNY College at Fredonia Central Avenue Fredonia, NY 14063 Contact: Tracy Collingwood 716-673-3327 email:careers@fredonia.edu	N	0
18	Chatham University Woodland Road Pittsburgh, PA 15232 Post on Handshake College recruiting site	N	0
19	Daemen College 4380 Main Street Amherst, NY 14226 Post on Handshake College recruiting site	N	0
20	New York University 50 West 4 th Street New York, NY 10012 Post on Handshake College recruiting site	N	0
21	Roberts Wesleyan College 2301 Westside Dr Rochester, NY 14624 Post on Handshake College recruiting site	N	0
22	State University of New York at Oneonta 108 Ravine Parkway Oneonta, N 13820 Post on Handshake College recruiting site	N	0
23	State University of New York at Plattsburgh 101 Broad Street Plattsburgh, NY 12901 Post on Handshake College recruiting site	N	0
24	Trocaire College 2262 Seneca Street Buffalo, NY 14210 Post on Handshake College recruiting site	N	0
25	United States Military Academy at West Point 606 Thayer Rd West Point, NY 10996 Post on Handshake College recruiting site	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	University at Albany 1400 Washington Ave Albany, NY 12222 Post on Handshake College recruiting site	N	0
27	University of Pennsylvania 34 th and Spruce Streets Philadelphia, PA 19104 Post on Handshake College recruiting site	N	0
28	Foley Vocational Services , ianfoley.crc@outlook.com	N	0
29	Express Employment Professional , jenny.harris@expresspros.com	N	0
30	Access-VR Office of Adult Career & Consulting , dennis.artinez@nysed.gov	N	0
31	Isaiah 61 Project , roger.amati@yahoo.com	N	0
32	Statler Center for Careers in Hospitality , eporter@statlercenter.org	N	0
33	Buffalo & Erie County Workforce Development , pdepronio@wdcinc.org	N	0
34	Chautauqua Works , jamestown@labor.ny.gov	N	0
35	Horizon career Opportunity CTR , sjust@horizon-health.org	N	0
36	Access-VR Buffalo District Office , dmartine@mail.nysed.gov	N	0
37	Villa Maria college , cflorea@villa.edu	N	0
38	Empire State College , eric.bridges@esc.edu	N	0
39	Educational Opportunity Center , keysor@buffalo.edu	N	0
40	National Statler Center , chinton@staltercenter.org	N	0
41	Williamsville Career Center , clopez@wdcinc.org	N	0
42	Lockport WorkforceOne Canter , deborah.arbutina@labor.ny.gov	N	0
43	Cumulus Careers Website www.cumulusmedia jobs.net	N	7
44	On-Air Recruitment Ad (<i>one or more SEU stations</i>)	N	0
45	Indeed , www.indeed.com (<i>not directly contacted by SEU</i>)	N	0
46	Employee Referral	N	6
47	Job Fairs (<i>see Section III</i>)	N	0
48	LinkedIn , www.linkedin.com	N	0
49	Glassdoor , www.glassdoor.com (<i>not directly contacted by SEU</i>)	N	0
50	Job is Job , www.jobisjob.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
51	Job Spider , www.jobspider.com	N	0
52	MyJobHelper , www.myjobhelper.com	N	0
53	Oodle , www.jobs.oodle.com	N	0
54	Trovit , job.trovit.com	N	0
55	Internal Transfer/Promotion	N	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			15

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Host Job Fair	On March – June 2021, our SEU hosted the “716 Job Fair.” Our SEU solicited local businesses and organizations to participate, coordinated the event location, and advertised the job fair over the air as well as on our station websites. Approximately 25 local businesses/employers participated in the full-day event held at Galleria Mall. Sales Managers from our SEU also set up a booth at the event to collect resumes and conducted preliminary screening interviews of attendees who were interested in employment with our company.
2	Participate in Diversity, Equity, & Inclusion Training	On either April 20, 2021 or April 26, 2021, our SEU’s entire staff was required to participate in a presentation conducted by Human Capital Consultants Consortium, on “Diversity, Equity and Inclusion.”
3	Host Virtual Job Fair	From July-Aug, 2021, our SEU hosted the “716 Virtual Job Fair.” Our SEU solicited local businesses and organizations to participate, coordinated the event, and advertised the job fair over the air as well as on our station websites. Approximately 20 local businesses/employers participated in this event. Sales Managers from our SEU collected resumes from a position posted on the career fair website and conducted preliminary screening interviews of attendees who were interested in employment with our company.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of December 2021, our SEU participated in harassment prevention training. All hiring managers—Market, Operations, Local Sales, Digital Sales, and Business Managers as well as the Program Director and Chief Engineer—were required to complete a course prepared by Mineral entitled, “Harassment Prevention.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.
5	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers – Market Manager, Operations Manager, Business Manager, Local Sales Manager, Digital Sales Manager, and Promotions Manager were required to complete courses online using ThinkZoom. Participants viewed five segments entitled “Working Well With Others,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
6	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 29, 2021, our SEU's Market Manager took part in a presentation by Brooks Scott entitled, <i>Conversations of Race & Allyship in the Workplace</i> . During his presentation he emphasized the importance of learning better ways to communicate to create a healthier workplace environment. He discussed managing unconscious biases, team building around values, learning specific skills and tactics to navigate sensitive conversation, understanding how to give useful feedback, and encouraged attendees to hire, promote and acknowledge people who don't look, think, act, and problem solve like them.
7	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 18, 2021, our SEU's Market Manager participated in a presentation conducted by Merging Path Coaching entitled, <i>Managing Unconscious Bias</i> . This session focused on managing teams without a bias.
8	Host Virtual Job Fair	From Sept-Dec, 2021, our SEU hosted the "716 Virtual Job Fair." Our SEU solicited local businesses and organizations to participate, coordinated the event, and advertised the job fair over the air as well as on our station websites. Approximately 16 local businesses/employers participated in this event. Sales Managers from our SEU collected resumes from a position posted on the career fair website and conducted preliminary screening interviews of attendees who were interested in employment with our company.