

WGY, WGY-FM, WKKF, WOFX, WPYX, WRVE, WTRY-FM
EEO PUBLIC FILE REPORT
February 1, 2020 - January 31, 2021

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
Inventory Revenue Manager	1, 3-4, 8-9, 12-16, 18, 20-22	8
Promotions Assistant	1-6, 8-9, 12-16, 18-22	5
Morning Show Personality	1, 3-4, 6, 8-9, 12-18, 20-22	17
Marketing Consultant	1, 3-4, 6-16, 18, 20-22	9

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Buffalo City Hall 65 Niagara Square Buffalo, New York Phone : 716-851-4200 Fax : 1-716-851-5401 Olivia Licata	N	0
2	Buffalo State College 1300 Elmwood Avenue Buffalo, New York Phone : 716-878-5811 Email : askCDC@buffalostate.edu Fax : 1-716-878-3152 Nanette Tramont Muriel Howard, Claire Jones	N	0
3	Certified Rehabilitation Services 40 Cramond Street Colonie, New York 12205 Phone : 518-458-2773 Url : www.certifiedrehabservices.com Email : Darlene@Certifiedrehabservices.com Darlene Fittizzi	Y	0
4	College of St. Rose 432 Western Ave. Albany, New York 12203 Phone : 518-454-5265 Email : molgardm@strose.edu Mary Alice Molgard	N	0
5	Current Employee/Internal Promotion	N	1
6	Division of Military & Naval Affairs 330 Old Niskayuna Road Latham, New York 12110 Phone : 518-786-4911 Email : darlene.a.stanton.ctr@mail.mil Darlene Stanton Prong 2 Start Date: 3/2/2020	Y	0
7	Employee Referral	N	1

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	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	1
9	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	1
10	Indeed.com - Not Directly Contacted by SEU	N	1
11	Linked In	N	2
12	Mass Broadcasters 43 Riverside Ave PMB 401 Medford, Massachusetts 02155 Phone : 800-471-1875 Url : massbroadcasters.org Email : jorday@massbroadcasters.org Fax : 1-617-274-8833 Jordan Walton	N	0
13	Mercy College 555 Broadway Dobbs Ferry, New York 10522 Phone : 914-674-7363 Email : mbusetti@mercy.edu Fax : 1-914-693-9455 Marguerite Buseti	N	0
14	New School of Television & Radio 50 Colvin Ave. Albany, New York 12206 Phone : 518-438-7682 Email : ctaylor@newschoolalbany.edu Cathy Taylor	N	0

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15	New York Urban League 204 W. 136th St. New York, New York 10030 Phone : 212-926-8000 Email : dcoleman@nyul.org Diane Coleman	N	0
16	Northeast Association of the Blind 301 Washington Ave. Albany, New York 12203 Phone : 518-463-1211 Email : ktepasse@naba-vision.org Kyra TePaske	Y	0
17	Re-hire	N	1
18	St Thomas Aquinas College 125 Route 340 Sparkill, New York 10976 Phone : 845-398-4065 Email : careers@stac.edu Maureen Mulhern	N	0
19	Unknown (source not adequately identified upon inquiry by SEU)	N	2
20	WERC Women's Employment & Resource Ctr. 175 Central Ave. Albany, New York 12206 Phone : 518-462-7600 ext. 185 Email : madams@cdwerc.org Marge Adams	Y	0
21	Women's Center for Education & Career Advancement 11 Broadway New York, New York 10004 Phone : 212-964-8934 Url : www.wceca.org Email : mreagon@wceca.org Fax : 1-212-964-0222 Merble Reagon	N	0

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22	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			10

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	9/18/2020	Participation in events or programs sponsored by educational institutions	On September 18, 2020, our Market President spoke to students from the College of St. Rose's Huether School of Business about sales and sales management careers in broadcasting.	1	Market President
2	10/7/2020	Participation in Job Fairs	On October 6 and 7, 2020, our SEU hosted a virtual job fair to recruit for Account Executives. Prior to the event we ran on-air announcements on our stations to publicize the event. In addition to providing attendees with information about open positions at our SEU and collecting resumes, the job fair featured a live Q&A session in which participants had the opportunity to ask questions about careers in broadcasting generally and opportunities at our SEU specifically.	1	VP of Sales
3	10/9/2020	Participation in events or programs sponsored by educational institutions	On October 9, 2020, our Market President participated on a virtual panel for students from the College of St. Rose. The students were taking a sales class and our Market President spoke about careers in media sales.	1	Market President
4	12/14/2020	Provision of training to management	In December 2020, our SEU's Market President 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	Market President