

EEO Public File Report
For the period: January 23, 2020 to January 22, 2021

Annual EEO Public File Report For:
Cayuga Radio Group
1751 Hanshaw Road
Ithaca, New York 14850

WQNY-WQNY HD 3-WYXL-WNYY-WHCU-WIII-WYXL HD 2-WYXL HD 3-WFIZ-WFIZ HD2

The purpose of this EEO Public File Report is to comply with Section 73.20800 (6) of the FCC's 2002 EEO Rule. This report has been prepared on behalf of the stations WQNY, WYXL, WNYY, WHCU, WIII, WQNY HD 3, WYXL HD 2, WYXL HD 3, WFIZ, and WFIZ HD2, all located in Ithaca, New York.

The information contained in this report cover the time period beginning January 23, 2020 to January 22, 2021.

The FCC's 2002 EEO Rule requires that this report contain the following information.

- 1) A list of all full-time vacancies filled by Cayuga Radio Group stations during the applicable period.
- 2) For each such vacancy, the recruitment sources utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to section 73.2080c (1) of the EEO rule, which should be separately identified), identified by name, address, contact person and telephone number.
- 3) The recruitment source that referred the employee for each full-time vacancy during the applicable period
- 4) Date reflecting the total number of persons interviewed for full-time vacancies during the applicable period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.
- 5) A list and brief description of the initiatives undertaken pursuant to section 73.2080c (2) of the FCC rules.

Sections 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information.

Section 1: Vacancy Information

ANNUAL EEO PUBLIC FILE REPORT

CAYUGA RADIO GROUP

WQNY- WQNY HD 3-WYXL-WNYY-WHCU-WIII-WYXL HD 2-WYXL HD 3-WFIZ-WFIZ HD2

This report covers full time vacancy recruitment data for the period 1/23/20 – 1/22/21

These sources were continually updated during this period of time.

Employment Unit Cayuga Radio Group	Address: 1751 Hanshaw Rd. Ithaca, NY 14850	Contact: Chet Osadchey President/General Manager
Telephone: 607.257.6400	Fax: 607.257.6497	Email: cosadchey@cyradiogroup.com

Vacancies filled 1/23/20 to 1/22/21

Date Hired	Position	Hired Source	# Interviews	Referral Source
2/24/20	Promotions Director		5	#14-1, #38-1, #43-2, #37-1
2/24/20	On Air WFIZ		4	#38-2, #41-1, #43-1,
6/29/20	News Director		6	#42-2, #41-2, #43-1, #14-1,

Cayuga Radio Group had the following Part-Time Vacancies:

Assistant/Board Ops No part time vacancies were filled due to Coronavirus concerns. All part time positions were put on hold as to allow for Social Distancing in our facility.

Interns Approved for 2 individuals during the above-referenced time frame, only 3 applied and decided not to interview due to Coronavirus concerns.

CAYUGA RADIO GROUP OUTREACH ACTIVITY DESCRIPTION FORM Year 1/23/20 – 1/22/21

Section 2

Name of activity: Provide Training to ensure EEO and prevent discrimination

Cayuga Radio Group continues to ensure EEO and prevent discrimination through the following means:

1. The Business Manager discusses with each department head EEO regulations when a position become available in their department and reminds them to work within the EEO guidelines when going through the application/interview process.
2. If a new employee that is hired is a department head, the General Manager and Business Manager will meet with them to discuss the EEO policies and procedures.
3. Our EEO Poster is posted in a high traffic and visible area of the office for all employees to see.
4. The company EEO policy is stated on Page 7 of the Saga Communications handbook that all employees receive upon hire and also receive when the handbook is revised. The latest revision to this handbook was August 26, 2020.

Name of Activity:	Participation in Job Fairs	Description of Initiatives
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Cayuga Radio Group participated in the following job fairs: In person job fairs were not permitted in 2020, due to coronavirus concerns

Cayuga Radio Group has an ongoing shadowing and mentoring program with students in the community who have an interest in broadcasting.

WHCU Radio hosts a weekly radio show entitled “All Things Equal” this is a longform 15-30 minute program dealing with local conversation issues of equality, sustainability, equity, and diversity. Shows airs Tuesday mornings and supported with a podcast online.

The employees at Cayuga Radio Group are guest lecturers in classes at Tompkins Cortland Community College, Cornell University, and Ithaca College. They also serve as guest speakers at area high schools for “career day”.

NY State Broadcasters (Paid internships)

The New York State Broadcasters Association offers stations an opportunity to apply for paid internships through The New York State Broadcasters Association and the Nelson A. Rockefeller Internship Program.

December 30, 2019

Cayuga Radio Group was awarded a NY State Broadcasters Internships for 2020

Eligibility requirements:

At least 17 years of age, but less than 21 at time of entry

High School or undergraduate college student

Resident of NY State or attending school in NY State

The calls for interns are aired on all ten Cayuga Radio Group Stations for 75 days.

The Internship opportunities are also posted on all 10 Cayuga Radio Group web sites.

In addition, internship availabilities were sent to these contacts:

Cornell Career Services

Ithaca High School Guidance Office

Trumansburg High School Student Services

Dryden High School Guidance Office

South Seneca Central School

Handshake to the following Colleges:

Nazareth, Syracuse University, Cornell University, Keuka College, LeMoyne College, Ithaca College,
Binghamton University, SUNY Oswego, SUNY Geneseo, SUNY Cortland, Roberts Wesleyan, St John's Fisher

No interns were hired for the 1/2020 – 1/2021 period, due to coronavirus concerns. NYS mandated remote learning at colleges and businesses were required to adhere to social distancing and required to reduce the amount of people occupying the business.

ANNUAL EEO PUBLIC FILE REPORT
COVERING THE PERIOD FROM 1/23/20 TO 1/22/21

Stations compromising report: WQNY-WYXL-WNYY-WHCU-WIII-WYXL HD 2-WYXL HD 3-WFIZ-WFIZ HD2
WQNY HD3

Section 3

Source for Recruitment/Referral See Below

	Organization's Name	Contact Person	Street Address	City	State	Zip	Email
1	American Red Cross/ Southern Tier	Colleen McCabe	620 E. Main St.	Endicott	NY	13760	colleenmccabe@redcross.org
2	Bryant & Stratton College-Syracuse	Shelly Schmit	953 James St.	Syracuse	NY	13203	https://www.bryantstratton.edu
3	Bryant & Stratton College-Syracuse	Chris Godleski	8687 Carling Road	Liverpool	NY	13090	cmgodleski@bryantstratton.edu
4	Canisius College		20001 Main Street	Buffalo	NY	14208	griffcareers@canisius.edu
5	Catholic Charities Career & Family Dev	Soren Klaverkamp	324 West Buffalo Street	Ithaca	NY	14850	soren.kleverkamp@dor.org
6	Challenge Industries, Inc.	Mike Barry	950 Danby Road, Suite 179	Ithaca	NY	14850	mikeb@aboutchallenge.org
7	Cornell Career Services	Demetra Dentes	210 Barnes Hall, Cornell University	Ithaca	NY	14853	employerscheduling@cornell.edu
8	Cornell Public Service Center		3rd Floor Kennedy Hall, Cornell University	Ithaca	NY	14853	psc.cornell.edu cupsc@cornell.edu
9	Cornell Women's Resource Center	Laura Weiss	209 Willard Straight Hall	Ithaca	NY	14853	wrc@cornell.edu
10	Corning Community College	Katie Crowe	One Academic Drive	Corning	NY	14830	crowe@corning-cc.edu
11	Dutchess Community College	Tammy Macbrien	53 Pendell Road	Poughkeepsie	NY	12601	Careerservices@sunydutchess.edu
12	Elmira College		One Park Place	Elmira	NY	14901	eccareers@elmira.edu
13	Greater Ithaca Activities Center (GIAC)		301 W. Court St.	Ithaca	NY	14850	giacmain@cityithaca.org
14	Ithaca College Career Services	Kerry Spitze	953 Danby Road / 101 Muller	Ithaca	NY	14850	Handshake website
15	Medaille College - Buffalo	Carol Cullinan	18 Agassiz Circle	Buffalo	NY	14214	ccullinan@medaille.edu
16	Medaille College - Rochester	Carol Cullinan	1880 S. Winton Road	Rochester	NY	14618	ccullinan@medaille.edu
17	Multicultural Resource Center	Fabina Colon	516 W. Martin Luther King Jr. St	Ithaca	NY	14850	fabina@multiculturalresourcecenter.org
18	NAACP-Auburn (Cayuga Co) Branch		PO Box 964	Auburn	NY	13021	unit2128@aol.com
19	NAACP-Syracuse Branch		2307 S. Salina St.	Syracuse	NY	13205	naacpandsyracuse@aol.com
20	National Woman's Organization (NOW)		150 W. 28th St.	New York	NY	10001	nownewyorkstate@gmail.com
21	Nazareth College	Linda Crandall	4245 East Avenue	Rochester	NY	14618	careers@naz.edu
22	Roberts Wesleyan College	Kathleen Tesavis	2301 Westside Dr.	Rochester	NY	14624	tesavisk@roberts.edu
23	Salvation Army Corps Community Center	Major David Dunham	150 North Albany Street	Ithaca	NY	14850	david.dunham@use.salvationarmy.org
24	Southside Community Center	Fern Morgan	305 South Plain St.	Ithaca	NY	14850	receptionist@sspride.org
25	SUNY Broome Community College	Gina Chase	PO Box 1017	Binghamton	NY	13902	chase@gm@sunybroome.edu
26	Suny Cortland Employer Services	Mickey Gibbons	P.O. Box 2000	Cortland	NY	13045	Handshake Website
27	Syracuse University	Susan Call	900 South Crouse Ave.	Syracuse	NY	13244	scall@syr.edu
28	TC3 Tompkins Cortland Community College	Kerry Evaner	170 North Street P.O. Box 139	Dryden	NY	13053	https://app.purplebriefcase.com
29	The Learning Web Youth Outreach Office	Nino Hoder	33 West State St./Martin Luther King St.	Ithaca	NY	14850	nino@learning-web.org

30	The Univ of Buffalo (SUNY Buffalo)	Arlene Kaukus	259 Capen Hall	Buffalo	NY	14260	jobs@buffalo.edu
31	Tompkins County Workers' Center		115 Martin Luther King Jr. St./The Commons	Ithaca	NY	14850	TCWRH@tcworkerscenter.org
32	U.S. Dept. of Labor National Contact Center for Job Corp		224 Harrison Street, Suite 212	Syracuse	NY	13202	recruitingjobcorp.gov
33	College Central Network	Includes Colleges	Jamestown Community College, Maria College, Orange County Community College, SUNY Broome, SUNY Schenectady County, SUNY Uster, SUNY Adirondack, SUNY Rockland Comm Coll, Westchester Comm College				www.collegecentral.com
34	Westchester Community College	Gelaine Williams	75 Grasslands Road	Valhalla	NY	10595	Gelaine.williams@sunywcc.edu

Other Sources

35	Word of Mouth
36	Monster.com
37	Ithacacraigsl.com
38	Careerbuilder.com
39	Handshake
40	RadioJobsOnline
41	Indeed.com
42	Allaccess.com
43	Sagacom.com
44	Ovenfreshjobs.com
45	Vendor referral
46	Associate referral
47	Job Fairs

Includes Colleges

Nazareth, Syracuse Univ,
Cornell, Keuka, LeMoyne,
SUNY Binghamton, Roberts
Wesleyan, St. John's Fisher,
Ithaca College, SUNY
Geneseo, SUNY Oswego

Other Internet Resources

National Broadcast	<u>www.nab.org/bcc</u>
New York State Broadcasters	<u>www.nybroadcasterassn.org</u>
Oven Fresh Jobs	<u>www.ovenfreshjobs.com</u>
Radio Advertising Bureau	<u>www.rab.com</u>
Saga Communications	<u>www.sagacommunications.com</u>
Workforce New York	<u>www.tomkinsworkforceny.org</u>
Media Recruiter	<u>www.mediarecruiter.com</u>
All Access	<u>www.allaccess.com</u>
Yahoo	<u>www.yahoo.com</u>
Career Builder	<u>www.careerbuilder.com</u>
Craigslist	<u>www.ithaca.craigslist.org</u>
Monster	<u>www.monster.com</u>
Indeed	<u>www.indeed.com</u>