



**FINGER LAKES RADIO GROUP, INC.**  
**3568 Lenox Road**  
**Geneva, NY 14456**  
**EEO PUBLIC FILE REPORT**  
**January 22, 2021- January 21, 2022**

**I. INTRODUCTION AND GENERAL POLICY**

Finger Lakes Radio Group, Inc. is an equal opportunity employer. Our policy is to seek and employ qualified persons in all job classifications and positions without discrimination on the basis of race, religion, sex, national origin, age or disability. Finger Lakes Radio Group, Inc. shares at least one common employee. Thus, it is a single employment unit for purposes of this report.

**Unit Members (Stations and Communities of License):**

- WNYR- Geneva, NY
- WLLW - Geneva, NY
- WGVA - Geneva, NY
- WCGR - Canandaigua, NY
- WAUB - Auburn, NY
- WFLR- Penn Yan, NY
- WFLK - Auburn, NY

**EEO Contact Information for Employment Unit:**

Mailing Address:  
 Finger Lakes Radio Group Inc.  
 3568 Lenox Road  
 Geneva, NY 14456  
 Telephone Number: 315 -781-7000  
 Contact Person: Dennie C. Lynn, Business Manager  
 E-mail Address: [dlynn@flradiogroup.com](mailto:dlynn@flradiogroup.com)

**II. INTERNAL RECORD KEEPING**

The EEO Rules include record keeping and reporting requirements for broadcasters. In accordance with these provisions, Finger Lakes Radio Group, Inc. creates a file for each full-time vacancy. The stations' EEO File contains copies of the job listing for all sources used to recruit applicants. The EEO File also includes information on the stations' outreach activities. Pursuant to Section 73.2080 (c)(6) of the Federal Communications Commission's rules, this EEO Report is on file in the Finger Lakes Radio Group, Inc. public inspection file.

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 Geneva, NY 14456  
 (315)781-7000  
 Fax: (315)781-7700  
[www.flradiogroup.com](http://www.flradiogroup.com)

### III. VACANCY LIST

During the recruitment period covered by this report, 5 full-time and 5 vacancies occurred and were filled with 5 hires. See Section IV, the "Master Recruitment Source List" ("MRSL") for recruitment source data, and Appendices A-H regarding recruitment initiatives.

Job Title	Date Filled	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Digital Marketing Sales Executive	4/12/21	Linked In	Danny Condella
Digital Marketing Sales Executive	4/26/21	Linked In	John Romero
On Air Personality	3/9/21	All Access	Larry Timko
Digital Marketing Sales Executive	9/13/21	Indeed	Matthew Scott
On air Personality	1/19/22	All Access	Shawn Lortie

**Total Number of Persons Interviewed During This Period: 14**

### IV. MASTER RECRUITMENT SOURCE LIST

RS Number

RS Number	RS Contact Information	Source Entitled to Vacancy Notification? (Yes/No)	Interviewees Referred by RS Over Reporting Period (#)
1	State University of New York College at Fredonia ATTN: Chris LaGrow, Assistant Director, Career Development 324 McEwen Hall Fredonia, NY 14063 Tel: 716-673-3327 Fax: 716-673-3593 Email: careers@fredonia.edu (also on Handshake)	Yes	0
2	Cayuga Community College ATTN: Pam Crowley 197 Franklin Street Auburn, Ny 13021 Cayuga Contact CCC's website <a href="https://cayuga-cc-csm.symlicity.com/">https://cayuga-cc-csm.symlicity.com/</a>	Yes	0
3	Ithaca College, Career Planning 1101 Gannett Center Ithaca, NY 14850 <a href="mailto:careers@ithaca.edu">careers@ithaca.edu</a> (Also on Handshake)	Yes	0
4	Cayuga Works Career Center Auburn Office of Dept of Labor ATTN: Maureen Riester 199 Franklin St Auburn, Ny 13021 Email: <a href="mailto:employed@cayugacounty.us">employed@cayugacounty.us</a>	Yes	0
5	Alfred State SUNY Hunter Student Development Center Alfred, NY 14802 Email: <a href="http://www.alfredstate.edu">www.alfredstate.edu</a> (also on Handshake)	Yes	0
6	Finger Lakes Community College, Career Services ATTN: Catherine Petruccione 4355 Lakeshore Drive Canandaigua, NY 14424 E Mail: <a href="mailto:careerservices@flcc.edu">careerservices@flcc.edu</a> (also on Purple Handshake)	Yes	0
7	Finger Lakes Works - Lyons ATTN: Jodie Daniels	Yes	0

	30 Church Street PO Box 369 Lyons, NY 14489 <a href="https://newyork.us.jobs/">https://newyork.us.jobs/</a>		
8	Hobart and William Smith Colleges, Career Services Office ATTN: Brandi Ferrara Salisbury Center at Trinity Hall c/o 300 Pulteney Street Geneva, NY 14456 Email: <a href="mailto:cs@hws.edu">cs@hws.edu</a> (Also on Handshake)	Yes	0
9	Finger Lakes Workforce Development ATTN: Karen Springmeier 41 Lewis St., Ste 104 Geneva, NY 14456 Tel: 315 789 3131 x 102 <a href="https://newyork.us.jobs/">https://newyork.us.jobs/</a>	Yes	0
10	Monroe Community College ATTN: Robin Richardson 1000 E. Henrietta Road Rochester, Ny 14623 Email: <a href="mailto:jobconnection@monroecc.edu">jobconnection@monroecc.edu</a> Also on Purple Briefcase	Yes	0
11	Roberts Wesleyan College ATTN: Mary Flaherty 2301 Westside Drive Rochester, NY 14624 E mail: <a href="mailto:flahertym@roberts.edu">flahertym@roberts.edu</a> Also on handshake	Yes	0
12	Rochester Institute of Technology, Office of Career Services ATTN: Maria Richart 57 Lomb Memorial Drive Rochester, NY 14623 Also on Handshake Email: <a href="mailto:sfgoce@rit.edu">sfgoce@rit.edu</a>	Yes	0
13	SU Newhouse School of Public Communications ATTN: Career Services 215 University Place, PO Box 4116 Syracuse, NY 13044 Syracuse University on Handshake	Yes	0
14	SUNY College at Brockport ATTN: Helen Wunderlich 350 New Campus Drive Brockport, NY 14420 E mail: <a href="mailto:jobs@brockport.edu">jobs@brockport.edu</a> also on Handshake	Yes	0
15	SUNY Cortland Po Box 2000 Cortland, NY 13045 Also on Handshake E mail: <a href="mailto:career.services@cortland.edu">career.services@cortland.edu</a>	Yes	0
16	SUNY Geneseo ATTN: Andrea DiGiorgio Blake A104, 1 College Circle Geneseo, NY 14454 Also on Handshake E mail: <a href="mailto:Wilcox@geneseo.edu">Wilcox@geneseo.edu</a>	Yes	0
17	The New York State Broadcasters Assoc., Inc. ATTN: Sandy Messineo 1805 Western Avenue Albany, NY 12203 E mail: <a href="mailto:sandy@nysbroadcasters.org">sandy@nysbroadcasters.org</a>	Yes	0
18	Center for Career Services 235 Schine Student Center Syracuse, NY 13244 E mail: <a href="mailto:cfair@careersystems.com">cfair@careersystems.com</a>	Yes	0
19	Monroe #1 Boces	Yes	0

	41 O' Connor Road Fairport, NY 14450 E mail: <a href="mailto:jgallina@monroe2boces.org">jgallina@monroe2boces.org</a>		
20	Finger Lakes Radio Group, Inc. On - Air Announcements 3568 Lenox Road Geneva, NY 14456 Tel: 315 781 7000 Fax: 315 781 7700	Yes	0
21	SUNY Buffalo 259 Capen Hall Buffalo, NY 14260 E mail: <a href="mailto:ta4@buffalo.edu">ta4@buffalo.edu</a> also on Handshake	Yes	0
22	Finger Lakes Help Wanted 6465 Greenwood Plaza Blvd., Ste 400 Centennial, CO 80111 <a href="http://www.fingerlakeshelpwanted.com">www.fingerlakeshelpwanted.com</a>	Yes	0
23	Employee Referral	Yes	0
24	University of Rochester ATTN: Amber Graham 302 Meloria Hall PO Box 270028 Rochester, NY 14627 Also on Handshake E mail: <a href="mailto:recruit@mail.rochester.edu">recruit@mail.rochester.edu</a>	Yes	0
25	Walk-In	No	0
26	Genesee Community College Academic Advisement Office One College Rd Batavia, NY 14020-0704 E mail: <a href="mailto:career@genesee.edu">career@genesee.edu</a> Also on purple briefcase	Yes	0
27	Job Fair - see details in recruitment initiative documents	No	0
28	Keuka College 141 Central Avenue Keuka Park, NY 14478 Tel: 315 279 5274 E mail: <a href="mailto:tbloom@keuka.edu">tbloom@keuka.edu</a> Also on Handshake	Yes	0
29	All Access, Staatalent.com <a href="mailto:jon@staatalent.com">jon@staatalent.com</a> – Sports & Broadcast Only	Yes	5
30	Nazareth College Career Services 4245 E. Avenue Rochester, NY 14618-3790 E mail: <a href="mailto:careers@naz.edu">careers@naz.edu</a> Tel: 585 389 2890 Also on Handshake	Yes	0
31	St. John Fisher College ATTN: Ms. Betsy McDermott 3690 East Avenue Rochester, NY 14618 E mail: <a href="mailto:careerservices@sjfc.edu">careerservices@sjfc.edu</a> Also on Handshake	Yes	0
32	SUNY Onondaga Community College ATTN: Ms. Michele Carey 4941 Onondaga Rd W307 Syracuse, NY 13215-2099 Tel: 315 498 2494 Also on Purple Briefcase	Yes	0
33	SUNY Oswego ATTN: Michele Miller 142 Campus Center Oswego, NY 13126 E mail: <a href="mailto:career@oswego.edu">career@oswego.edu</a> Tel: 315 312 2255 Also on Handshake	Yes	0
34	Zip Recruiter.com <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	No	0
35	Linked In	Yes	2
36	Indeed.com E mail: <a href="mailto:jobs-@indeed.com">jobs-@indeed.com</a>	Yes	6
37	Media Staffing Network	Yes	0

## V. OUTREACH INITIATIVES

No.	Description of Outreach Initiative
1	Alan Bishop participated in the NYSBA College outreach program April 21 <sup>st</sup> 2021
2	July 6 <sup>th</sup> an Intern started with us and worked through August in all areas of Radio.
3	Alan Bishop Attended NYS Broadcasters Board of directors meeting July 11-13 2021
5	Alan Bishop & Terry Owen attended the Idea Bank meeting September 20-22 2021
6	4 New hires listed above
7	Lisa Chapman and Matt Scott both participated in Radio Advertising Bureau Member Benefits Webinar on October 14 <sup>th</sup> , 2021
8	Geneva & Penn Yan Sales Staff attended Sales Training by the NY S Broadcasters Association – Lynn Cook, Ken Tiaskkun, Dan Condella & John Romero on September 14 <sup>th</sup> 2021 in Rochester NY
9	Auburn Sales Staff attended Sales Training by the NY S Broadcasters Association – Matt Scott & Gina Lamannis on September 15 <sup>th</sup> , 2021 in Syracuse, NY
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