

**WABC (AM) and WLIR (FM)  
EEO PUBLIC FILE REPORT  
March 9, 2020 – January 31, 2021<sup>1</sup>**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
On-Air Talent	4, 5, 12, 23,	12
Account Executive (2)	1, 4, 12, 13, 14, 15, 16, 17, 18, 19, 22	4 & 12
Editorial Content Manager / Reporter	23	23
Social Media Manager (2)	3, 13, 22	3 & 13
Marketing Assistant	1, 2, 6, 14, 15, 16, 17, 18, 19, 22	6
Board Operator (3)	1, 2, 3, 5, 6, 9, 11, 14, 15, 16, 17, 18, 19, 22	3, 3 & 9

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<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	SEU Station Website (wabcradio.com/careers)	N	3
2	SEU Social Media (facebook.com/77WABC)	N	0
3	Employee Referral	N	5
4	Word of Mouth / Outside Referral	N	1
5	Letter of General Inquiry	N	3
6	Former Employee (Full or Part-Time)	N	2
7	Former SEU Intern	N	0
8	SEU Full-Time Employee	N	0
9	SEU Part-Time Employee	N	1
10	SEU Independent Contractor	N	0
11	SEU Intern	N	1
12	Industry Colleague	N	3
13	Indeed.com	N	8

<sup>1</sup> Red Apple Media acquired WABC (AM) on March 9, 2020 and WLIR (FM) on October 19, 2020. This report includes information for only the period of time the stations in this SEU were licensed to Red Apple Media.

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14	All Access Radio Industry Jobs Forum P.O. Box 6587 Malibu, CA 90264 allaccess.com	N	1
15	Entertainment Careers 2118 Wilshire Boulevard #401 Santa Monica, CA 90403 entertainmentcareers.net	N	5
16	Radio Online 3400 Tripp Avenue Amarillo, TX 79121-1637 jobs.radio-online.com/content/jobs_list	N	1
17	TV and Radio Jobs tvandradijobs.com	N	0
18	National Alliance of State Broadcasters Associations 2333 Wisconsin Street N.E. Albuquerque, NM 87110 careerpage.org	N	0
19	New York State Broadcasters Association 1805 Western Avenue Albany, NY 12203 nysbroadcasters.org/careers/job-listings	N	3
20	Society of Broadcast Engineers, Inc. 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 sbe.org/resources/jobs <i>Note: Broadcast engineer openings only</i>	N	0
21	Job Fairs attended by SEU	N	0
22	Station On-Air Announcements: The SEU broadcasts a 30-second announcement inviting community of license residents to apply for jobs at the SEU.	N	0
23	Exigent Circumstances	N	2
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>39</b>

**III. RECRUITMENT INITIATIVES**

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	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Participate in a job fair	Due to the COVID-19 Pandemic and related closures, no job fairs were held in the Tri-State Area during the period covered by this report.
3	Participate in programs sponsored by educational institutions relating to career opportunities in broadcasting	Due to the COVID-19 Pandemic and related closures, educational institutions in the Tri-State Area did not host any career events during the period covered by this report.
4	Participate in events sponsored by organizations representing community groups interested in broadcast employment issues, including career days and similar activities	Due to the COVID-19 Pandemic and related closures, career days and similar activities were suspended during the period covered by this report.
5	College Internship Program	Due to the COVID-19 Pandemic and college / university closures, the SEU did not host any interns during the period covered by this report.
6	Management Training	When a Department Head / Manager needs to recruit for an open position, the Business Manager reviews the entire recruitment process, including proper dissemination of the job posting, recordkeeping, hiring procedures and preventing discrimination. This initiative is done on an ongoing basis.
7	Participation in other activities designed by the Station Employment Unit	The Station Employment Unit has a webpage that lists all current full and part-time openings and internship information at <a href="http://wabcradio.com/careers/">wabcradio.com/careers/</a> . A link to the webpage is shared periodically on social media. This initiative is done on an ongoing basis.
8	Participation in other activities designed by the Station Employment Unit	The SEU broadcasts a 30-second announcement inviting the community of license residents to apply for jobs at the SEU several times per week. The announcement is also scheduled in the stations' broadcast streams. This initiative is done on an ongoing basis.
9	Participation in other activities designed by the Station Employment Unit	The SEU broadcasts a 30-second announcement inviting community groups and educational institutions that have job banks or provide career services to ask to receive the SEU's job listings several times per week. The announcement is also scheduled in the stations' broadcast streams. This

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