

May 5, 2022

VIA UPLOAD TO PUBLIC INSPECTION FILES

Elizabeth E. Goldin
Assistant Chief, Investigations & Hearings Division
Enforcement Bureau
Federal Communications Commission
45 L Street NE
Washington, DC 20554

**RE: Station WKRL-FM, North Syracuse, New York (Facility ID No. 54547)
Response to FCC EEO Audit Letter Dated March 21, 2022**

Dear Ms. Goldin:

Galaxy Syracuse Licensee LLC (“Galaxy”), licensee of station WKRL-FM, North Syracuse, New York (Facility ID No. 54547), hereby responds to the letter dated March 21, 2022 (the “EEO Audit Letter”) from the Enforcement Bureau. As requested in the EEO Audit Letter, Galaxy is providing responsive information for the applicable Employment Unit.¹

In preparing this response, Galaxy has relied upon an examination of the Employment Unit’s files and records, and due inquiry of current employees who are knowledgeable of employment-related issues at the Employment Unit. The responses below correspond to the paragraphs as set forth in the EEO Audit Letter.

Paragraph 2(b)(i):

Attachment A hereto contains copies of the Employment Unit’s two most recent EEO public file reports.²

¹ The Employment Unit consists of the following stations, in addition to WKRL: WKRH(FM), Minetto, NY; WTKW(FM), Bridgeport, NY; WTKV(FM), Oswego, NY; WTLA(AM), North Syracuse, NY; WSGO(AM), Oswego, NY; WZUN(AM), Sandy Creek, NY; and WZUN-FM, Phoenix, NY.

² The 2021-22 report has been amended.

Paragraph 2(b)(ii):

The current EEO public file report is available on the websites of the Stations. Those websites are:

| Call Sign | Website URL |
|-----------|---|
| WKRL | https://krock.com/ |
| WKRH | http://krock.com/ |
| WTKW | https://tk99.net/ |
| WTKV | https://tk99.net/ |
| WTLA | https://www.espnysyracuse.com/ |
| WSGO | https://www.espnysyracuse.com/ |
| WZUN | https://sunnysyracuse.com/ |
| WZUN-FM | https://sunnysyracuse.com/ |

Paragraph 2(b)(iii):

The date of employment of each full-time hire listed in the two attached EEO public file reports is as follows:

| 2020-2021 EEO Public File Report (January 23, 2020 – January 22, 2021) |
|---|
| No hires. |

| 2021-2022 EEO Public File Report (January 23, 2021 – January 22, 2022) | | |
|---|-------------------------------------|-----------|
| # | Vacancy | Hire Date |
| 1 | Digital Specialist 1 | 4/19/21 |
| 2 | Sales Executive 1 | 2/10/21 |
| 3 | Digital Specialist 2 | 8/9/21 |
| 4 | Sales Executive 3 | 9/22/21 |
| 5 | Sales Executive 2 | 11/1/21 |
| 6 | Digital Strategist/Graphic Designer | 11/29/21 |
| 7 | Videographer | 6/14/21 |

Attachment B hereto contains copies of job postings and communications announcing the full-time job vacancies filled during the reporting periods.

Paragraph 2(b)(iv)

The total number of interviewees for each vacancy and the referral source for each interviewee for all full-time vacancies filled during the period covered by the EEO public file reports submitted with this response are as follows:

| 2020-2021 EEO Public File Report (January 23, 2020 – January 22, 2021) | |
|---|--|
| Not applicable - no hires. | |

| 2021-2022 EEO Public File Report January 23, 2021 – January 23, 2022 | | | |
|---|-------------------------------------|---------------------------|--|
| # | Vacancy | Total No. of Interviewees | Referral Source for Each Interviewee |
| 1 | Digital Specialist 1 | 3 | Indeed.com: 3 |
| 2 | Sales Executive 1 | 4 | Indeed.com: 3 Employee Referral: 1 |
| 3 | Digital Specialist 2 | 3 | Galaxy Website: 1 Indeed.com: 2 |
| 4 | Sales Executive 2 | 1 | Employee Referral: 1 |
| 5 | Sales Executive 3 | 4 | Employee Referral: 1 Galaxy Website: 1 Indeed.com: 2 |
| 6 | Digital Strategist/Graphic Designer | 2 | On-air recruitment: 1 Facebook: 1 |
| 7 | Videographer | 1 | Employee Referral: 1 |

Paragraph 2(b)(v)

Documentation demonstrating performance of the recruitment initiatives listed in the EEO public file reports submitted with this response is attached as Attachment C. Personnel involved in these

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recruitment initiatives are noted. As of the date of this response, the Employment Unit employs 32 full-time employees. The station is located in a metropolitan area as defined by the Office of Management and Budget with more than 250,000 persons. The Employment Unit is required to perform four initiatives within each two-year period.

Paragraph 2(b)(vi)

There have been no complaints involving the Stations filed during their current license term, before any body having competent jurisdiction under Federal, State, territorial or local law, alleging unlawful discrimination in the employment practices of the Stations or the Employment Unit on the basis of race, color, religion, national origin, or sex.

Paragraph 2(b)(vii)

The management of the Employment Unit works to facilitate effective implementation and enforcement of its equal opportunity and nondiscrimination policies. The Chief Executive Officer, Chief Financial Officer and Chief Operating Officer of Galaxy Media Partners, LLC share ultimate responsibility for ensuring that the Employment Unit's EEO policies are followed. These officers work to see that the EEO policies are implemented effectively and, in conjunction with the department heads, that the necessary paperwork is completed for each full-time job vacancy. The Office Manager and Brand Managers are also responsible for seeing that the Employment Unit complies with the EEO policies in its day-to-day operations; this is done through meeting requests, email, internal memos, and radio announcements. Management personnel are available to address employee concerns regarding the Employment Unit's EEO policies.

Pursuant to 47 C.F.R. § 73.2080(b), the Employment Unit uses a variety of methods to inform both current employees and job applicants of its EEO policies. Current employees are informed of the Employment Unit's EEO policies in an employee handbook that each employee receives at the time of hire. In the section entitled "Equal Employment Opportunity," the handbook explains that:

Galaxy Media Partners, LLC is an Equal Opportunity Employer that does not discriminate on the basis of actual or perceived race, creed, color, religion, alienage or national origin, ancestry, citizenship status, age, disability or handicap, sex, marital status, veteran status, sexual orientation, genetic information, arrest record, or any other characteristic protected by applicable federal, state or local laws. Our management team is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities and general treatment during employment.

Galaxy has adopted a policy of zero-tolerance with respect to unlawful employee harassment. In this regard, Galaxy expressly prohibits any form of unlawful employee harassment based on race, color, religion, sex, national origin, age, disability, status as a Vietnam-era or special disabled veteran, or status in any group protected by state or local law. Improper interference with the ability of Galaxy's employees to perform their expected job duties is not tolerated.

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The Employment Unit informs job applicants of its EEO policies by including a description of its EEO and nondiscrimination policies on applications for employment. The application informs applicants that:

Galaxy Media Partners, LLC is an equal opportunity employer, dedicated to a policy of non-discrimination in employment on any basis including race, color, age, sex, religion, national origin, the presence of mental, physical, or sensory disability, sexual orientation, or any other basis prohibited by federal and state law.

In addition, Galaxy complies with applicable state and local laws governing nondiscrimination in employment in every location in which Galaxy has facilities. This policy applies to all terms and conditions of employment including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

Lastly, EEO rights are clearly posted in a public area within the office for reference by managers, employees, independent contractors, clients and others with access to the stations' office.

Paragraph 2(b)(viii-ix)

The Employment Unit conducts ongoing evaluations of its EEO recruitment program, pursuant to 47 C.F.R. § 73.2080(c)(3), in an effort to ensure its efforts achieve broad outreach to potential applicants. Upper-level management performs such analyses. In order to improve the pool of applicants for vacancies at the Employment Unit, in addition to distributing notice of vacancies to the organizations listed on its recruitment source list, the Employment Unit recruits at job fairs (as health and safety conditions permit). Additionally, through participation in job fairs, career days, and other activities (as health and safety conditions permit), personnel from the Employment Unit interact with personnel from local organizations and potential recruitment sources in the community.

The Employment Unit regularly analyzes the effectiveness of its EEO practices and policies (including examination of pay, benefits, seniority practices, promotions, and selection techniques and tests) in an effort to ensure they provide equal opportunity and do not have a discriminatory effect, as required by 47 C.F.R. § 73.2080(c)(4). Galaxy officers examine employee pay rates, fringe benefits, seniority practices, and promotions to determine whether all employees were treated equally. The Employment Unit's employees are offered identical benefits, including insurance and paid leave. The Employment Unit makes all promotion decisions based on the skills, ability and experience of the applicant – race, color, religion, national origin, and sex are not considered.

The Employment Unit has not entered into an agreement with any union.

Paragraph 2(b)(x)

Not applicable. The licensee is not a religious broadcaster.

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Paragraphs 3 and 4

Not applicable. The Station is not subject to a time brokerage agreement, and the licensee is not a broker.

Paragraph 5: E-mail Contact

The e-mail address that should be contacted about this response is: spippin@lrmansenter.com.

Should any question arise regarding this information, please contact the undersigned's counsel, F. Scott Pippin, at (202) 429-8970.

Respectfully submitted,

GALAXY SYRACUSE LICENSEE LLC

By: /s/
Mike Lucarelli
CFO

Exhibit A

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period JANUARY 23, 2020 to JANUARY 22, 2021.

1) Employment Unit: GALAXY SYRACUSE LICENSEE LLC

2) Unit Members (Stations and Communities of License): WTKW(FM) – Bridgeport, NY
WTKV(FM) – Oswego, NY
WKRL(FM) - North Syracuse, NY
WKRH(FM) – Minetto, NY
WTLA(AM) – North Syracuse, NY
WSGO(AM) – Oswego, NY
WZUN(AM) – Sandy Creek, NY
WZUN(FM) – Phoenix, NY

3) EEO Contact Information for Employment Unit:

| | |
|--|--|
| Mailing Address: Galaxy Media Partners 235 Walton Street Syracuse, NY 13202 | Telephone Number: 315.472.9111 |
| | Contact Person/Title: Dana Loucks/Chief Financial Officer |
| | E-mail Address: dloucks@galaxymediapartners.com |

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

Job Title

Recruitment Source Referring Hiree

The Station Employment Unit had no full-time vacancies during the reporting period.

WTKW(FM), WTKV(FM), WKRL(FM), WKRH(FM), WTLA(AM), WSGO(AM), WZUN(AM) and WZUN(FM)

are Equal Opportunity Employers.

6) Supplemental Recruitment Initiatives:

A.) Initiative: Internship Program

Galaxy Syracuse Licensee LLC participates in Internship Programs offered by local educational institutions. Interns interact with a variety of personnel and departments, including but not limited to Sales, Promotions, Programming, and Traffic. During the period of January 23, 2020 to January 22, 2021 this employment unit hosted 1 virtual intern from Cayuga Community College which is a local educational institution.

B.) Initiative: Manager Training

Galaxy Syracuse Licensee LLC Managers completed EEO Training courses at HRClassroom.com to stay current with methods of ensuring equal employment opportunity and preventing discrimination. Completed courses include Discrimination and Harassment Prevention Training, Diversity: Awareness to Action, Email and Internet Use Training, Ergonomics in the Office, Age Bias Prevention, Workplace Violence, Understanding the Workplace Hazard Standard, Respect in the Workplace, Code of Business Conduct & Ethics, Sexual Harassment Prevention Training for the State of New York Employees, Fair Labor Standards Act (FLSA) Training, Creating and Using Emergency Action Plans, Code of Business Conduct and Ethics (State and Local Government Version, Termination of Employees Training, Performance Management – A Balanced Scorecard Approach, Pandemic Influenza Awareness, Interviewing and Hiring Training, Discipline of Employees Training and Age Discrimination and Harassment Prevention Training for Supervisors. All of these courses were completed between January 4, 2020 to January 20, 2021. The entire Galaxy staff FT and PT completed the mandatory Sexual Harassment Training through HR Classroom.

C.) Initiative: Manager Training

Personnel from Galaxy Syracuse's human resource department reviewed the FCC's EEO FAQ ("FAQs About Equal Employment Opportunity Rules") at <https://www.fcc.gov/general/eo-frequently-asked-questions>. The FAQ provides a wide-ranging guide to the FCC's EEO rules and policies.

D.) Initiative: EEO Outreach

Stations in the employment unit aired announcements encouraging women, minority, educational, and other employment outreach centers in the community to contact the radio stations to be added to our list of job postings.

| | | |
|-----------|----|-------------------------|
| WKRL | 53 | 15-second announcements |
| WTKW | 53 | 15-second announcements |
| WTLA (AM) | 58 | 15-second announcements |
| WZUN | 52 | 15-second announcements |

E.) Initiative: Participation in Job Fairs

Attendance at Job Fair: On March 4, 2020, the employment unit participated in the SUNY Oswego Career Fair at the SUNY Oswego Campus. Employees met with students to answer questions and accept resumes for employment and internships.

WTKW(FM), WTKV(FM), WKRL(FM), WKRH(FM), WTLA(AM), WSGO(AM), WZUN(AM) and WZUN(FM)

are Equal Opportunity Employers.

F.) Initiative: Internet Program

Galaxy Syracuse Licensee LLC uses its stations' websites and corporate website to provide general information about its job vacancies including what skills and qualifications are needed to fill specific positions

WTKW(FM), WTKV(FM), WKRL(FM), WKRH(FM), WTLA(AM), WSGO(AM), WZUN(AM) and WZUN(FM)

are Equal Opportunity Employers.

EEO PUBLIC FILE REPORT - AMENDED

This Report covers full-time vacancy recruitment data for the period JANUARY 23, 2021 to JANUARY 22, 2022.

1) Employment Unit: GALAXY SYRACUSE LICENSEE LLC

2) Unit Members (Stations and Communities of License): WTKW(FM) – Bridgeport, NY
WTKV(FM) – Oswego, NY
WKRL(FM) - North Syracuse, NY
WKRH(FM) – Minetto, NY
WTLA(AM) – North Syracuse, NY
WSGO(AM) – Oswego, NY
WZUN(AM) – Sandy Creek, NY
WZUN(FM) – Phoenix, NY

3) EEO Contact Information for Employment Unit:

| | |
|--|--|
| Mailing Address: Galaxy Media Partners 235 Walton Street Syracuse, NY 13202 | Telephone Number: 315.472.9111 |
| | Contact Person/Title: Dana Loucks/Chief Financial Officer |
| | E-mail Address: dloucks@galaxymediapartners.com |

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

| <u>Job Title</u> | <u>Recruitment Source Referring Hiree</u> |
|---|--|
| 1.) Digital Specialist 1 | Indeed |
| 2.) Sales Executive 1 | Employee Referral |
| 3.) Digital Specialist 2 | Galaxymediapartners.com |
| 4.) Sales Executive 2 | Employee Referral |
| 5.) Sales Executive 3 | Employee Referral |
| 6.) Digital Strategist / Graphic Designer | On-Air Recruitment |
| 7.) Videographer | Employee Referral |

WTKW(FM), WTKV(FM), WKRL(FM), WKRH(FM), WTLA(AM), WSGO(AM), WZUN(AM) and WZUN(FM)

are Equal Opportunity Employers.

5) Recruitment Sources by Vacancy

Job Title: Digital Specialist 1

Referral Source of Hire: Indeed

| Name of Organization Notified of Job Vacancy: | Contact Person | Address: | Telephone Number: | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|-------------------|--|----------------------|----------------------------------|---|
| Indeed.com | N/A | 6433 Champion Grandview Way, Bldg 1, Austin, TX 78750 | 203-328-2691 | 3 | No |
| Galaxymediapartners.com | Nick Maine | 235 Walton St., Syracuse NY 13202 | 315-472-9111 | 0 | No |
| Facebook | Nick Maine | 235 Walton St., Syracuse NY 13202 | 315-472-9111 | 0 | No |
| On-Air Recruitment (careers@galaxymediapartners.com) | Nick Maine | 235 Walton St., Syracuse NY 13202 | 315-472-9111 | 0 | No |
| Employee Referral | Nick Maine | NA | N/A | 0 | No |

Job Title: Sales Executive 1

Referral Source of Hire: Employee Referral

| (i) Name of Organization Notified of Job Vacancy: | Contact Person | Address: | Telephone Number: | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|-------------------|--|----------------------|----------------------------------|---|
| Indeed.com | N/A | 6433 Champion Grandview Way, Bldg 1, Austin, TX 78750 | 203-328-2691 | 3 | No |
| Galaxymediapartners.com | Nick Maine | 235 Walton St., Syracuse NY 13202 | 315-472-9111 | 0 | No |
| Facebook | Nick Maine | 235 Walton St., Syracuse NY 13202 | 315-472-9111 | 0 | No |
| On-Air Recruitment (careers@galaxymediapartners.com) | Nick Maine | 235 Walton St., Syracuse NY 13202 | 315-472-9111 | 0 | No |
| Employee Referral | Nick Maine | NA | N/A | 1 | No |

WTKW(FM), WTKV(FM), WKRL(FM), WKRH(FM), WTLA(AM), WSGO(AM), WZUN(AM) and WZUN(FM)

are Equal Opportunity Employers.

Job Title: Digital Specialist 2**Referral Source of Hire: Galaxymediapartners.com**

| (i) Name of Organization Notified of Job Vacancy: | Contact Person | Address: | Telephone Number: | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|-------------------|--|----------------------|----------------------------------|---|
| Indeed.com | N/A | 6433 Champion Grandview Way, Bldg 1, Austin, TX 78750 | 203-328-2691 | 2 | No |
| Galaxymediapartners.com | Nick Maine | 235 Walton St., Syracuse NY 13202 | 315-472-9111 | 1 | No |
| Facebook | Nick Maine | 235 Walton St., Syracuse NY 13202 | 315-472-9111 | 0 | No |
| On-Air Recruitment (careers@galaxymediapartners.com) | Nick Maine | 235 Walton St., Syracuse NY 13202 | 315-472-9111 | 0 | No |
| Employee Referral | Nick Maine | NA | N/A | 0 | No |

Job Title: Sales Executive 2**Referral Source of Hire: Employee Referral**

| Name of Organization Notified of Job Vacancy: | Contact Person | Address: | Telephone Number: | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|-------------------|--|----------------------|----------------------------------|---|
| Indeed.com | N/A | 6433 Champion Grandview Way, Bldg 1, Austin, TX 78750 | 203-328-2691 | 0 | No |
| Galaxymediapartners.com | Nick Maine | 235 Walton St., Syracuse NY 13202 | 315-472-9111 | 0 | No |
| Facebook | Nick Maine | 235 Walton St., Syracuse NY 13202 | 315-472-9111 | 0 | No |
| On-Air Recruitment (careers@galaxymediapartners.com) | Nick Maine | 235 Walton St., Syracuse NY 13202 | 315-472-9111 | 0 | No |
| Employee Referral | Nick Maine | NA | N/A | 1 | No |

WTKW(FM), WTKV(FM), WKRL(FM), WKRH(FM), WTLA(AM), WSGO(AM), WZUN(AM) and WZUN(FM)

are Equal Opportunity Employers.

Job Title: Sales Executive 3**Referral Source of Hiree: Employee Referral**

| (i) Name of Organization Notified of Job Vacancy: | Contact Person | Address: | Telephone Number: | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|-------------------|--|----------------------|----------------------------------|---|
| Indeed.com | N/A | 6433 Champion Grandview Way, Bldg 1, Austin, TX 78750 | 203-328-2691 | 2 | No |
| Galaxymediapartners.com | Nick Maine | 235 Walton St., Syracuse NY 13202 | 315-472-9111 | 1 | No |
| Facebook | Nick Maine | 235 Walton St., Syracuse NY 13202 | 315-472-9111 | 0 | No |
| On-Air Recruitment (careers@galaxymediapartners.com) | Nick Maine | 235 Walton St., Syracuse NY 13202 | 315-472-9111 | 0 | No |
| Employee Referral | Nick Maine | NA | N/A | 1 | No |

Job Title: Digital Strategist/Graphic Designer**Referral Source of Hiree: On-Air Recruitment**

| (i) Name of Organization Notified of Job Vacancy: | Contact Person | Address: | Telephone Number: | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|-------------------|-----------------------------------|----------------------|----------------------------------|---|
| On-Air Recruitment (careers@galaxymediapartners.com) | Nick Maine | 235 Walton St., Syracuse NY 13202 | 315-472-9111 | 1 | No |
| Employee Referral | Nick Maine | NA | N/A | 0 | No |

WTKW(FM), WTKV(FM), WKRL(FM), WKRH(FM), WTLA(AM), WSGO(AM), WZUN(AM) and WZUN(FM)

are Equal Opportunity Employers.

Job Title: Videographer**Referral Source of Hire: Employee Referral**

| (i) Name of Organization Notified of Job Vacancy: | Contact Person | Address: | Telephone Number: | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|-------------------|----------|----------------------|----------------------------------|---|
| Employee Referral | Nick Maine | NA | N/A | 1 | No |

WTKW(FM), WTKV(FM), WKRL(FM), WKRH(FM), WTLA(AM), WSGO(AM), WZUN(AM) and WZUN(FM)

are Equal Opportunity Employers.

6) Total # of Interviewees Referred: For the period from January 23, 2021 to January 22, 2022 this Employment Unit interviewed 18 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives:

A.) Initiative: Internship Program

Galaxy Syracuse Licensee LLC participates in Internship Programs with local educational institutions. Interns interact with a variety of personnel and departments, including but not limited to Sales, Promotions, Programming, and Traffic. During the period of January 23, 2021 to January 22, 2022 this employment unit hosted 1 intern from Marist College, 2 interns from Syracuse University, and 1 intern from Morrisville Community College, which all are local educational institutions. Additionally, this employment unit participates in the paid internship program offered by the New York State Broadcasters Association and employed the interns from Marist College and Syracuse University through that program.

B.) Initiative: Manager Training

Galaxy Syracuse Licensee LLC Managers completed EEO Training courses at HRClassroom.com to stay current with methods of ensuring equal employment opportunity and preventing discrimination. Completed courses include, Code of Business Conduct and Ethics, Creating and Using Emergency Action Plans, Discipline of Employees Training, Diversity: Awareness to Action, Ergonomics in the Office, Fair Labor Standards Act (FLSA) Training, Hazard Communications Standard and Modifications by the GHS, Interviewing and Hiring Training, Performance Management – A Balanced Scorecard Approach, Termination of Employees Training, Workplace Violence Prevention Training, Pandemic Influenza, Drug-Free Work and Age Bias Prevention. All of these courses were completed between January 4, 2021 and January 14, 2022. The entire Galaxy staff both FT and PT took mandatory training on Sexual Harassment through HR Classroom in November 2021.

C.) Initiative: EEO Outreach

Stations in the employment unit aired announcements encouraging women, minority, educational, and other employment outreach centers in the community to contact the radio stations to be added to our list of job postings.

| | | |
|----------|----|-------------------------|
| WKRL | 53 | 15-second announcements |
| WTKW | 50 | 15-second announcements |
| WTLA(AM) | 72 | 15-second announcements |
| WZUN | 50 | 15-second announcements |

D.) Initiative: Hosting of Job Fairs

Hosting of Job Fair: On July 27, 2021, the employment unit hosted the Galaxy Media Partners Career Fair at the CNY Regional Market in Syracuse, NY. The career fair brought together job seekers and local businesses from the greater Syracuse area.

Hosting of Job Fair: On August 24, 2021, the employment unit held the Galaxy Media Partners Career Fair at the CNY Regional Market in Syracuse, NY. The career fair brought together job seekers and local businesses from the greater Syracuse area.

WTKW(FM), WTKV(FM), WKRL(FM), WKRH(FM), WTLA(AM), WSGO(AM), WZUN(AM) and WZUN(FM)

are Equal Opportunity Employers.

Hosting of Job Fair: On September 21, 2021, the employment unit held the Galaxy Media Partners Career Fair at the CNY Regional Market in Syracuse, NY. The career fair brought together job seekers and local businesses from the greater Syracuse area.

Thirty-five businesses and 170 individuals attended these job fairs that were hosted by Galaxy Media Partners.

E.) Initiative: Participation in Job Fairs

Attendance at Job Fair: On July 27, 2021, the employment unit participated in the Galaxy Media Partners Career Fair at the CNY Regional Market in Syracuse, NY. Management from Sales and Promotions were on site to answer questions and accept resumes for employment and internships, and employees met with students as well.

Attendance at Job Fair: On August 24, 2021, the employment unit participated in the Galaxy Media Partners Career Fair at the CNY Regional Market in Syracuse, NY. Management from Sales and Promotions were on site to answer questions and accept resumes for employment and internships, and employees met with students as well.

Attendance at Job Fair: On September 21, 2021, the employment unit participated in the Galaxy Media Partners Career Fair at the CNY Regional Market in Syracuse, NY. Management from Sales and Promotions were on site to answer questions and accept resumes for employment and internships, and employees met with students as well.

F.) Participation in Events/Activities Hosted by Educational Institutions

Guest Speaker at an Educational Institution: One of our unit's broadcast professionals was a speaker for the New York State Broadcasters Association's college outreach program. He spoke to approximately 19 college students from SUNY Fredonia, SUNY Brockport and Newhouse School at Syracuse University about careers in broadcasting and communications.

G.) Initiative: Internet Program

Galaxy Syracuse Licensee LLC uses its stations' websites and corporate website to provide general information about its job vacancies including what skills and qualifications are needed to fill specific positions

WTKW(FM), WTKV(FM), WKRL(FM), WKRH(FM), WTLA(AM), WSGO(AM), WZUN(AM) and WZUN(FM)

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Exhibit B

Syracuse – Job Vacancies Filled

Digital Specialist 1

Digital Specialist 2



Digital Marketing Specialist – Syracuse, NY

Digital Marketing Specialist

Galaxy Media – Utica, NY 13202

[Apply Now](#)

If your New Year's resolution includes finally finding a job you love, we want to talk.

Galaxy Media is looking for a motivated, energetic, social media-obsessed digital marketing pro.

You know you're on your phone all day. Just ask that little screen time report that comes through every week. Why not get paid for it?

Anyone can find goofy TikTok dances to try, but we're looking for someone who really understands the ins and outs of what makes a social media marketing campaign a success.

The ideal candidate sees terms like SEO, PPC, and display media and feels excited, not overwhelmed.

In this role, you'd put digital marketing plans into place for our diverse client base. You'd help our customers shape their brand image and create and maintain a digital marketing campaign that sets them apart from the competition.

The right person for the job should:

- Have a solid understanding of marketing principles
- Be able to deliver strong, creative presentations
- Have a knowledge base in areas of marketing such as SEO, social media, e-mail marketing, PPC, and SEM.
- Know what it takes to plan, create, and implement a marketing strategy
- Understand how to interpret the metrics of digital marketing campaigns
- Be up-to-date on current trends

If this sounds like a fit, e-mail your resume and a cover letter (though it doesn't necessarily have to be a traditional cover letter!) to [Email hidden]

Benefits:

- Birthdays off (and spending money to enjoy the day!)
- All public school holidays off

- Summer half days and Friday flex from home!
- Bring Your Dog to Work days

Position is salaried (including health benefits) at 30-65k based on experience, with possible sign-on bonus!

Job Type: Full-time

Salary: \$30,000.00 - \$65,000.00 per year

Benefits:

- 401(k)
- 401(k) matching
- Dental insurance
- Employee discount
- Flexible schedule
- Health insurance
- Health savings account
- Paid time off
- Vision insurance

Schedule:

- Monday to Friday

Supplemental Pay:

- Signing bonus

Education:

- Associate (Preferred)

Experience:

- Digital marketing: 2 years (Preferred)
- Social Media Management or Digital ad placement: 1 year (Preferred)

Work Location: One location

Internship

INTERNSHIP

CLOSE

Galaxy Media is a locally owned and operated radio station cluster in the Syracuse and Utica markets. Galaxy signed on the air with our first radio station in 1990, and today Galaxy owns 13 radio stations. In addition we have other divisions including digital, sports marketing & events! Interning at Galaxy Media is fast paced, where no day is the same! We would love to have you on our team to help you learn about the industry and grow as a part of our community! We like to offer interns the opportunity to customize their internship to focus on what interests them at Galaxy, since we have so many great avenues to learn in!

Programming Department

- Research material for on-air segments
- Utilize skills in audio editing software
- Produce on-air material
- Assist in the execution of station events
- Screen phone calls for on-air broadcasts

Production Department

- Utilize skills in audio editing software
- Produce client related commercials
- Write/produce creative for on-air purposes
- Assist Production Manager in daily tasks

Marketing Department

- Prospect for on-air new clients
- Shadow sales executives
- Create sales pieces in PowerPoint

Events / Promotions Department

- Prospect for event participants
- Prepare materials for upcoming events
- Assist in the execution of events day of
- Event recaps

If you're interested in doing an internship (for credits) please email your resume with the title "INTERNSHIP" to careers@galaxymediapartners.com

Indeed ✓

Digital Marketing Specialist ✓

Digital Marketing Specialist

Galaxy Media – Syracuse, NY 13202

Apply Now

If your New Year's resolution includes finally finding a job you love, we want to talk.

Galaxy Media is looking for a motivated, energetic, social media-obsessed digital marketing pro.

You know you're on your phone all day. Just ask that little screen time report that comes through every week. Why not get paid for it?

Anyone can find goofy TikTok dances to try, but we're looking for someone who really understands the ins and outs of what makes a social media marketing campaign a success.

The ideal candidate sees terms like SEO, PPC, and display media and feels excited, not overwhelmed.

Recruitment


www.galaxymediapartners.com/careers/

Digital Marketing Specialist

Digital Marketing Specialist



You know you're on your phone all day. Just ask that little screen time report that comes through every week. So why not get paid for it?

We're looking for a motivated, energetic, social media-obsessed digital marketing pro to work out of our Syracuse or Utica offices.

Anyone can find the latest cute puppy videos or viral TikTok dances, but we're looking for someone who really understands the ins and outs of what makes a social media marketing campaign a success.

The ideal person sees terms like SEO, PPC, display media, and gets it.

In this role, you'd put digital marketing plans into place for our diverse client base. You'd help our customers shape their brand image and create and maintain a digital marketing campaign that sets them apart from the competition.

The right person for the job should:

- Have a solid understanding of marketing principles
- Be able to deliver strong, creative presentations
- Have a knowledge base in areas of marketing such as SEO, social media, e-mail marketing, PPC, and SEM.
- Know what it takes to plan, create, and implement a marketing strategy
- Understand how to interpret the metrics of digital marketing campaigns
- Be up-to-date on current trends

Oh, you also probably should have or be willing to obtain a pair of those blue light glasses. Lots of screentime involved in this job! (That's a joke...kind of...)

If this sounds like a fit, e-mail your resume and a cover letter (though it doesn't necessarily have to be a traditional cover letter!) to

Carrie@GalaxyMediaPartners.com

Galaxy Media EEO Statement: It is Galaxy Media's policy to provide equal employment opportunity without regard to race, color, sex, age, disability, religion, national origin, marital status, sexual orientation, ancestry, political belief or activity, or status as a veteran. The policy applies to all areas of employment, including recruitment, hiring, training and development, promotion, transfer, termination, layoff, compensation benefits and all other conditions and privileges of employment in accordance with applicable federal, state, and local laws. It is the policy of Galaxy to comply with all the relevant and applicable provisions of the Americans with Disabilities Act (ADA). Galaxy will not discriminate against any qualified employee or job applicant with respect to any terms, privileges or conditions of employment because of a person's disability. Galaxy also will provide reasonable accommodation wherever necessary for all employees or applicants with disabilities, provided that the individual is otherwise qualified to safely perform the duties and assignments connected with the job.

Employment Type

Full-time

Do you want to banish the Sunday scaries for good with a job you actually look forward to going to? We're glad you found us! That's what we're here for!

We're looking for a motivated, organized, and talented digital/radio marketing pro to work out of our Utica or Syracuse offices. We're all about offering our customers unique, fresh ideas that they won't hear anywhere else. In this role, you'd use our sports, events, radio, and digital products to cultivate a successful marketing campaign for our customers.

If you've got zany, outside-the-box ideas, we're your perfect match. Added bonus: you won't run into a bunch of corporate red tape as you try to bring those ideas to life. No two days are the same here, so this role is definitely not your standard cubicle snooze fest.

Our AEs research and qualify prospects as well as prepare, implement, and track sales and marketing strategies to convert prospects into customers. You're directly in control of how much money you make, and you've got the support behind you to make it happen.

If you're marketing-minded and energetic, we want to hear from you. Please email your resume and any other information (could be a cover letter, but feel free to get creative) that paints a picture about why you'd be a great fit to Carrie@GalaxyMediaPartners.com and NMaine@galaxymediapartners.com.

Galaxy Media Partners is an Equal Opportunity Employer.

Show less ^

Syracuse – Job Vacancies Filled

Sales Executive 1

Sales Executive **2**

Account Executive

Account Executive

Galaxy Media – Syracuse, NY 13202

Apply Now

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Job Type: Full-time

Salary: \$35,000.00 - \$80,000.00 per year

Benefits:

- 401(k)
- Dental insurance
- Flexible schedule
- Health insurance
- Paid time off
- Vision insurance

Schedule:

Schedule:

- Monday to Friday

Supplemental Pay:

- Commission pay
- Signing bonus

Ability to commute/relocate:

- Syracuse, NY: Reliably commute or planning to relocate before starting work (Preferred)

Experience:

- Marketing: 2 years (Preferred)

Work Location: One location

- Monday to Friday

Supplemental Pay:

- Commission pay
- Signing bonus

Ability to commute/relocate:

- Syracuse, NY: Reliably commute or planning to relocate before starting work (Preferred)

Experience:

- Marketing: 2 years (Preferred)

Work Location: One location

Syracuse – Job Vacancies Filled

Sales Executive 3

Galaxymediapartners.com

Account Executive

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Galaxy Media – Syracuse, NY 13202

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Benefits:

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- Dental insurance
- Flexible schedule
- Health insurance
- Paid time off
- Vision insurance

- Summer half days and Friday flex from home!
- Bring Your Dog to Work days

Position is salaried (including health benefits) at 30-65k based on experience, with possible sign-on bonus!

Job Type: Full-time

Salary: \$30,000.00 - \$65,000.00 per year

Benefits:

- 401(k)
- 401(k) matching
- Dental insurance
- Employee discount
- Flexible schedule
- Health insurance
- Health savings account
- Paid time off
- Vision insurance

Schedule:

- Monday to Friday

Supplemental Pay:

- Signing bonus

Education:

- Associate (Preferred)

Experience:

- Digital marketing: 2 years (Preferred)
- Social Media Management or Digital ad placement: 1 year (Preferred)

Work Location: One location



** See Account Executive ad posted below on September 2021

| Search job titles... | | Search locations... | | Sort by: Posting date ▾ | | Order: Descending ▾ | |
|--|--|---------------------|-----------|-------------------------|-----------------|---------------------|--|
| Yankees On Deck Broadcast Radio Host Remote Created: April 5, 2022 | | 68 Active | 68 New | 0 Contacting | 0 of 1 Hired | 100+ To invite 1 | Sponsor this job to see 100+ candidates who match your job description |
| | | | | | | | Job status ● Open ▾ |
| Digital and Media Marketing Executive Utica, NY Created: March 31, 2022 | | 8 Active | 4 New | 4 Contacting | 0 of 1 Hired | 100+ To invite 3 | Sponsor this job to see 100+ candidates who match your job description |
| | | | | | | | Job status ● Open ▾ |
| Digital Marketing Specialist Syracuse, NY Created: January 5, 2022 | | 19 Active | 6 New | 13 Contacting | 0 of 1 Hired | 0 To invite 4 | None Sponsor your job to hire faster |
| | | | | | | | Job status ● Paused ▾ |
| 1 Your job has been paused. Are you still hiring? | | | | | | Yes | No |
| Digital and Media Marketing Executive Syracuse, NY Created: January 5, 2022 | | 15 Active | 7 New | 8 Contacting | 0 of 1 Hired | 3 To invite 1 | Sponsor this job to see 3 candidates who match your job description |
| | | | | | | | Job status ● Open ▾ |
| Account Executive Syracuse, NY Created: September 10, 2021 | | 11 Active | 10 New | 1 Contacting | 0 Hired | 0 To invite 1 | None Sponsor your job to hire faster |
| | | | | | | | Job status ● Paused ▾ |
| 1 Your job has been paused. Are you still hiring? | | | | | | Yes | No |

ACCOUNT EXECUTIVE

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If you're marketing-minded and energetic, we want to hear from you. Please email your resume and any other information (could be a cover letter, but feel free to get creative) that paints a picture about why you'd be a great fit to Carrie@GalaxyMediaPartners.com.

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Brand Ambassador

BRAND AMBASSADOR

Galaxy Media (K-Rock, TK99, ESPN Radio, Sunny 102 & Mix 102.5), a locally owned & operated broadcasting company – is looking for detail-oriented, outgoing people who enjoy working in a team environment to assist with station events and represent our company in a professional manner. Must be able to work a flexible schedule – some Monday through Friday hours, however, weekends are a must. Our Brand Ambassadors are the face to our radio stations at on-site events like Taste of Syracuse, bar nights, client events & more. Candidates will need to possess a valid driver's license with a good driving record. Ability to lift objects in excess of 25lbs. is required. Great job for college students!

If you're interested in applying please email your resume with the title "BRAND AMBASSADOR" to zfenner@galaxymediapartners.com

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Work Location: One location

Account Executive

Account Executive

Galaxy Media – Syracuse, NY 13202

[Apply Now](#)

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Schedule:

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Supplemental Pay:

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- Signing bonus

Ability to commute/relocate:

- Syracuse, NY: Reliably commute or planning to relocate before starting work (Preferred)

Experience:

- Marketing: 2 years (Preferred)

Work Location: One location

Facebook Ads

<https://www.facebook.com/jobs/job-opening/284595653701>



Account Executive

Galaxy Media Partners · Syracuse, NY
Closed · Closed 1 year ago · \$165.80 spent · 0 views

Facebook

View applicants

F

io Settings

description

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great fit to Carrie@GalaxyMediaPartners.com and
ne@galaxymediapartners.com.

5

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Applicants

Vie

\$165.80

Spent

\$28.00 daily budget

\$183.00 total budget

Billing information

Payment method

Purchase history

Questions? Contact Su



Syracuse – Job Vacancies Filled

Digital Strategist / Graphic Designer

Graphic Designer

Our graphic designer is responsible for conceptualizing and creating visual elements for on-air programming, station events, and client partnerships. The right person for this job will be able to take a rough idea and bring to life an impactful visual element based on these ideas. They should be able to test graphics across various media and should create pieces that look great both online and in print. This person will be able to create illustrations, logos, layouts, and more. Their work should be eye-catching and easy to understand. They should be open and receptive to feedback and need to be able to work with tight deadlines in mind. A degree in Design or Fine Arts is a plus but isn't required. This person reports to Ed Levine, Carrie Wojtaszek, and Nick Maine.



Syracuse – Job Vacancies Filled

Videographer

Videographer

As the Galaxy Media digital footprint continues to grow, we're looking for a videographer to assist in creating original content both on our station platforms and for our clients. The right person for this role will have a sharp eye, the technical skills necessary to create an excellent final product, and the ability to interface with our on-air talent, account executives, and clients.

This person will be tasked with transporting and setting up production equipment, operating all equipment, creating and assisting in the execution of ideas, and editing. They should be able to concept, storyboard, produce, and edit video content for both the web and social media in a timely manner. Their ideas should be creative and original, while still appropriate and respectful of our clients' needs and wishes. They should be well-versed in relevant programs, including Adobe Creative Suite, PremierePro, AfterEffects, Audition, and others. They will stay up-to-date on industry trends and adapt their techniques accordingly. This person reports to Ed Levine, Nick Maine, and Carrie Wojtaszek.



Galaxy Media Partners
235 Walton Street
Syracuse, NY 13202
(315) 472-9111

www.thesunnyspot.com

CONTRACT

| | | |
|--|--|--|
| <u>Contract / Revision</u> 71532 / | | <u>Alt Order #</u> |
| <u>Product</u> Recruit Website | | |
| <u>Contract Dates</u> 06/10/21 - 01/02/22 | | <u>Estimate #</u> |
| <u>Advertiser</u> House | | <u>Original Date / Revision</u> 06/08/21 / 12/22/21 |
| <u>Billing Cycle</u> EOM/EOC | <u>Billing Calendar</u> Broadcast | <u>Cash/Trade</u> Cash |
| <u>Property</u> WZUN-FM | <u>Account Executive</u> Carrie Wojtaszek | <u>Sales Office</u> Syracuse/Utica |
| <u>Special Handling</u> NO Invoice Sent | | |
| <u>Demographic</u> Households | | |
| <u>Agency Code</u> | <u>Advertiser Code</u> | <u>Product 1/2</u> |
| <u>Agency Ref</u> | | <u>Advertiser Ref</u> |

And:

House
House Account Do Not Mail
n/a, N/A na

| *Line | Ch | Start Date | End Date | Description | Start/End Time | Days | Length | Spots/Week | Rate | Type | Spots | Amount |
|---------------|------|-------------------|-----------------|-----------------|----------------|------|--------|-------------------|-------------|------|------------|---------------|
| N 1 | WZUN | 06/10/21 | 01/02/22 | M-Su 6a-12a | 6a-12a | | :15 | | | NM | 880 | \$0.00 |
| | | <u>Start Date</u> | <u>End Date</u> | <u>Weekdays</u> | | | | <u>Spots/Week</u> | <u>Rate</u> | | | |
| Week: | | 06/07/21 | 06/13/21 | ---TFSS | | | | 30 | \$0.00 | | | |
| Week: | | 06/14/21 | 06/20/21 | MTWTFSS | | | | 30 | \$0.00 | | | |
| Week: | | 06/21/21 | 06/27/21 | MTWTFSS | | | | 30 | \$0.00 | | | |
| Week: | | 06/28/21 | 07/04/21 | MTWTFSS | | | | 30 | \$0.00 | | | |
| Week: | | 07/05/21 | 07/11/21 | MTWTFSS | | | | 30 | \$0.00 | | | |
| Week: | | 07/12/21 | 07/18/21 | MTWTFSS | | | | 30 | \$0.00 | | | |
| Week: | | 07/19/21 | 07/25/21 | MTWTFSS | | | | 30 | \$0.00 | | | |
| Week: | | 07/26/21 | 08/01/21 | MTWTFSS | | | | 30 | \$0.00 | | | |
| Week: | | 08/02/21 | 08/08/21 | MTWTFSS | | | | 30 | \$0.00 | | | |
| Week: | | 08/09/21 | 08/15/21 | MTWTFSS | | | | 30 | \$0.00 | | | |
| Week: | | 08/16/21 | 08/22/21 | MTWTFSS | | | | 30 | \$0.00 | | | |
| Week: | | 08/23/21 | 08/29/21 | MTWTFSS | | | | 30 | \$0.00 | | | |
| Week: | | 08/30/21 | 09/05/21 | MTWTFSS | | | | 30 | \$0.00 | | | |
| Week: | | 09/06/21 | 09/12/21 | MTWTFSS | | | | 30 | \$0.00 | | | |
| Week: | | 09/13/21 | 09/19/21 | MTWTFSS | | | | 30 | \$0.00 | | | |
| Week: | | 09/20/21 | 09/26/21 | MTWTFSS | | | | 30 | \$0.00 | | | |
| Week: | | 09/27/21 | 10/03/21 | MTWTFSS | | | | 30 | \$0.00 | | | |
| Week: | | 10/04/21 | 10/10/21 | MTWTFSS | | | | 30 | \$0.00 | | | |
| Week: | | 10/11/21 | 10/17/21 | MTWTFSS | | | | 30 | \$0.00 | | | |
| Week: | | 10/18/21 | 10/24/21 | MTWTFSS | | | | 30 | \$0.00 | | | |
| Week: | | 10/25/21 | 10/31/21 | MTWTFSS | | | | 30 | \$0.00 | | | |
| Week: | | 11/01/21 | 11/07/21 | MTWTFSS | | | | 30 | \$0.00 | | | |
| Week: | | 11/08/21 | 11/14/21 | MTWTFSS | | | | 30 | \$0.00 | | | |
| Week: | | 11/15/21 | 11/21/21 | MTWTFSS | | | | 30 | \$0.00 | | | |
| Week: | | 11/22/21 | 11/28/21 | MTWTFSS | | | | 30 | \$0.00 | | | |
| Week: | | 11/29/21 | 12/05/21 | MTWTFSS | | | | 30 | \$0.00 | | | |
| Week: | | 12/06/21 | 12/12/21 | MTWTFSS | | | | 30 | \$0.00 | | | |
| Week: | | 12/13/21 | 12/19/21 | MTWTFSS | | | | 30 | \$0.00 | | | |
| Week: | | 12/20/21 | 12/26/21 | MTWTFSS | | | | 30 | \$0.00 | | | |
| Week: | | 12/27/21 | 01/02/22 | MTWTFSS | | | | 30 | \$0.00 | | | |
| Totals | | | | | | | | | | | 880 | \$0.00 |

(* Line Transactions: N = New, E = Edited, D = Deleted)

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| Contract / Revision | Alt Order # |
|---------------------|-------------|
| 71532 / | |

| Contract Dates | Product | Estimate # |
|---------------------|-----------------|------------|
| 06/10/21 - 01/02/22 | Recruit Website | |

| Advertiser | Original Date / Revision |
|------------|--------------------------|
| House | 06/08/21 / 12/22/21 |

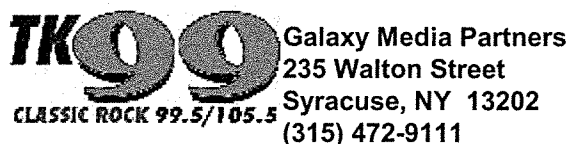
| Time Period | # of Spots | Gross Amount | Net Amount |
|---------------------|------------|---------------|---------------|
| 05/31/21 - 06/27/21 | 90 | \$0.00 | \$0.00 |
| 06/28/21 - 07/25/21 | 120 | \$0.00 | \$0.00 |
| 07/26/21 - 08/29/21 | 148 | \$0.00 | \$0.00 |
| 08/30/21 - 09/26/21 | 116 | \$0.00 | \$0.00 |
| 09/27/21 - 10/31/21 | 147 | \$0.00 | \$0.00 |
| 11/01/21 - 11/28/21 | 120 | \$0.00 | \$0.00 |
| 11/29/21 - 12/26/21 | 109 | \$0.00 | \$0.00 |
| 12/27/21 - 01/02/22 | 30 | \$0.00 | \$0.00 |
| Totals | 880 | \$0.00 | \$0.00 |

Signature: _____ **Date:** _____

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CONTRACT



www.tk99.net

And:

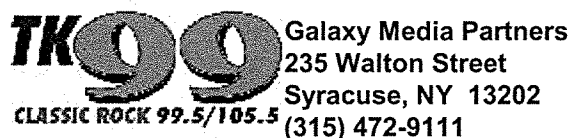
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House Account Do Not Mail
n/a, N/A na

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|--|--|--|
| <u>Contract / Revision</u> 71527 / | | <u>Alt Order #</u> |
| <u>Product</u> Recruit Website | | |
| <u>Contract Dates</u> 06/10/21 - 01/02/22 | <u>Estimate #</u> | |
| <u>Advertiser</u> House | | <u>Original Date / Revision</u> 06/08/21 / 11/29/21 |
| <u>Billing Cycle</u> EOM/EOC | <u>Billing Calendar</u> Broadcast | <u>Cash/Trade</u> Cash |
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| *Line | Ch | Start Date | End Date | Description | Start/End Time | Days | Length | Spots/Week | Rate | Type | Spots | Amount |
|-------|----------------------|-------------------|-------------------|--------------------|-----------------------|-----------------|---------------|-------------------|-------------|-------------|-------|--------|
| N 1 | WTKW | 06/10/21 | 01/02/22 | M-Su 6a-12a | 6a-12a | | :15 | | | NM | 885 | \$0.00 |
| | | <u>Start Date</u> | <u>End Date</u> | <u>Weekdays</u> | | | | <u>Spots/Week</u> | <u>Rate</u> | | | |
| Week: | | 06/07/21 | 06/13/21 | ---TFSS | | | | 30 | \$0.00 | | | |
| | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | |
| | 902 | WTKW | 06/14/21-06/20/21 | M-Su 6a-12a | 6a-12a | ----ThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ MG for 1.7 06/10 | | | | | | | | | | | |
| | 904 | WTKW | 06/14/21-06/20/21 | M-Su 6a-12a | 6a-12a | ----ThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ MG for 1.6 06/13 | | | | | | | | | | | |
| | 905 | WTKW | 06/14/21-06/20/21 | M-Su 6a-12a | 6a-12a | ----ThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ MG for 1.24 06/13 | | | | | | | | | | | |
| | 906 | WTKW | 06/14/21-06/20/21 | M-Su 6a-12a | 6a-12a | ----ThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ MG for 1.23 06/13 | | | | | | | | | | | |
| | 909 | WTKW | 06/14/21-06/20/21 | M-Su 6a-12a | 6a-12a | ----ThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ MG for 1.5 06/10 | | | | | | | | | | | |
| | 910 | WTKW | 06/14/21-06/20/21 | M-Su 6a-12a | 6a-12a | ----ThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ MG for 1.26 06/13 | | | | | | | | | | | |
| | 911 | WTKW | 06/14/21-06/20/21 | M-Su 6a-12a | 6a-12a | ----ThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ MG for 1.22 06/13 | | | | | | | | | | | |
| | 912 | WTKW | 06/14/21-06/20/21 | M-Su 6a-12a | 6a-12a | ----ThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ MG for 1.27 06/13 | | | | | | | | | | | |
| | 913 | WTKW | 06/14/21-06/20/21 | M-Su 6a-12a | 6a-12a | ----ThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ MG for 1.2 06/10 | | | | | | | | | | | |
| | 914 | WTKW | 06/21/21-06/27/21 | M-Su 6a-12a | 6a-12a | ----ThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ MG for 1.907 06/17 | | | | | | | | | | | |
| | 916 | WTKW | 06/28/21-07/04/21 | M-Su 6a-12a | 6a-12a | ----ThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ MG for 1.901 06/20 | | | | | | | | | | | |
| | 919 | WTKW | 06/28/21-07/04/21 | M-Su 6a-12a | 6a-12a | ----ThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ MG for 1.908 06/20 | | | | | | | | | | | |
| | 920 | WTKW | 06/28/21-07/04/21 | M-Su 6a-12a | 6a-12a | ----ThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ MG for 1.903 06/20 | | | | | | | | | | | |
| Week: | | 06/14/21 | 06/20/21 | MTWTFSS | | | | 30 | \$0.00 | | | |

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| Contract / Revision | Alt Order # |
|---------------------|-------------|
| 71527 / | |

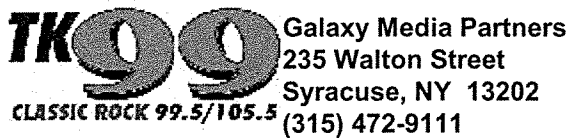
| Contract Dates | Product | Estimate # |
|---------------------|-----------------|------------|
| 06/10/21 - 01/02/22 | Recruit Website | |

| Advertiser | Original Date / Revision |
|------------|--------------------------|
| House | 06/08/21 / 11/29/21 |

| *Line | Ch | Start Date | End Date | Description | Start/End Time | Days | Length | Spots/Week | Rate | Type | Spots | Amount |
|-------|-------------|--------------------|-------------------|--------------------|-----------------------|-----------------|---------------|-------------------|-------------|-------------|-------|--------|
| | | <u>Start Date</u> | <u>End Date</u> | <u>Weekdays</u> | | | | <u>Spots/Week</u> | <u>Rate</u> | | | |
| | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | |
| | 915 | WTKW | 06/28/21-07/04/21 | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ | MG for 1.48 06/20 | | | | | | | | | | |
| | 917 | WTKW | 06/28/21-07/04/21 | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ | MG for 1.51 06/20 | | | | | | | | | | |
| | 918 | WTKW | 06/28/21-07/04/21 | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ | MG for 1.36 06/15 | | | | | | | | | | |
| | 921 | WTKW | 06/28/21-07/04/21 | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ | MG for 1.54 06/20 | | | | | | | | | | |
| | 922 | WTKW | 06/28/21-07/04/21 | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ | MG for 1.33 06/20 | | | | | | | | | | |
| | 923 | WTKW | 06/28/21-07/04/21 | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ | MG for 1.43 06/20 | | | | | | | | | | |
| | 925 | WTKW | 06/28/21-07/04/21 | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ | MG for 1.47 06/18 | | | | | | | | | | |
| | 926 | WTKW | 06/28/21-07/04/21 | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ | MG for 1.45 06/20 | | | | | | | | | | |
| | 927 | WTKW | 06/28/21-07/04/21 | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ | MG for 1.49 06/18 | | | | | | | | | | |
| | 933 | WTKW | 07/05/21-07/11/21 | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ | MG for 1.924 06/29 | | | | | | | | | | |
| Week: | 06/21/21 | 06/27/21 | MTWTFSS | | | | | 30 | \$0.00 | | | |
| | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | |
| | 928 | WTKW | 06/28/21-07/04/21 | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ | MG for 1.90 06/22 | | | | | | | | | | |
| | 929 | WTKW | 07/05/21-07/11/21 | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ | MG for 1.84 06/27 | | | | | | | | | | |
| | 931 | WTKW | 07/05/21-07/11/21 | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ | MG for 1.82 06/27 | | | | | | | | | | |
| | 932 | WTKW | 07/05/21-07/11/21 | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ | MG for 1.79 06/27 | | | | | | | | | | |
| | 939 | WTKW | 07/26/21-08/01/21 | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ | MG for 1.930 07/10 | | | | | | | | | | |
| Week: | 06/28/21 | 07/04/21 | MTWTFSS | | | | | 30 | \$0.00 | | | |
| | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | |
| | 934 | WTKW | 07/05/21-07/11/21 | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ | MG for 1.96 06/29 | | | | | | | | | | |
| | 935 | WTKW | 07/05/21-07/11/21 | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ | MG for 1.95 06/29 | | | | | | | | | | |
| | 936 | WTKW | 07/05/21-07/11/21 | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ | MG for 1.94 06/29 | | | | | | | | | | |
| Week: | 07/05/21 | 07/11/21 | MTWTFSS | | | | | 30 | \$0.00 | | | |
| | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | |
| | 937 | WTKW | 07/26/21-08/01/21 | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ | MG for 1.146 07/11 | | | | | | | | | | |
| | 938 | WTKW | 07/26/21-08/01/21 | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ | MG for 1.140 07/10 | | | | | | | | | | |
| | 940 | WTKW | 07/26/21-08/01/21 | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ | MG for 1.147 07/11 | | | | | | | | | | |
| | 941 | WTKW | 07/26/21-08/01/21 | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ | MG for 1.148 07/11 | | | | | | | | | | |
| Week: | 07/12/21 | 07/18/21 | MTWTFSS | | | | | 30 | \$0.00 | | | |
| Week: | 07/19/21 | 07/25/21 | MTWTFSS | | | | | 30 | \$0.00 | | | |

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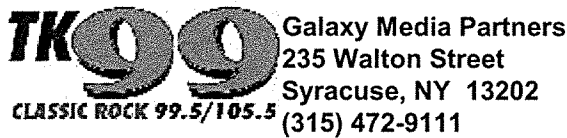
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| | | |
|---------------------------------------|----------------------------|---|
| Contract / Revision 71527 / | | Alt Order # |
| Contract Dates 06/10/21 - 01/02/22 | Product Recruit Website | Estimate # |
| Advertiser House | | Original Date / Revision 06/08/21 / 11/29/21 |

| *Line | Ch | Start Date | End Date | Description | Start/End Time | Days | Length | Spots/Week | Rate | Type | Spots | Amount | |
|------------------------|-----------|-------------------|-----------------|--------------------|-----------------------|-----------------|---------------|-------------------|-------------|-------------|-------|--------|--|
| | | <u>Start Date</u> | <u>End Date</u> | <u>Weekdays</u> | | | | <u>Spots/Week</u> | <u>Rate</u> | | | | |
| <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | | |
| 942 | WTKW | 08/02/21-08/08/21 | | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | | |
| (M) MG for 1.186 07/20 | | | | | | | | | | | | | |
| 943 | WTKW | 08/02/21-08/08/21 | | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | | |
| (M) MG for 1.189 07/21 | | | | | | | | | | | | | |
| 944 | WTKW | 08/02/21-08/08/21 | | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | | |
| (M) MG for 1.198 07/23 | | | | | | | | | | | | | |
| 945 | WTKW | 08/02/21-08/08/21 | | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | | |
| (M) MG for 1.210 07/21 | | | | | | | | | | | | | |
| 946 | WTKW | 08/02/21-08/08/21 | | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | | |
| (M) MG for 1.190 07/21 | | | | | | | | | | | | | |
| Week: 07/26/21 | | 08/01/21 | MTWTFSS | | | | | 30 | \$0.00 | | | | |
| <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | | |
| 947 | WTKW | 08/02/21-08/08/21 | | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | | |
| (M) MG for 1.228 07/30 | | | | | | | | | | | | | |
| Week: 08/02/21 | | 08/08/21 | MTWTFSS | | | | | 30 | \$0.00 | | | | |
| Week: 08/09/21 | | 08/15/21 | MTWTFSS | | | | | 30 | \$0.00 | | | | |
| Week: 08/16/21 | | 08/22/21 | MTWTFSS | | | | | 30 | \$0.00 | | | | |
| <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | | |
| 948 | WTKW | 08/23/21-08/29/21 | | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | | |
| (M) MG for 1.305 08/21 | | | | | | | | | | | | | |
| 949 | WTKW | 08/23/21-08/29/21 | | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | | |
| (M) MG for 1.307 08/21 | | | | | | | | | | | | | |
| 950 | WTKW | 08/23/21-08/29/21 | | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | | |
| (M) MG for 1.317 08/20 | | | | | | | | | | | | | |
| 952 | WTKW | 08/23/21-08/29/21 | | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | | |
| (M) MG for 1.310 08/18 | | | | | | | | | | | | | |
| 955 | WTKW | 08/30/21-09/05/21 | | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | | |
| (M) MG for 1.951 08/27 | | | | | | | | | | | | | |
| Week: 08/23/21 | | 08/29/21 | MTWTFSS | | | | | 30 | \$0.00 | | | | |
| <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | | |
| 953 | WTKW | 08/30/21-09/05/21 | | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | | |
| (M) MG for 1.348 08/27 | | | | | | | | | | | | | |
| 954 | WTKW | 08/30/21-09/05/21 | | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | | |
| (M) MG for 1.349 08/27 | | | | | | | | | | | | | |
| 956 | WTKW | 08/30/21-09/05/21 | | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | | |
| (M) MG for 1.333 08/23 | | | | | | | | | | | | | |
| Week: 08/30/21 | | 09/05/21 | MTWTFSS | | | | | 30 | \$0.00 | | | | |
| Week: 09/06/21 | | 09/12/21 | MTWTFSS | | | | | 30 | \$0.00 | | | | |
| <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | | |
| 957 | WTKW | 09/13/21-09/19/21 | | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | | |
| (M) MG for 1.411 09/11 | | | | | | | | | | | | | |
| 958 | WTKW | 09/13/21-09/19/21 | | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | | |
| (M) MG for 1.413 09/11 | | | | | | | | | | | | | |
| 960 | WTKW | 09/13/21-09/19/21 | | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | | |
| (M) MG for 1.407 09/11 | | | | | | | | | | | | | |
| 961 | WTKW | 09/13/21-09/19/21 | | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | | |
| (M) MG for 1.414 09/11 | | | | | | | | | | | | | |
| 962 | WTKW | 09/13/21-09/19/21 | | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | | |
| (M) MG for 1.412 09/11 | | | | | | | | | | | | | |
| 965 | WTKW | 09/20/21-09/26/21 | | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | | |
| (M) MG for 1.959 09/18 | | | | | | | | | | | | | |
| Week: 09/13/21 | | 09/19/21 | MTWTFSS | | | | | 30 | \$0.00 | | | | |

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| | | |
|--|--|--------------------|
| <u>Contract / Revision</u> 71527 / | | <u>Alt Order #</u> |
| <u>Contract Dates</u> 06/10/21 - 01/02/22 | <u>Product</u> Recruit Website | <u>Estimate #</u> |
| <u>Advertiser</u> House | <u>Original Date / Revision</u> 06/08/21 / 11/29/21 | |

| *Line | Ch | Start Date | End Date | Description | Start/End Time | Days | Length | Spots/Week | Rate | Type | Spots | Amount | | |
|------------------------|-----------|-------------------|-----------------|--------------------|-----------------------|-----------------|---------------|-------------------|-------------|-------------|-------|--------|--|--|
| | | <u>Start Date</u> | <u>End Date</u> | <u>Weekdays</u> | | | | <u>Spots/Week</u> | <u>Rate</u> | | | | | |
| <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | | | |
| 963 | WTKW | 09/20/21-09/26/21 | | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | | | |
| (M) MG for 1.449 09/18 | | | | | | | | | | | | | | |
| 964 | WTKW | 09/20/21-09/26/21 | | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | | | |
| (M) MG for 1.444 09/18 | | | | | | | | | | | | | | |
| 966 | WTKW | 09/20/21-09/26/21 | | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | | | |
| (M) MG for 1.441 09/18 | | | | | | | | | | | | | | |
| 967 | WTKW | 09/20/21-09/26/21 | | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | | | |
| (M) MG for 1.442 09/18 | | | | | | | | | | | | | | |
| Week: 09/20/21 | | 09/26/21 | MTWTFSS | | | | | 30 | \$0.00 | | | | | |
| <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | | | |
| 968 | WTKW | 09/27/21-10/03/21 | | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | | | |
| (M) MG for 1.468 09/26 | | | | | | | | | | | | | | |
| Week: 09/27/21 | | 10/03/21 | MTWTFSS | | | | | 30 | \$0.00 | | | | | |
| Week: 10/04/21 | | 10/10/21 | MTWTFSS | | | | | 30 | \$0.00 | | | | | |
| <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | | | |
| 969 | WTKW | 10/25/21-10/31/21 | | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | | | |
| (M) MG for 1.515 10/05 | | | | | | | | | | | | | | |
| 970 | WTKW | 10/25/21-10/31/21 | | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | | | |
| (M) MG for 1.537 10/10 | | | | | | | | | | | | | | |
| Week: 10/11/21 | | 10/17/21 | MTWTFSS | | | | | 30 | \$0.00 | | | | | |
| Week: 10/18/21 | | 10/24/21 | MTWTFSS | | | | | 30 | \$0.00 | | | | | |
| Week: 10/25/21 | | 10/31/21 | MTWTFSS | | | | | 30 | \$0.00 | | | | | |
| Week: 11/01/21 | | 11/07/21 | MTWTFSS | | | | | 30 | \$0.00 | | | | | |
| Week: 11/08/21 | | 11/14/21 | MTWTFSS | | | | | 30 | \$0.00 | | | | | |
| Week: 11/15/21 | | 11/21/21 | MTWTFSS | | | | | 30 | \$0.00 | | | | | |
| Week: 11/22/21 | | 11/28/21 | MTWTFSS | | | | | 30 | \$0.00 | | | | | |
| Week: 11/29/21 | | 12/05/21 | MTWTFSS | | | | | 30 | \$0.00 | | | | | |
| Week: 12/06/21 | | 12/12/21 | MTWTFSS | | | | | 30 | \$0.00 | | | | | |
| <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | | | |
| 971 | WTKW | 12/13/21-12/19/21 | | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | | | |
| (M) MG for 1.808 12/12 | | | | | | | | | | | | | | |
| 972 | WTKW | 12/27/21-01/02/22 | | M-Su 6a-12a | 6a-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | | | |
| (M) MG for 1.785 12/07 | | | | | | | | | | | | | | |
| Week: 12/13/21 | | 12/19/21 | MTWTFSS | | | | | 30 | \$0.00 | | | | | |
| Week: 12/20/21 | | 12/26/21 | MTWTFSS | | | | | 30 | \$0.00 | | | | | |
| Week: 12/27/21 | | 01/02/22 | MTWTFSS | | | | | 30 | \$0.00 | | | | | |
| Totals | | | | | | | | | | | 885 | \$0.00 | | |

| Time Period | # of Spots | Gross Amount | Net Amount |
|---------------------|------------|--------------|------------|
| 05/31/21 - 06/27/21 | 72 | \$0.00 | \$0.00 |
| 06/28/21 - 07/25/21 | 127 | \$0.00 | \$0.00 |
| 07/26/21 - 08/29/21 | 156 | \$0.00 | \$0.00 |
| 08/30/21 - 09/26/21 | 114 | \$0.00 | \$0.00 |
| 09/27/21 - 10/31/21 | 151 | \$0.00 | \$0.00 |
| 11/01/21 - 11/28/21 | 115 | \$0.00 | \$0.00 |
| 11/29/21 - 12/26/21 | 119 | \$0.00 | \$0.00 |
| 12/27/21 - 01/02/22 | 31 | \$0.00 | \$0.00 |
| Totals | 885 | \$0.00 | \$0.00 |

(* Line Transactions: N = New, E = Edited, D = Deleted)

Galaxy Communications and its stations do not discriminate in advertising contracts on the basis of race, ethnicity or gender, and will not accept any advertising which is intended to discriminate on the basis of race, ethnicity or gender. Advertiser represents and warrants that it is not purchasing advertising time from Licensee or its stations that is intended to discriminate on the basis of race, ethnicity or gender.



Galaxy Media Partners
235 Walton Street
Syracuse, NY 13202
(315) 472-9111

www.tk99.net

| Contract / Revision | Alt Order # |
|---------------------|-------------|
| 71527 / | |

| Contract Dates | Product | Estimate # |
|---------------------|-----------------|------------|
| 06/10/21 - 01/02/22 | Recruit Website | |

| Advertiser | Original Date / Revision |
|------------|--------------------------|
| House | 06/08/21 / 11/29/21 |

Signature: _____ Date: _____

(* Line Transactions: N = New, E = Edited, D = Deleted)

Galaxy Communications and its stations do not discriminate in advertising contracts on the basis of race, ethnicity or gender, and will not accept any advertising which is intended to discriminate on the basis of race, ethnicity or gender. Advertiser represents and warrants that it is not purchasing advertising time from Licensee or its stations that is intended to discriminate on the basis of race, ethnicity or gender.

Exhibit C

EEO Initiatives

Syracuse EEO Period 2020

| <u>Initiative</u> | <u>Title</u> |
|----------------------------|---|
| Internship Program | Chief Operating Officer |
| Manager Training | Office Manager Chief Operating Officer Chief Content Officer Chief Revenue Officer Chief Financial Officer Sales Manager |
| EEO Outreach | Traffic Manager |
| Participation in Job Fairs | Events & Promotions |
| Attndance in Job Fairs | Chief Operating Officer Chief Revenue Officer |
| Internet Program | Chief Content Officer Chief Operating Officer Brand Manager |

2020 Training

| TrainingName | TrainingID | CompanyID | CompanyName | UserName | FirstName | LastName | DateCompleted | DateStarted | Status | Question1 | Question2 |
|---|------------|-----------|-------------|----------|-------------|--|------------------|------------------|-----------|-----------|-----------|
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | li | lita | lita.com | 12/8/2020 9:40 | 9/23/2020 6:57 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | rick | mediapartners.com | 12/8/2020 7:51 | 8/18/2020 7:57 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | g | phil | galaxymediapartners.com | 10/13/2020 14:36 | 10/13/2020 14:16 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | jodie | galaxymediapartners.com | 10/13/2020 14:12 | 10/13/2020 13:54 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | pr | paul | axymediacompany.com | 10/13/2020 12:41 | 10/13/2020 12:29 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | josh | axymediacompany.com | 10/13/2020 12:40 | 10/13/2020 12:33 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | cody | gmail.com | 10/1/2020 12:25 | 10/1/2020 12:17 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | glenn | galaxymediapartners.com | 9/29/2020 18:48 | 9/29/2020 18:08 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | timothy | galaxymediapartners.com | 9/29/2020 12:39 | 9/29/2020 12:08 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | mary | @galaxymediapartners.com | 9/28/2020 14:42 | 9/28/2020 13:49 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | carrie | galaxymediapartners.com | 9/28/2020 14:33 | 9/28/2020 14:27 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | gary | galaxymediapartners.com | 9/16/2020 15:58 | 9/16/2020 15:37 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | colleen | galaxymediapartners.com | 9/16/2020 15:29 | 9/16/2020 15:18 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | rick | galaxymediapartners.com | 9/15/2020 10:23 | 8/27/2020 12:55 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | jordan | capozzi@gmail.com | 9/10/2020 9:41 | 9/10/2020 9:37 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | jamie | galaxymediapartners.com | 9/8/2020 9:25 | 9/8/2020 9:08 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | janina | galaxymediapartners.com | 9/2/2020 10:45 | 8/18/2020 11:15 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | jordan | galaxyeventscompany.com | 8/31/2020 15:43 | 8/18/2020 13:28 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | nick | galaxymediapartners.com | 8/27/2020 15:58 | 8/26/2020 10:49 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | john | ahoo.com | 8/27/2020 12:25 | 8/27/2020 12:10 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | brent | scuse.com | 8/27/2020 11:08 | 8/27/2020 10:52 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | brett | galaxymediapartners.com | 8/26/2020 17:17 | 8/26/2020 16:58 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | christopher | galaxymediapartners.com | 8/26/2020 15:37 | 8/26/2020 15:19 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | rick | @galaxymediapartners.com | 8/26/2020 13:13 | 8/26/2020 12:22 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | rick | galaxymediapartners.com | 8/26/2020 9:16 | 8/26/2020 9:05 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | marissa | lar@galaxymediapartners.com | 8/24/2020 15:08 | 8/24/2020 14:49 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | simone | @galaxymediapartners.com | 8/19/2020 14:33 | 8/19/2020 14:21 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | ross | n@galaxymediapartners.com | 8/19/2020 12:22 | 8/19/2020 12:09 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | matthew | galaxymediapartners.com | 8/19/2020 12:20 | 8/19/2020 11:36 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | brittney | @galaxyeventscompany.com | 8/19/2020 10:34 | 8/19/2020 10:20 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | edward | dio@aol.com | 8/19/2020 8:49 | 8/19/2020 7:54 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | jennifer | galaxymediapartners.com | 8/19/2020 8:17 | 8/19/2020 7:39 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | elizabeth | @galaxymediapartners.com | 8/18/2020 15:08 | 8/18/2020 14:18 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | zach | galaxymediapartners.com | 8/18/2020 14:17 | 8/18/2020 13:18 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | alex | galaxymediapartners.com | 8/18/2020 14:02 | 8/18/2020 10:58 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | tamara | tof@galaxymediapartners.com | 8/18/2020 13:39 | 8/18/2020 13:21 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | dana | galaxymediapartners.com | 8/18/2020 11:47 | 8/18/2020 11:22 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | thomas | karins@galaxymediapartners.com | 8/18/2020 10:03 | 8/18/2020 9:32 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | jennifer | galaxymediapartners.com | 8/18/2020 9:58 | 8/18/2020 8:49 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | cosmina | chulman@gmail.com | 8/18/2020 9:40 | 8/18/2020 8:25 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | lauren | @galaxymediapartners.com | 8/18/2020 8:53 | 8/18/2020 8:46 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | john | @galaxymediapartners.com | 8/18/2020 8:37 | 8/18/2020 7:37 | Completed | | |
| Sexual Harassment Prevention Training for the State of New York | 1270 | 5161 | | | steve | galaxymediapartners.com | 8/18/2020 8:35 | 8/18/2020 8:09 | Completed | | |
| Respect in the Workplace | 56 | 5161 | | | nick | lincorrectlogbynick@galaxymediapartners.com | 1/20/2020 14:02 | 1/20/2020 13:58 | Completed | | |
| Building a Drug-Free Workplace - Supervisor's Version | 69 | 5161 | | | nick | correctlogbynick@galaxymediapartners.com | 1/19/2020 16:25 | 1/19/2020 16:03 | Completed | | |
| Fair Labor Standards Act (FLSA) Training | 76 | 5161 | | | carrie | galaxymediapartnersnoemail.com | 1/16/2020 16:22 | 1/16/2020 8:08 | Completed | | |
| Respect in the Workplace | 56 | 5161 | | | janina | lincorrectlogbynick@galaxymediapartnersnoemail.com | 1/16/2020 12:25 | 1/16/2020 12:10 | Completed | | |
| E-mail and Internet Use Training | 12 | 5161 | | | nick | lincorrectlogbynick@galaxymediapartnersnoemail.com | 1/15/2020 21:33 | 1/15/2020 21:27 | Completed | | |
| Performance Management - A Balanced Scorecard Approach | 63 | 5161 | | | nick | lincorrectlogbynick@galaxymediapartnersnoemail.com | 1/15/2020 21:21 | 1/15/2020 21:07 | Completed | | |
| Ergonomics in the Office | 57 | 5161 | | | nick | lincorrectlogbynick@galaxymediapartnersnoemail.com | 1/15/2020 21:06 | 1/15/2020 20:55 | Completed | | |

Mgmt Level Training

EEO Frequently Asked Questions

Recruitment

Initiatives

Recordkeeping & Other Issues

Audits

MVPD Units



1. We are supposed to list all full-time openings that we fill on the EEO Public File Report and list recruitment sources we contacted, but do you want only the sources that produced referrals?

No. On the form where you list all of your hires and sources contacted, provide a list of all sources that you contacted, whether or not they produced referrals.

2. Is it acceptable to rely only on word-of-mouth, industry referrals, or employee referrals for recruiting?

No. None of those sources are considered broad public outreach. You may use those sources, but only in addition to other outside recruitment sources, such as a state broadcast association website, job bank, job recruiting website, state employment office, local organization, college placement office, or other public sources.

3. Is there a minimum number of sources we can use that would constitute adequately broad recruitment?

There is not a set minimum number of sources. Generally, recruitment using only one source will not be considered to be adequate except in the rare case where it is exceedingly broad and wide-reaching, and is productive in generating referrals. Using more than one source is often more productive and reaches more potential applicants. The Commission, however, does not require that a specific minimum number of sources must be contacted.

4. Is it sufficient if we recruit by listing job openings on our own station website or licensee website, with nothing more?

No. Posting only to your own website(s) is likely too narrow a focus to constitute broad outreach to the community. The recruiting needs to attempt to reach a large a cross-section of the broadcaster's own community. Depending on the community, an assortment of sources that target various demographic groups could be needed to achieve acceptable outreach.



5. If we have one sales associate opening and get several applicants, and can hire only one in May, but then another opening comes up in July, can we then hire our second choice from the May applicant pool without further recruiting?

Yes. If you recruit adequately in May, and get an applicant pool with more than one qualified applicant, you can hire more than one person from that pool over a short period of time. The key is how long you wait until the second hire. If it is more than three months, it might be too long a period, and you would need to conduct a second round of outreach and recruiting.

6. When we hire someone new for a full-time position, the new hire is always on probation for the first 90 days. If things do not work out, the hiree can quit with no notice or be fired with no notice. Does that mean all our hires are temps, and not subject to the EEO Rule, which applies only to full-time hires?

No. If you hire someone with the intention of keeping them permanently, it is considered a full-time hire and the hire is fully subject to the EEO rules, despite the probationary period. However, if you hire someone for 90 days, with the intention of keeping them for only 90 days, that would be a temporary hire and not subject to the EEO rules.

7. If we have a full-time opening and want to promote a part-time employee into that job without any recruitment, may we do so?

Possibly. The EEO rules do not require outreach for part-time positions; however, if you hired someone part-time after recruiting using broad outreach, then that person can be promoted to full-time status without further recruiting. If you did not use outreach recruiting when you hired the part time employee, however, as with any full-time opening, you must recruit using broad outreach before hiring for the full-time position.

8. If we want to transfer an employee at one station to another we own, or if we want to promote an existing full-time employee to another position, do we need to recruit first?

No. You can make a lateral transfer or a promote an existing full-time employee without recruiting.

9. What is an "exigent hire?"

An exigent hire is one made without recruiting because of an emergency need, or unique circumstances, such as when your top-rated DJ, who left two years ago, comes back and wants to work again and you feel this person is so desirable, you can't pass up the chance to hire him or her. It is permissible to make exigent hires, but they should be the exception, and not the rule. You may not use exigency as an excuse to hire someone without doing adequate outreach and recruiting.

10. I am a religious broadcaster. What am I required to file in response to an EEO audit letter?

A religious broadcaster is allowed to employ a religious belief or affiliation as a qualification for one, some, or all of its hires. A religious broadcaster is defined in 47 CFR Section 73.2080(a) as a licensee that is or is closely affiliated with, a church, synagogue, or other religious entity, including a subsidiary of such an entity. A religious broadcaster that does not require a religious qualification for any full-time staff is



to recruit broadly among those who meet the religious qualifications, and will still be prohibited from discriminating on the basis of race, color, national origin, or sex. A religious broadcaster does not have to do the outreach initiatives listed in 47 CFR Section 73.2080(c)(2) unless it has five or more full-time staff not subject to the religious qualification. For its hires subject to the religious qualification, the licensee needs to keep only records of the hire, sources contacted for the opening, the source of the hire, and the date of the hire.

11. My station had fewer than five employees for part of the filing period. Do I have to complete all two (or four) recruitment initiatives? (This same question applies to a station that was sold and purchased during the license term.)

The EEO recruiting requirements apply only to stations or employment units with five or more full-time staff. If your station or unit fluctuates between having five or fewer full-time staff, the rules apply only for the periods during which the station or unit has five full-time staff. In order to be required to complete two or more initiatives in a two-year period, the station or unit has to have five full-time staff for one entire year or more. For example, if you are required to perform four initiatives in two years, but you add up periods of having five full-time staff and those periods amount to only six months, you would not be required to do any initiatives.

In addition, when the FCC evaluates EEO performance, we look only to the performance of the current licensee, not what a previous owner did. Therefore, the period of current ownership is the only relevant period for us to review. One final note, whether a station or unit needs to create an EEO public file report depends on its status as of the due date for the report. If it has six full-time staff most of the year, but dips down to four on its report filing deadline of June 1, it does not need to file a report that year.

12. If my station has less than five full time employees, do my EEO requirements start with my fifth full-time hire or the sixth?

Once a station or unit acquires its fifth full-time staff member, then it must implement an EEO recruitment program and start keeping EEO records and file reports for all future activity.

13. Do I need to include promotions and part-time to full-time employees in my hiring information on my public file report?

You do not need to include promotions generally; you need to report full-time new hires. However, if an open full-time position is filled by promoting an existing employee, you would be required to report that the open position was filled by promotion. A part-time employee may be promoted to full-time, but only if recruitment took place when that employee was first hired for the part-time slot. If there was no recruitment outreach for the part-time position, then there must be recruitment outreach to fill the full-time opening.

14. My company contracts out its hiring. What are my obligations?

As the licensee or the owner of the station, you remain accountable for the hiring of your staff. You need to make sure that FCC rules are followed, even if you use an outside consultant to help manage staffing needs.



parent owner.

16. How can I file an amendment to the 396?

LMS does not allow amendments to Form 396. Instead of amending, you would need to file a new form. EEO staff will know to review the most recently filed form. If you submit a new revised form, it would be prudent to notify EEO staff so that we are aware of the new filing. We might have already reviewed the initial form, and we would not be automatically notified that a revised form has been filed.

17. My station is family operated. Can I hire a family member without outside recruitment?

If the family member is a sole or part-owner, they may be hired without recruitment. If not, and the new hire would be the fifth full time employee or if there are already five or more full time employees, there must be recruitment for this and all full-time openings.

18. How many "exigent circumstance" hires am I allowed to make during a license term?

There is no limit specified by the rules, but hires under exigent circumstances should be the exception, rather than the rule. A preponderance of hiring under exigent circumstances could be a red flag signaling that adequate outreach and recruiting is not being conducted.

Bureau/Office:

enforcement (<https://www.fcc.gov/enforcement>)



CONTRACT



Galaxy Media Partners
235 Walton Street
Syracuse, NY 13202
(315) 472-9111

www.tk99.net

And:

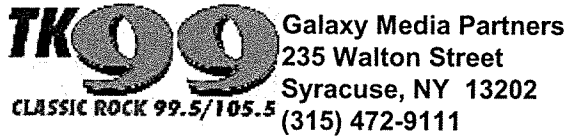
House
House Account Do Not Mail
n/a, N/A na

| | | |
|--|---|--|
| <u>Contract / Revision</u> 64777 / | | <u>Alt Order #</u> |
| <u>Product</u> EEO 2020 | | |
| <u>Contract Dates</u> 12/30/19 - 12/27/20 | | <u>Estimate #</u> |
| <u>Advertiser</u> House | | <u>Original Date / Revision</u> 12/16/19 / 07/30/20 |
| <u>Billing Cycle</u> EOM/EOC | <u>Billing Calendar</u> Broadcast | <u>Cash/Trade</u> Cash |
| <u>Property</u> WTKW-FM | <u>Account Executive</u> House Local | <u>Sales Office</u> Syracuse/Utica |
| <u>Special Handling</u> NO Invoice Sent | | |
| <u>Demographic</u> Households | | |
| <u>Agv Code</u> | <u>Advertiser Code</u> | <u>Product 1/2</u> |
| <u>Agency Ref</u> | | <u>Advertiser Ref</u> |

| *Line | Ch | Start Date | End Date | Description | Start/End Time | Days | Length | Spots/Week | Rate | Type | Spots | Amount |
|-------|-------------|-------------------|-------------------|--------------------|-----------------------|-----------------|---------------|-------------------|-------------|-------------|-------|--------|
| N 1 | WTKW | 12/30/19 | 12/27/20 | M-Su | 7p-12a | | :15 | | | NM | 53 | \$0.00 |
| | | <u>Start Date</u> | <u>End Date</u> | <u>Weekdays</u> | | | | <u>Spots/Week</u> | <u>Rate</u> | | | |
| Week: | | 12/30/19 | 01/05/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 01/06/20 | 01/12/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 01/13/20 | 01/19/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 01/20/20 | 01/26/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 01/27/20 | 02/02/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 02/03/20 | 02/09/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 02/10/20 | 02/16/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 02/17/20 | 02/23/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 02/24/20 | 03/01/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 03/02/20 | 03/08/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 03/09/20 | 03/15/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 03/16/20 | 03/22/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 03/23/20 | 03/29/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 03/30/20 | 04/05/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 04/06/20 | 04/12/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 04/13/20 | 04/19/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 04/20/20 | 04/26/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 04/27/20 | 05/03/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 05/04/20 | 05/10/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 05/11/20 | 05/17/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 05/18/20 | 05/24/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 05/25/20 | 05/31/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 06/01/20 | 06/07/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 06/08/20 | 06/14/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 06/15/20 | 06/21/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 06/22/20 | 06/28/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 06/29/20 | 07/05/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 07/06/20 | 07/12/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 07/13/20 | 07/19/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 07/20/20 | 07/26/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 07/27/20 | 08/02/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | |
| | 53 | WTKW | 08/02/20-08/02/20 | Sa-Su 6a-8p | 6a-8p | -----Su | :15 | | \$0.00 | NM | | |
| | Ⓢ | Bonus | | | | | | | | | | |

(* Line Transactions: N = New, E = Edited, D = Deleted)

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www.tk99.net

| | | |
|---------------------------------------|---------------------|---|
| Contract / Revision 64777 / | | Alt Order # |
| Contract Dates 12/30/19 - 12/27/20 | Product EEO 2020 | Estimate # |
| Advertiser House | | Original Date / Revision 12/16/19 / 07/30/20 |

| *Line | Ch | Start Date | End Date | Description | Start/End Time | Days | Length | Spots/Week | Rate | Type | Spots | Amount |
|--------|----|-------------------|-----------------|-----------------|----------------|------|--------|-------------------|-------------|------|-------|--------|
| | | <u>Start Date</u> | <u>End Date</u> | <u>Weekdays</u> | | | | <u>Spots/Week</u> | <u>Rate</u> | | | |
| Week: | | 08/03/20 | 08/09/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 08/10/20 | 08/16/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 08/17/20 | 08/23/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 08/24/20 | 08/30/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 08/31/20 | 09/06/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 09/07/20 | 09/13/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 09/14/20 | 09/20/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 09/21/20 | 09/27/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 09/28/20 | 10/04/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 10/05/20 | 10/11/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 10/12/20 | 10/18/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 10/19/20 | 10/25/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 10/26/20 | 11/01/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 11/02/20 | 11/08/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 11/09/20 | 11/15/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 11/16/20 | 11/22/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 11/23/20 | 11/29/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 11/30/20 | 12/06/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 12/07/20 | 12/13/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 12/14/20 | 12/20/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 12/21/20 | 12/27/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Totals | | | | | | | | | | | 53 | \$0.00 |

| Time Period | # of Spots | Gross Amount | Net Amount |
|--------------------|------------|--------------|------------|
| 12/30/19 -01/26/20 | 4 | \$0.00 | \$0.00 |
| 01/27/20 -02/23/20 | 4 | \$0.00 | \$0.00 |
| 02/24/20 -03/29/20 | 5 | \$0.00 | \$0.00 |
| 03/30/20 -04/26/20 | 4 | \$0.00 | \$0.00 |
| 04/27/20 -05/31/20 | 5 | \$0.00 | \$0.00 |
| 06/01/20 -06/28/20 | 4 | \$0.00 | \$0.00 |
| 06/29/20 -07/26/20 | 4 | \$0.00 | \$0.00 |
| 07/27/20 -08/30/20 | 6 | \$0.00 | \$0.00 |
| 08/31/20 -09/27/20 | 4 | \$0.00 | \$0.00 |
| 09/28/20 -10/25/20 | 4 | \$0.00 | \$0.00 |
| 10/26/20 -11/29/20 | 5 | \$0.00 | \$0.00 |
| 11/30/20 -12/27/20 | 4 | \$0.00 | \$0.00 |
| Totals | 53 | \$0.00 | \$0.00 |

Signature: _____ Date: _____

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CONTRACT



Galaxy Media Partners
235 Walton Street
Syracuse, NY 13202
(315) 472-9111

www.espn.com

And:

House
House Account Do Not Mail
n/a, N/A na

| | | | |
|---------------------------------------|----------------------------------|---|-------------|
| Contract / Revision 64778 / | | Alt Order # | |
| Product EEO 2020 | | | |
| Contract Dates 12/30/19 - 12/27/20 | | Estimate # | |
| Advertiser House | | Original Date / Revision 12/16/19 / 08/10/20 | |
| Billing Cycle EOM/EOC | Billing Calendar Broadcast | Cash/Trade Cash | |
| Property WTLA-AM | Account Executive House Local | Sales Office Syracuse/Utica | |
| Special Handling NO Invoice Sent | | | |
| Demographic Households | | | |
| Agv Code | | Advertiser Code | Product 1/2 |
| Agency Ref | | Advertiser Ref | |

| *Line | Ch | Start Date | End Date | Description | Start/End Time | Days | Length | Spots/Week | Rate | Type | Spots | Amount |
|-------|------|-------------------|-----------------|-------------------|--------------------|-----------------------|-----------------|-------------------|-------------|-------------|-------|--------|
| N 1 | WTLA | 12/30/19 | 12/27/20 | M-Su | 7p-12a | | :15 | | | NM | 58 | \$0.00 |
| | | <u>Start Date</u> | <u>End Date</u> | <u>Weekdays</u> | | | | <u>Spots/Week</u> | <u>Rate</u> | | | |
| | | Week: 12/30/19 | 01/05/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 01/06/20 | 01/12/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 01/13/20 | 01/19/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 01/20/20 | 01/26/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 01/27/20 | 02/02/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 02/03/20 | 02/09/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 02/10/20 | 02/16/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 02/17/20 | 02/23/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 02/24/20 | 03/01/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 03/02/20 | 03/08/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 03/09/20 | 03/15/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 03/16/20 | 03/22/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 03/23/20 | 03/29/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 03/30/20 | 04/05/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 04/06/20 | 04/12/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 04/13/20 | 04/19/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | <u>Rate</u> | <u>Type</u> | | |
| | | 53 | WTLA | 04/19/20-04/19/20 | M-Su | 12a-12a | -----Su | :15 | \$0.00 | NM | | |
| | | Ⓢ Bonus | | | | | | | | | | |
| | | Week: 04/20/20 | 04/26/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 04/27/20 | 05/03/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 05/04/20 | 05/10/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 05/11/20 | 05/17/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 05/18/20 | 05/24/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 05/25/20 | 05/31/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 06/01/20 | 06/07/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | <u>Rate</u> | <u>Type</u> | | |
| | | 54 | WTLA | 06/01/20-06/01/20 | M-Su | 12a-12a | M----- | :15 | \$0.00 | NM | | |
| | | Ⓢ Bonus | | | | | | | | | | |
| | | Week: 06/08/20 | 06/14/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 06/15/20 | 06/21/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 06/22/20 | 06/28/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | <u>Rate</u> | <u>Type</u> | | |
| | | 55 | WTLA | 06/22/20-06/22/20 | M-Su | 12a-12a | M----- | :15 | \$0.00 | NM | | |
| | | Ⓢ Bonus | | | | | | | | | | |

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Galaxy Media Partners
235 Walton Street
Syracuse, NY 13202
(315) 472-9111

www.espn.com

| Contract / Revision | Alt Order # |
|---------------------|-------------|
| 64778 / | |

| Contract Dates | Product | Estimate # |
|---------------------|----------|------------|
| 12/30/19 - 12/27/20 | EEO 2020 | |

| Advertiser | Original Date / Revision |
|------------|--------------------------|
| House | 12/16/19 / 08/10/20 |

| *Line | Ch | Start Date | End Date | Description | Start/End Time | Days | Length | Spots/Week | Rate | Type | Spots | Amount |
|---------------|-------------|-------------------|-------------------|--------------------|-----------------------|-----------------|---------------|-------------------|-------------|-------------|-----------|---------------|
| | | <u>Start Date</u> | <u>End Date</u> | <u>Weekdays</u> | | | | <u>Spots/Week</u> | <u>Rate</u> | | | |
| Week: | | 06/29/20 | 07/05/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 07/06/20 | 07/12/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 07/13/20 | 07/19/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 07/20/20 | 07/26/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | |
| | 56 | WTLA | 07/20/20-07/20/20 | M-Su | 12a-12a | M----- | :15 | | \$0.00 | NM | | |
| | Ⓢ Bonus | | | | | | | | | | | |
| Week: | | 07/27/20 | 08/02/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | |
| | 57 | WTLA | 08/02/20-08/02/20 | M-Su | 12a-12a | -----Su | :15 | | \$0.00 | NM | | |
| | Ⓢ Bonus | | | | | | | | | | | |
| | 58 | WTLA | 08/02/20-08/02/20 | M-Su | 12a-12a | -----Su | :15 | | \$0.00 | NM | | |
| | Ⓢ Bonus | | | | | | | | | | | |
| | 59 | WTLA | 08/02/20-08/02/20 | M-Su | 12a-12a | -----Su | :15 | | \$0.00 | NM | | |
| | Ⓢ Bonus | | | | | | | | | | | |
| Week: | | 08/03/20 | 08/09/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | |
| | 61 | WTLA | 08/07/20-08/07/20 | M-Su | 12a-12a | -----F---- | :15 | | \$0.00 | NM | | |
| | Ⓢ Bonus | | | | | | | | | | | |
| Week: | | 08/10/20 | 08/16/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 08/17/20 | 08/23/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 08/24/20 | 08/30/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 08/31/20 | 09/06/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 09/07/20 | 09/13/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 09/14/20 | 09/20/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 09/21/20 | 09/27/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 09/28/20 | 10/04/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 10/05/20 | 10/11/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 10/12/20 | 10/18/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 10/19/20 | 10/25/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 10/26/20 | 11/01/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 11/02/20 | 11/08/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 11/09/20 | 11/15/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 11/16/20 | 11/22/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 11/23/20 | 11/29/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 11/30/20 | 12/06/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 12/07/20 | 12/13/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 12/14/20 | 12/20/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 12/21/20 | 12/27/20 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Totals | | | | | | | | | | | 58 | \$0.00 |

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(315) 472-9111

www.espn.com

| Contract / Revision | Alt Order # |
|---------------------|-------------|
| 64778 / | |

| Contract Dates | Product | Estimate # |
|---------------------|----------|------------|
| 12/30/19 - 12/27/20 | EEO 2020 | |

| Advertiser | Original Date / Revision |
|------------|--------------------------|
| House | 12/16/19 / 08/10/20 |

| Time Period | # of Spots | Gross Amount | Net Amount |
|---------------------|------------|---------------|---------------|
| 12/30/19 - 01/26/20 | 4 | \$0.00 | \$0.00 |
| 01/27/20 - 02/23/20 | 4 | \$0.00 | \$0.00 |
| 02/24/20 - 03/29/20 | 4 | \$0.00 | \$0.00 |
| 03/30/20 - 04/26/20 | 5 | \$0.00 | \$0.00 |
| 04/27/20 - 05/31/20 | 5 | \$0.00 | \$0.00 |
| 06/01/20 - 06/28/20 | 5 | \$0.00 | \$0.00 |
| 06/29/20 - 07/26/20 | 5 | \$0.00 | \$0.00 |
| 07/27/20 - 08/30/20 | 9 | \$0.00 | \$0.00 |
| 08/31/20 - 09/27/20 | 4 | \$0.00 | \$0.00 |
| 09/28/20 - 10/25/20 | 4 | \$0.00 | \$0.00 |
| 10/26/20 - 11/29/20 | 5 | \$0.00 | \$0.00 |
| 11/30/20 - 12/27/20 | 4 | \$0.00 | \$0.00 |
| Totals | 58 | \$0.00 | \$0.00 |

Signature: _____ Date: _____

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Pippin, F. Scott

Cayuga Community College Internship

From: Janina Cosentino <JCosentino@galaxymediapartners.com>
Sent: Tuesday, December 8, 2020 5:01 PM
To: Lisa Chelenza
Subject: Intern

Hey! Just a reminder to send me the information you have on the intern hired in May.

Name, date, school...etc.

Thanks ☺

Janina Cosentino
Office Manager | Galaxy Media
235 Walton Street
Syracuse, NY 13202
(315) 472-9111
jcosentino@galaxymediapartners.com

To: Zach Fenner @galaxymediapartners.com>

Subject: Register for SUNY Oswego's Spring 2020 Career & Internship Fair

SUNY Oswego Career & Internship Fair

We hope you can join us!

Meet with hundreds of students interested in exploring their options and learning more about your personal journey, career field, organization, and opportunities.

Wednesday, March 4th, 4-6 p.m. in the Marano Campus Center



To register:

https://oswego.joinhandshake.com/career_fairs/14499

If this email reaches you and you're no longer responsible for this type of event or if you have already registered for this event, please pass the email onto the appropriate person on your campus or disregard. If you have any questions or if we can provide any assistance, please contact our office at 315-312-2255.

*SUNY Oswego Career Services
145 Marano Campus Center
Oswego, NY 13126
315-312-2255*

This email is being sent to Zachary Fenner (zfenner@galaxymediacompany.com) on behalf of State University of New York at Oswego (SUNY Oswego)

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P.O. Box 40770, San Francisco, CA 94140





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COLLABORATE. CREATE. CONNECT.



PERKS & BENEFITS

GALAXY THRIVES IN AN ENERGETIC, ENTHUSIASTIC ATMOSPHERE WHERE GROWTH & CREATIVITY IS ENCOURAGED. WE'D LIKE TO THINK WE'RE FUNNY, SMART & GOOD LOOKING BUT HERE ARE SOME PERKS BEYOND THAT:

FOR EMPLOYMENT CONSIDERATION, PLEASE CONTACT:

Galaxy Media – Syracuse

235 Walton Street

Syracuse, NY 13202

Phone: 315.472.9111

Email: careers@galaxymediapartners.com

Galaxy Media – Utica

520 Seneca St, Suite 101

Utica, NY 13502

Phone: 315.797.1330

Email: careers@galaxymediapartners.com

We Are An Equal Opportunity Employer

EEO PUBLIC FILE REPORT UTICA

EEO PUBLIC FILE REPORT SYRACUSE

EEO Initiatives

Syracuse EEO Period 2021

Initiative

Title

Internship Program

Chief Operating Officer

Manager Training

Office Manager
Chief Operating Officer
Chief Content Officer
Chief Revenue Officer
Chief Financial Officer
Sales Manager

EEO Outreach

Traffic Manager

Hosting of Job Fairs

Events & Promotions

Participation in Job Fairs

Chief Operating Officer
Chief Revenue Officer

Participation in Events/Activities by Educational Institutions

Chief Executive Office

Internet Program

Chief Content Officer
Chief Operating Officer
Brand Manager

Internships

From: Carrie [redacted] <galaxymediapartners.com>
Sent: Thursday, October 14, 2021 11:46 AM
To: Salatha [redacted] <[\[redacted\]@syr.edu](mailto:[redacted]@syr.edu)>
Subject: Galaxy Media Internship

Good Morning Salatha,

Thank you for reaching out earlier this week. We would work with the interns to introduce them to all areas of our company. Depending on their interest and skill ability, we would customize each internship to focus on what works best for the intern and for Galaxy! I hope this is helpful! We look forward to working with the students from Syracuse University!

Here is a brief overview:

Galaxy Media is a locally owned and operated multi-media company headquartered in Syracuse. Galaxy signed on the air with our first radio station in 1990, and today Galaxy owns 13 radio stations (and is also the flagship station for Syracuse University Athletics). In addition we have other divisions including digital, video production, sports marketing & events! We recently launched an online video streaming channel, CuseSportsTalk.com. Interning at Galaxy Media is fast paced, where no day is the same! We would love to have you on our team to help you learn about the industry and grow as a part of our community! We like to offer interns the opportunity to customize their internship to focus on what interests them at Galaxy, since we have so many great avenues to learn in!

Programming Department

- Research material for on-air segments
- Utilize skills in audio editing software
- Produce on-air material
- Assist in the execution of station events
- Screen phone calls for on-air broadcasts

Production Department

- Utilize skills in audio editing software
- Produce client related commercials
- Write/produce creative for on-air purposes
- Assist Production Manager in daily tasks

Marketing Department

- Prospect for on-air new clients
- Shadow sales executives
- Create sales pieces in PowerPoint

Events / Promotions Department

- Prospect for event participants
- Prepare materials for upcoming events
- Assist in the execution of events day of
- Event recaps

Please feel free to reach out to me with any additional questions.

Thank you!
Carrie



Carrie Wc_

Chief Operating Officer

Galaxy Media | Events, Radio, Sports Marketing, Digital



☎ 315-4 | 315-'
✉ @galaxymediapartners.com
🌐 www.GalaxyMediaPartners.com
📍 235 Walton Street, Syracuse, NY, 13202

ACKNOWLEDGEMENT FORM (return ASAP):

THE STATION HEREBY AGREES TO PARTICIPATE IN THE NEW YORK STATE BROADCASTERS ASSOCIATION'S INTERN PROGRAM AND WILL ABIDE BY THE GUIDELINES OUTLINED ABOVE.

Only NYSBA dues paying member stations in good standing that participate in the NCSA program throughout the year will be reimbursed.

All qualifying stations will be granted at least one intern. If you would like to request more than one, please let us know.

The Internship will be: ☒ Immediately/Spring Semester ☒ Summer ☒ Fall Semester

Carrie Wr - Chief Operating Officer
Station Contact Name & Title

Call Letter(s) WTKW, WKRL, WZUN, WTLA (telephone) 315-...

Full Address: 235 Walton Street (email) @galaxymediapartners.com
Syracuse NY 13202

Station's Minimum Wage rate for 2022: \$ 13.20

Contact email for person who should receive all NCSA spots (spots need to be aired on your station throughout the year: @galaxymediapartners.com

Affidavits/proof of performance should be sent directly to Sandy's attention at the office or emailed.

Please return to - or more information, please contact:
Sandy Messineo - sandy@nysbroadcasters.org

NYSBA
1805 Western Ave
Albany, NY 12203

The NYSBA Board of Directors has approved the internship program again for 2022!

This wonderful opportunity provides interns with the chance to gain first-hand knowledge of the various aspects of the broadcasting business.

- * You will hire an intern to work at your station a total of 180 (reimbursable) hours (we will reimburse the station at an hourly rate consistent with minimum wage laws in New York).

If your station would like to participate in this program, please complete the acknowledgment form on Page 3 and return it to our Albany office today. You may hire your intern to start any time.

This program is only open to NYSBA member radio and television stations in good standing that participate in the NCSA-POP program throughout the year.

**2022 NEW YORK STATE BROADCASTERS ASSOCIATION
INTERN PROGRAM GUIDELINES &
ACKNOWLEDGEMENT FORM**

SUMMARY DESCRIPTION OF PROJECT:

It is the intention of this program to provide participating students (to be known as “interns”) the opportunity to witness and experience “first hand” the operational procedures of a radio or television station.

ELIGIBILITY REQUIREMENTS:

It is the intent of this program to actively recruit and hire interns that are:

- At least 17 years of age
- Residents of New York State and/or attending school in New York State
- First time entrants into the program

THE SELECTION PROCESS SUGGESTIONS:

Recruitment - As the program seeks to attract potential candidates on a competitive basis, all participating stations should:

1. Advertise the NYSBA Intern Program on the air
2. Advertise the NYSBA Intern Program on your social media sites
2. Circulate announcements to educational institutions and programs.

Selecting - **The final selection is at the station’s discretion.** All interns should apply for the program via written letter of application, in addition to the station’s normal hiring procedure. Following the selection of your candidate, complete and return the Participant Information Form to the NYSBA office.

PROGRAM PARAMETERS:

Stations shall pay Interns in an amount equal to the relevant minimum wage laws and regulations. Upon submission of the proper forms, NYSBA will then reimburse stations directly in an amount consistent with the relevant minimum wage laws. Stations participating in the program are eligible to be reimbursed for training up to a maximum of 180 hours. The station warrants that it will pay the Intern consistent with the above specified parameters. The station may decide to independently hire the intern for more hours or for more money per hour. The internship program

provides equal opportunities (EEO) to all internship applicants without regard to race, color, religion, sexual orientation, gender, national origin, age, disability or genetics. Intern selection shall comply with all relevant federal and state EEO requirements as well as all relevant federal and state labor laws and regulations. All interns must be paid by the station directly within 15 days of completing their hours. We will reimburse stations within 15 days of receipt of your paperwork.

Only NYSBA dues paying member stations in good standing that participate in the NCSA-POP program throughout the year will be reimbursed.

TRAINING:

After an orientation session designed to introduce the intern to their new training environment, the intern should be exposed to the full gamut of experiences germane to the broadcasting industry. The intern training developed by the participating stations should include the areas outlined in the enclosed NYSBA checklist. Once exposed to the various departments in the station, the intern and his/her manager should choose an area of interest for more sophisticated training. (This should occur after one-half to two-thirds of the internship is completed.)

As part of the Internship Program, selected Interns may be asked to participate in the NYSBA's social media program for Interns.

REIMBURSEMENT PAPERWORK DEADLINE:

Please note, all final paperwork must be submitted to the NYSBA by December 15th for reimbursement.

As soon as possible to receive funds:

1. Return the Acknowledgement Form with your signature.

As soon as the intern is hired:

1. Return the Participant Information Form (you must send Sandy the interns name/contact info as soon as they are hired).

At the conclusion of the internship:

A final report must be forwarded to the NYSBA and must contain the following (**all paperwork must be in our office 15 days after your intern finishes their hours**):

1. A written evaluation of the experience by the supervisor on the intern's performance and attitude, as well as comments regarding the program in general.
2. A written evaluation of the experience by the intern including the intern's intentions to further a career in broadcastings, showcase what their future plans are.
3. Copies of time cards/sheets/rate paid signed by the intern and station management. Without copies of the intern's signed time sheets, the NYSBA cannot prove the intern's employment at the station, thereby jeopardizing reimbursement.
4. The return of the NYSBA Intern Department Checklist.

**THE NEW YORK STATE BROADCASTERS ASSOCIATION
INTERN PROGRAM 2022**

PARTICIPANT INFORMATION FORM

Please complete the following form and return it to the NYSBA as soon as you hire your intern.

STATION CALL LETTERS & CITY:

INTERN'S NAME:

INTERN'S ADDRESS:

INTERN'S EMAIL ADDRESS (school & personal to stay in touch):

NAME OF SCHOOL OR COLLEGE:

MAJOR:

SEMESTER/GRADE:

Return to: NYSBA – INTERN PROGRAM
1805 Western Avenue
Albany, New York 12203
sandy@nysbroadcasters.org
518-456-8943 fax

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NEW YORK STATE BROADCASTERS ASSOCIATION INTERN PROGRAM

INTERN TRAINING DEPARTMENT -- CHECKLIST

To ensure the intern receives proper orientation, it is important that he/she have first-hand experience in each of the following areas. Please check the areas experienced by the intern and return this form to the NYSBA at the completion of the program.

Programming/Music

✓

News/Sports

✓

Production/Continuity

✓

Sales / Events

✓

Traffic/Bookkeeping

Technical/Engineering

✓

Digital

✓

Toward the end of the program (the remaining 40 to 50 hours) it is permissible (even encouraged) to have the intern focus on the one area that most appeals to him/her for more in-depth concentration of effort.

NYSBA – INTERN PROGRAM
1805 Western Avenue
Albany, NY 12203
sandy@nysbroadcasters.org
518-456-8943 fax

Tosh Gi

NEW YORK STATE BROADCASTERS ASSOCIATION INTERN PROGRAM

INTERN TRAINING DEPARTMENT -- CHECKLIST

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| | |
|-----------------------|---------------|
| Programming/Music | <u>✓</u> |
| News/Sports | <u>✓</u> |
| Production/Continuity | <u>✓</u> |
| Sales | <u> </u> |
| Traffic/Bookkeeping | <u> </u> |
| Technical/Engineering | <u>✓</u> |
| Digital | <u>✓</u> |

Toward the end of the program (the remaining 40 to 50 hours) it is permissible (even encouraged) to have the intern focus on the one area that most appeals to him/her for more in-depth concentration of effort.

NYSBA -- INTERN PROGRAM
1805 Western Avenue
Albany, NY 12203
sandy@nysbroadcasters.org
518-456-8943 fax

Point Guard Advisors Network LLC
108 Buchmans Close Circle
Fayetteville, NY 13037
315-370-9965

Training provided by HR Classroom Training
support@hrclassroom.com
877-376-6158

Training

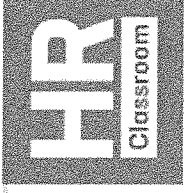
| TrainingName | TrainingID | CompanyName | UserName | FirstName | LastName | DateCompleted | DateStarted | Status |
|--|------------|-----------------------|--------------------------|-----------|----------|------------------|------------------|-----------|
| Sexual Harassment Prevention Training for the State of New York | 1270 | Galaxy Media Partners | alaxymediapartners.com | Jordan | | 10/19/2021 15:37 | 10/18/2021 9:26 | Completed |
| Sexual Harassment Prevention Training for the State of New York | 1270 | Galaxy Media Partners | ro@galaxymedia.com | christie | ns | 10/31/2021 15:20 | 10/31/2021 14:33 | Completed |
| Sexual Harassment Prevention Training for the State of New York | 1270 | Galaxy Media Partners | l.davidson@gmail.com | Spencer | on | 11/1/2021 21:15 | 11/1/2021 20:29 | Completed |
| Sexual Harassment Prevention Training for the State of New York | 1270 | Galaxy Media Partners | zymediapartners.com | Rick | | 10/14/2021 8:46 | 10/14/2021 8:23 | Completed |
| Sexual Harassment Prevention Training for the State of New York | 1270 | Galaxy Media Partners | l@hotmail.com | Traci | | 10/27/2021 22:34 | 10/27/2021 22:01 | Completed |
| Sexual Harassment Prevention Training for the State of New York | 1270 | Galaxy Media Partners | @galaxymediapartners.com | Joshua | | 10/25/2021 10:27 | 10/25/2021 10:15 | Completed |
| Sexual Harassment Prevention Training for the State of New York | 1270 | Galaxy Media Partners | alaxymediapartners.com | Tommy | | 10/25/2021 22:41 | 10/25/2021 22:35 | Completed |
| Sexual Harassment Prevention Training for the State of New York | 1270 | Galaxy Media Partners | alaxymediapartners.com | Scott | | 9/30/2021 10:37 | 9/30/2021 10:07 | Completed |
| Sexual Harassment Prevention Training for the State of New York | 1270 | Galaxy Media Partners | alaxymediapartners.com | Thomas | | 10/27/2021 10:19 | 10/27/2021 8:48 | Completed |
| Sexual Harassment Prevention Training for the State of New York | 1270 | Galaxy Media Partners | alaxymediapartners.com | Stephanie | | 10/8/2021 8:36 | 10/8/2021 8:03 | Completed |
| Sexual Harassment Prevention Training for the State of New York | 1270 | Galaxy Media Partners | alaxymediacompany.com | Jennifer | | 10/28/2021 8:30 | 10/28/2021 7:45 | Completed |
| Sexual Harassment Prevention Training for the State of New York | 1270 | Galaxy Media Partners | l4@gmail.com | Jacob | e | 11/1/2021 20:18 | 11/1/2021 19:47 | Completed |
| Sexual Harassment Prevention Training for the State of New York | 1270 | Galaxy Media Partners | alaxymediapartners.com | Brandon | | 10/1/2021 11:56 | 10/1/2021 11:46 | Completed |
| Sexual Harassment Prevention Training for the State of New York | 1270 | Galaxy Media Partners | alaxymediapartners.com | Jim | | 10/28/2021 8:47 | 10/28/2021 8:18 | Completed |
| Sexual Harassment Prevention Training for the State of New York | 1270 | Galaxy Media Partners | alaxymediapartners.com | Aimee | | 9/29/2021 12:30 | 9/29/2021 11:59 | Completed |
| Sexual Harassment Prevention Training for the State of New York | 1270 | Galaxy Media Partners | nau@hotmail.com | Bryan | | 10/28/2021 9:44 | 10/28/2021 9:39 | Completed |
| Sexual Harassment Prevention Training for the State of New York | 1270 | Galaxy Media Partners | nau@hotmail.com | Bryan | | 10/28/2021 9:39 | 10/28/2021 9:23 | Completed |
| Sexual Harassment Prevention Training for the State of New York | 1270 | Galaxy Media Partners | @gmail.com | Michael | | 10/7/2021 16:57 | 10/7/2021 16:52 | Completed |
| Sexual Harassment Prevention Training for the State of New York | 1270 | Galaxy Media Partners | @gmail.com | Michael | | 10/7/2021 16:49 | 10/7/2021 16:29 | Completed |
| Sexual Harassment Prevention Training for the State of New York | 1270 | Galaxy Media Partners | alaxymediapartners.com | Paul | | 11/23/2021 13:36 | 11/23/2021 13:24 | Completed |
| Sexual Harassment Prevention Training for the State of New York | 1270 | Galaxy Media Partners | alaxymediapartners.com | Elise | | 10/27/2021 14:14 | 10/27/2021 13:30 | Completed |
| Sexual Harassment Prevention Training for the State of New York | 1270 | Galaxy Media Partners | alaxymediapartners.com | Carrie | | 10/18/2021 12:27 | 10/18/2021 12:01 | Completed |
| Sexual Harassment Prevention Training for the State of New York | 1270 | Galaxy Media Partners | g99@gmail.com | Matthew | | 10/12/2021 14:02 | 10/11/2021 19:43 | Completed |
| Sexual Harassment Prevention Training for the State of New York | 1270 | Galaxy Media Partners | alaxymediapartners.com | Tracy | | 10/26/2021 16:39 | 10/26/2021 16:27 | Completed |
| Additional Training provided | | | | | | | | |
| Workplace Violence Prevention Training | 11 | Galaxy Media Partners | @yahoo.com | Janina | | 1/12/2022 13:46 | 1/12/2022 13:35 | Completed |
| Termination of Employees Training | 72 | Galaxy Media Partners | @yahoo.com | Janina | | 1/12/2022 13:33 | 1/12/2022 12:13 | Completed |
| Performance Management - A Balanced Scorecard Approach | 63 | Galaxy Media Partners | @yahoo.com | Janina | | 1/12/2022 12:13 | 1/12/2022 11:58 | Completed |
| Interviewing and Hiring Training | 70 | Galaxy Media Partners | @yahoo.com | Janina | | 1/12/2022 11:58 | 1/12/2022 9:52 | Completed |
| Hazard Communications Standard and Modifications by the GHS | 373 | Galaxy Media Partners | @yahoo.com | Janina | o | 1/12/2022 9:52 | 1/12/2022 9:35 | Completed |
| Fair Labor Standards Act (FLSA) Training | 76 | Galaxy Media Partners | @yahoo.com | Janina | | 1/11/2022 15:02 | 1/11/2022 14:42 | Completed |
| Ergonomics in the Office | 57 | Galaxy Media Partners | @yahoo.com | Janina | | 1/11/2022 14:26 | 1/11/2022 13:50 | Completed |
| Diversity: Awareness to Action | 54 | Galaxy Media Partners | @yahoo.com | Janina | | 1/11/2022 13:31 | 1/11/2022 13:25 | Completed |
| Discipline of Employees Training | 71 | Galaxy Media Partners | @yahoo.com | Janina | | 1/11/2022 12:34 | 1/11/2022 12:29 | Completed |
| Creating and Using Emergency Action Plans | 60 | Galaxy Media Partners | @yahoo.com | Janina | o | 1/11/2022 12:28 | 1/11/2022 12:18 | Completed |
| Code of Business Conduct and Ethics (State and Local Government version) | 504 | Galaxy Media Partners | @yahoo.com | Janina | | 1/11/2022 12:16 | 1/11/2022 9:22 | Completed |

mgmt. Training

2021-22

| TrainingName | UserName | FirstName | LastName | DateCompleted | DateStarted | Status | Description |
|---|----------|-----------|----------|------------------|------------------|-----------|---------------|
| Sexual Harassment Prevention Training for the State of New York | ail.com | Spencer | | 11/1/2021 21:15 | 11/1/2021 20:29 | Completed | SHPT NY Staff |
| Sexual Harassment Prevention Training for the State of New York | ail.com | Christie | | 10/31/2021 15:20 | 10/31/2021 14:33 | Completed | SHPT NY Staff |
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| Sexual Harassment Prevention Training for the State of New York | ail.com | Elise | | 10/27/2021 14:14 | 10/27/2021 13:30 | Completed | SHPT NY Staff |
| Sexual Harassment Prevention Training for the State of New York | ail.com | Tommy | | 10/25/2021 22:41 | 10/25/2021 22:35 | Completed | SHPT NY Staff |
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| Sexual Harassment Prevention Training for the State of New York | ail.com | Jim | | 10/28/2021 8:47 | 10/28/2021 8:18 | Completed | SHPT NY Staff |
| Sexual Harassment Prevention Training for the State of New York | ail.com | Traci | | 10/27/2021 22:34 | 10/27/2021 22:01 | Completed | SHPT NY Staff |
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| Sexual Harassment Prevention Training for the State of New York | ail.com | Rick | | 10/14/2021 8:46 | 10/14/2021 8:23 | Completed | SHPT NY Staff |

Diversity: Awareness to Action



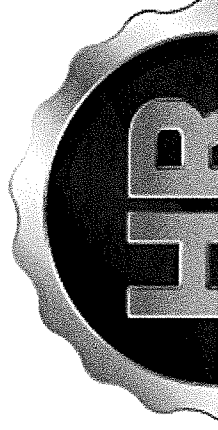
CERTIFICATE OF COMPLETION

Diversity: Awareness to Action

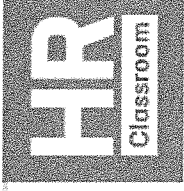
THIS CERTIFIES THAT

janina cosentino

has completed the Diversity: Awareness to Action on Tuesday, January 11, 2022



Fair Labor Standards Act (FLSA) Training



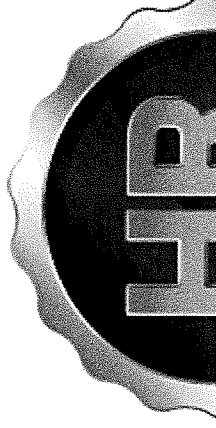
CERTIFICATE OF COMPLETION

Fair Labor Standards Act (FLSA) Training

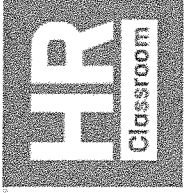
THIS CERTIFIES THAT

janina cosentino

has completed the Fair Labor Standards Act (FLSA) Training on Tuesday, January 11, 2022



Discipline of Employees Training



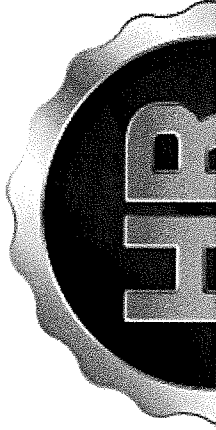
CERTIFICATE OF COMPLETION

Discipline of Employees Training

THIS CERTIFIES THAT

janina cosentino

has completed the Discipline of Employees Training on Tuesday, January 11, 2022



Performance Management - A Balanced Scorecard Approach



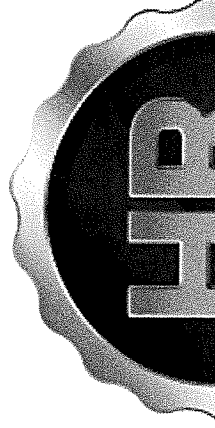
CERTIFICATE OF COMPLETION

Performance Management - A Balanced Scorecard Approach

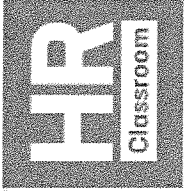
THIS CERTIFIES THAT

janina cosentino

has completed the Performance Management - A Balanced Scorecard Approach on Wednesday, January 12, 2022



Creating and Using Emergency Action Plans



CERTIFICATE OF COMPLETION

Creating and Using Emergency Action Plans

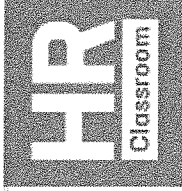
THIS CERTIFIES THAT

janina cosentino

has completed the Creating and Using Emergency Action Plans on Tuesday, January 11, 2022



Code of Business Conduct and Ethics (State and Local Government version)



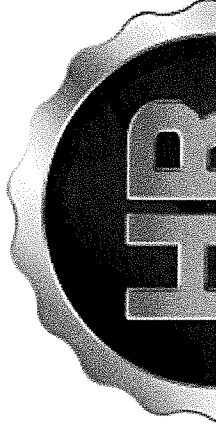
CERTIFICATE OF COMPLETION

Code of Business Conduct and Ethics (State and Local Government version)

THIS CERTIFIES THAT

janina cosentino

has completed the Code of Business Conduct and Ethics (State and Local Government version) on Tuesday, January 11, 2022



Galaxy Media Partners

| TrainingName | TrainingID | UserName | FirstName | LastName | DateCompleted | DateStarted | Status | Description |
|--|------------|------------|-----------|----------|-----------------|-----------------|-----------|------------------------------|
| Workplace Violence Prevention Training | 11 | ahoo.com | Janina | C | 1/12/2022 13:46 | 1/12/2022 13:35 | Completed | Workplace Viol Prev (STAFF) |
| Termination of Employees Training | 72 | yahoo.com | Janina | C | 1/12/2022 13:33 | 1/12/2022 12:13 | Completed | Employee Termination (MGR) |
| Performance Management - A Balanced Scorecard Approach | 63 | yahoo.com | Janina | | 1/12/2022 12:13 | 1/12/2022 11:58 | Completed | Balanced Scorecard |
| Interviewing and Hiring Training | 70 | ahoo.com | Janina | | 1/12/2022 11:58 | 1/12/2022 9:52 | Completed | Interviewing & Hiring (MGR) |
| Hazard Communications Standard and Modifications by the GHS | 37 | yahoo.com | Janina | | 1/12/2022 9:52 | 1/12/2022 9:35 | Completed | Hazard Comm Std incl GHS |
| Fair Labor Standards Act (FLSA) Training | 76 | @yahoo.com | Janina | | 1/11/2022 15:02 | 1/11/2022 14:42 | Completed | FLSA - Overview 2004 (MGR) |
| Ergonomics in the Office | 57 | yahoo.com | Janina | | 1/11/2022 14:26 | 1/11/2022 13:50 | Completed | Ergonomics at Office (STAFF) |
| Diversity: Awareness to Action | 54 | yahoo.com | Janina | | 1/11/2022 13:31 | 1/11/2022 13:25 | Completed | Diversity Awareness (STAFF) |
| Discipline of Employees Training | 71 | yahoo.com | Janina | | 1/11/2022 12:34 | 1/11/2022 12:29 | Completed | Employee Discipline (MGR) |
| Creating and Using Emergency Action Plans | 60 | ahoo.com | Janina | | 1/11/2022 12:28 | 1/11/2022 12:18 | Completed | Emgcy Action Plans (STAFF) |
| Code of Business Conduct and Ethics (State and Local Government version) | 504 | m | Janina | | 1/11/2022 12:16 | 1/11/2022 9:22 | Completed | Code of Conduct (SLG) |

CONTRACT

Galaxy Media Partners
235 Walton Street
Syracuse, NY 13202
(315) 472-9111

www.tk99.net

And:

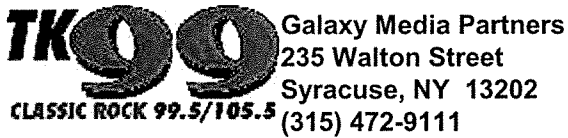
House
House Account Do Not Mail
n/a, N/A na

| | | |
|--|---|--|
| <u>Contract / Revision</u> 69288 / | | <u>Alt Order #</u> |
| <u>Product</u> EEO 2021 | | |
| <u>Contract Dates</u> 12/28/20 - 12/26/21 | | <u>Estimate #</u> |
| <u>Advertiser</u> House | | <u>Original Date / Revision</u> 12/08/20 / 02/18/21 |
| <u>Billing Cycle</u> EOM/EOC | <u>Billing Calendar</u> Broadcast | <u>Cash/Trade</u> Cash |
| <u>Property</u> WTKW-FM | <u>Account Executive</u> House Local | <u>Sales Office</u> Syracuse/Utica |
| <u>Special Handling</u> NO Invoice Sent | | |
| <u>Demographic</u> Households | | |
| <u>Agency Ref</u> | <u>Advertiser Ref</u> | |
| <u>Agency Code</u> | <u>Advertiser Code</u> | <u>Product 1/2</u> |

| *Line | Ch | Start Date | End Date | Description | Start/End Time | Days | Length | Spots/Week | Rate | Type | Spots | Amount |
|-------|-------------|-------------------|-------------------|--------------------|-----------------------|-----------------|---------------|-------------------|-------------|-------------|-------|--------|
| N 1 | WTKW | 12/28/20 | 12/26/21 | M-Su | 7p-12a | | :15 | | | NM | 50 | \$0.00 |
| | | <u>Start Date</u> | <u>End Date</u> | <u>Weekdays</u> | | | | <u>Spots/Week</u> | <u>Rate</u> | | | |
| | Week: | 12/28/20 | 01/03/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | Week: | 01/04/21 | 01/10/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | Week: | 01/11/21 | 01/17/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | Week: | 01/18/21 | 01/24/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | Week: | 01/25/21 | 01/31/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | Week: | 02/01/21 | 02/07/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | Week: | 02/08/21 | 02/14/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | Week: | 02/15/21 | 02/21/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | Week: | 02/22/21 | 02/28/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | Week: | 03/01/21 | 03/07/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | Week: | 03/08/21 | 03/14/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | Week: | 03/15/21 | 03/21/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | |
| | 53 | WTKW | 03/22/21-03/28/21 | M-Su | 7p-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ | MG for 1.12 03/21 | | | | | | | | | | |
| | Week: | 03/22/21 | 03/28/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | |
| | 54 | WTKW | 03/29/21-04/04/21 | M-Su | 7p-12a | MTuWThFSaSu | :15 | | \$0.00 | NM | | |
| | Ⓜ | MG for 1.13 03/28 | | | | | | | | | | |
| | Week: | 03/29/21 | 04/04/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | Week: | 04/05/21 | 04/11/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | Week: | 04/12/21 | 04/18/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | Week: | 04/19/21 | 04/25/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | Week: | 04/26/21 | 05/02/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | Week: | 05/03/21 | 05/09/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | Week: | 05/10/21 | 05/16/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | Week: | 05/17/21 | 05/23/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | Week: | 05/24/21 | 05/30/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | Week: | 05/31/21 | 06/06/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | Week: | 06/07/21 | 06/13/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | Week: | 06/14/21 | 06/20/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | Week: | 06/21/21 | 06/27/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | Week: | 06/28/21 | 07/04/21 | MTWTFSS | | | | 1 | \$0.00 | | | |

(* Line Transactions: N = New, E = Edited, D = Deleted)

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www.tk99.net

| Contract / Revision | Alt Order # |
|---------------------|-------------|
| 69288 / | |

| Contract Dates | Product | Estimate # |
|---------------------|----------|------------|
| 12/28/20 - 12/26/21 | EEO 2021 | |

| Advertiser | Original Date / Revision |
|------------|--------------------------|
| House | 12/08/20 / 02/18/21 |

| *Line | Ch | Start Date | End Date | Description | Start/End Time | Days | Length | Spots/Week | Rate | Type | Spots | Amount | |
|--------|----|---------------------|-----------------|-------------------|--------------------|-----------------------|-----------------|-------------------|-------------|-------------|-------|--------|--|
| | | <u>Start Date</u> | <u>End Date</u> | <u>Weekdays</u> | | | | <u>Spots/Week</u> | <u>Rate</u> | | | | |
| Week: | | 07/05/21 | 07/11/21 | MTWTFSS | | | | 1 | \$0.00 | | | | |
| | | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | <u>Rate</u> | <u>Type</u> | | | |
| | | 55 | WTKW | 07/26/21-08/01/21 | M-Su | 7p-12a | MTuWThFSaSu | :15 | \$0.00 | NM | | | |
| | | Ⓜ MG for 1.28 07/10 | | | | | | | | | | | |
| Week: | | 07/12/21 | 07/18/21 | MTWTFSS | | | | 1 | \$0.00 | | | | |
| Week: | | 07/19/21 | 07/25/21 | MTWTFSS | | | | 1 | \$0.00 | | | | |
| Week: | | 07/26/21 | 08/01/21 | MTWTFSS | | | | 1 | \$0.00 | | | | |
| Week: | | 08/02/21 | 08/08/21 | MTWTFSS | | | | 1 | \$0.00 | | | | |
| Week: | | 08/09/21 | 08/15/21 | MTWTFSS | | | | 1 | \$0.00 | | | | |
| Week: | | 08/16/21 | 08/22/21 | MTWTFSS | | | | 1 | \$0.00 | | | | |
| Week: | | 08/23/21 | 08/29/21 | MTWTFSS | | | | 1 | \$0.00 | | | | |
| Week: | | 08/30/21 | 09/05/21 | MTWTFSS | | | | 1 | \$0.00 | | | | |
| Week: | | 09/06/21 | 09/12/21 | MTWTFSS | | | | 1 | \$0.00 | | | | |
| Week: | | 09/13/21 | 09/19/21 | MTWTFSS | | | | 1 | \$0.00 | | | | |
| Week: | | 09/20/21 | 09/26/21 | MTWTFSS | | | | 1 | \$0.00 | | | | |
| Week: | | 09/27/21 | 10/03/21 | MTWTFSS | | | | 1 | \$0.00 | | | | |
| Week: | | 10/04/21 | 10/10/21 | MTWTFSS | | | | 1 | \$0.00 | | | | |
| Week: | | 10/11/21 | 10/17/21 | MTWTFSS | | | | 1 | \$0.00 | | | | |
| Week: | | 10/18/21 | 10/24/21 | MTWTFSS | | | | 1 | \$0.00 | | | | |
| Week: | | 10/25/21 | 10/31/21 | MTWTFSS | | | | 1 | \$0.00 | | | | |
| Week: | | 11/01/21 | 11/07/21 | MTWTFSS | | | | 1 | \$0.00 | | | | |
| Week: | | 11/08/21 | 11/14/21 | MTWTFSS | | | | 1 | \$0.00 | | | | |
| Week: | | 11/15/21 | 11/21/21 | MTWTFSS | | | | 1 | \$0.00 | | | | |
| Week: | | 11/22/21 | 11/28/21 | MTWTFSS | | | | 1 | \$0.00 | | | | |
| Week: | | 11/29/21 | 12/05/21 | MTWTFSS | | | | 1 | \$0.00 | | | | |
| Week: | | 12/06/21 | 12/12/21 | MTWTFSS | | | | 1 | \$0.00 | | | | |
| Week: | | 12/13/21 | 12/19/21 | MTWTFSS | | | | 1 | \$0.00 | | | | |
| Week: | | 12/20/21 | 12/26/21 | MTWTFSS | | | | 1 | \$0.00 | | | | |
| Totals | | | | | | | | | | | 50 | \$0.00 | |

| Time Period | # of Spots | Gross Amount | Net Amount |
|---------------------|------------|--------------|------------|
| 12/28/20 - 01/31/21 | 5 | \$0.00 | \$0.00 |
| 02/01/21 - 02/28/21 | 2 | \$0.00 | \$0.00 |
| 03/01/21 - 03/28/21 | 3 | \$0.00 | \$0.00 |
| 03/29/21 - 04/25/21 | 5 | \$0.00 | \$0.00 |
| 04/26/21 - 05/30/21 | 5 | \$0.00 | \$0.00 |
| 05/31/21 - 06/27/21 | 4 | \$0.00 | \$0.00 |
| 06/28/21 - 07/25/21 | 3 | \$0.00 | \$0.00 |
| 07/26/21 - 08/29/21 | 6 | \$0.00 | \$0.00 |
| 08/30/21 - 09/26/21 | 4 | \$0.00 | \$0.00 |
| 09/27/21 - 10/31/21 | 5 | \$0.00 | \$0.00 |
| 11/01/21 - 11/28/21 | 4 | \$0.00 | \$0.00 |
| 11/29/21 - 12/26/21 | 4 | \$0.00 | \$0.00 |
| Totals | 50 | \$0.00 | \$0.00 |

Signature: _____ Date: _____

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CONTRACT



Galaxy Media Partners
235 Walton Street
Syracuse, NY 13202
(315) 472-9111

www.espn.com

And:

House
House Account Do Not Mail
n/a, N/A na

| | | |
|--|---|--|
| <u>Contract / Revision</u> 69289 / | | <u>Alt Order #</u> |
| <u>Product</u> EEO 2021 | | |
| <u>Contract Dates</u> 12/28/20 - 12/26/21 | | <u>Estimate #</u> |
| <u>Advertiser</u> House | | <u>Original Date / Revision</u> 12/08/20 / 12/17/21 |
| <u>Billing Cycle</u> EOM/EOC | <u>Billing Calendar</u> Broadcast | <u>Cash/Trade</u> Cash |
| <u>Property</u> WTLA-AM | <u>Account Executive</u> House Local | <u>Sales Office</u> Syracuse/Utica |
| <u>Special Handling</u> NO Invoice Sent | | |
| <u>Demographic</u> Households | | |
| <u>Agy Code</u> | <u>Advertiser Code</u> | <u>Product 1/2</u> |
| <u>Agency Ref</u> | | <u>Advertiser Ref</u> |

| *Line | Ch | Start Date | End Date | Description | Start/End Time | Days | Length | Spots/Week | Rate | Type | Spots | Amount |
|-------|-------------|-------------------|-------------------|--------------------|-----------------------|-----------------|---------------|-------------------|-------------|-------------|-------|--------|
| N 1 | WTLA | 12/28/20 | 12/26/21 | M-Su | 7p-12a | | :15 | | | NM | 72 | \$0.00 |
| | | <u>Start Date</u> | <u>End Date</u> | <u>Weekdays</u> | | | | <u>Spots/Week</u> | <u>Rate</u> | | | |
| | | Week: 12/28/20 | 01/03/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 01/04/21 | 01/10/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | |
| | 53 | WTLA | 01/09/21-01/09/21 | M-Su | 12a-12a | -----Sa-- | :15 | | \$0.00 | NM | | |
| | Ⓢ | Bonus | | | | | | | | | | |
| | | Week: 01/11/21 | 01/17/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 01/18/21 | 01/24/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 01/25/21 | 01/31/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 02/01/21 | 02/07/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | |
| | 54 | WTLA | 02/03/21-02/03/21 | M-Su | 12a-12a | ---W----- | :15 | | \$0.00 | NM | | |
| | Ⓢ | Bonus | | | | | | | | | | |
| | | Week: 02/08/21 | 02/14/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 02/15/21 | 02/21/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 02/22/21 | 02/28/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 03/01/21 | 03/07/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 03/08/21 | 03/14/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 03/15/21 | 03/21/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 03/22/21 | 03/28/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 03/29/21 | 04/04/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | |
| | 55 | WTLA | 04/02/21-04/02/21 | M-Su | 12a-12a | -----F---- | :15 | | \$0.00 | NM | | |
| | Ⓢ | Bonus | | | | | | | | | | |
| | | Week: 04/05/21 | 04/11/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 04/12/21 | 04/18/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 04/19/21 | 04/25/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 04/26/21 | 05/02/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 05/03/21 | 05/09/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 05/10/21 | 05/16/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | | Week: 05/17/21 | 05/23/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | |
| | 56 | WTLA | 05/20/21-05/20/21 | M-Su | 12a-12a | ----Th----- | :15 | | \$0.00 | NM | | |
| | Ⓢ | Bonus | | | | | | | | | | |

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Galaxy Media Partners
235 Walton Street
Syracuse, NY 13202
(315) 472-9111

www.espnycny.com

| Contract / Revision | Alt Order # |
|---------------------|-------------|
| 69289 / | |

| Contract Dates | Product | Estimate # |
|---------------------|----------|------------|
| 12/28/20 - 12/26/21 | EEO 2021 | |

| Advertiser | Original Date / Revision |
|------------|--------------------------|
| House | 12/08/20 / 12/17/21 |

| *Line | Ch | Start Date | End Date | Description | Start/End Time | Days | Length | Spots/Week | Rate | Type | Spots | Amount | | |
|-------|-------------|-------------------|-------------------|--------------------|-----------------------|-----------------|---------------|-------------------|-------------|-------------|-------|--------|--|--|
| | | <u>Start Date</u> | <u>End Date</u> | <u>Weekdays</u> | | | | <u>Spots/Week</u> | <u>Rate</u> | | | | | |
| Week: | | 05/24/21 | 05/30/21 | MTWTFSS | | | | 1 | \$0.00 | | | | | |
| | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | | | |
| | 57 | WTLA | 05/26/21-05/26/21 | M-Su | 12a-12a | ---W----- | :15 | | \$0.00 | NM | | | | |
| | Ⓢ Bonus | | | | | | | | | | | | | |
| Week: | | 05/31/21 | 06/06/21 | MTWTFSS | | | | 1 | \$0.00 | | | | | |
| Week: | | 06/07/21 | 06/13/21 | MTWTFSS | | | | 1 | \$0.00 | | | | | |
| Week: | | 06/14/21 | 06/20/21 | MTWTFSS | | | | 1 | \$0.00 | | | | | |
| Week: | | 06/21/21 | 06/27/21 | MTWTFSS | | | | 1 | \$0.00 | | | | | |
| Week: | | 06/28/21 | 07/04/21 | MTWTFSS | | | | 1 | \$0.00 | | | | | |
| Week: | | 07/05/21 | 07/11/21 | MTWTFSS | | | | 1 | \$0.00 | | | | | |
| Week: | | 07/12/21 | 07/18/21 | MTWTFSS | | | | 1 | \$0.00 | | | | | |
| | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | | | |
| | 58 | WTLA | 07/18/21-07/18/21 | M-Su | 12a-12a | -----Su | :15 | | \$0.00 | NM | | | | |
| | Ⓢ Bonus | | | | | | | | | | | | | |
| Week: | | 07/19/21 | 07/25/21 | MTWTFSS | | | | 1 | \$0.00 | | | | | |
| | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | | | |
| | 63 | WTLA | 07/19/21-07/19/21 | M-Su | 12a-12a | M----- | :15 | | \$0.00 | NM | | | | |
| | Ⓢ Bonus | | | | | | | | | | | | | |
| Week: | | 07/26/21 | 08/01/21 | MTWTFSS | | | | 1 | \$0.00 | | | | | |
| Week: | | 08/02/21 | 08/08/21 | MTWTFSS | | | | 1 | \$0.00 | | | | | |
| | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | | | |
| | 64 | WTLA | 08/06/21-08/06/21 | M-Su | 12a-12a | -----F---- | :15 | | \$0.00 | NM | | | | |
| | Ⓢ Bonus | | | | | | | | | | | | | |
| | 66 | WTLA | 08/06/21-08/06/21 | M-Su | 12a-12a | -----F---- | :15 | | \$0.00 | NM | | | | |
| | Ⓢ Bonus | | | | | | | | | | | | | |
| Week: | | 08/09/21 | 08/15/21 | MTWTFSS | | | | 1 | \$0.00 | | | | | |
| | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | | | |
| | 67 | WTLA | 08/15/21-08/15/21 | M-Su | 12a-12a | -----Su | :15 | | \$0.00 | NM | | | | |
| | Ⓢ Bonus | | | | | | | | | | | | | |
| | 68 | WTLA | 08/15/21-08/15/21 | M-Su | 12a-12a | -----Su | :15 | | \$0.00 | NM | | | | |
| | Ⓢ Bonus | | | | | | | | | | | | | |
| Week: | | 08/16/21 | 08/22/21 | MTWTFSS | | | | 1 | \$0.00 | | | | | |
| Week: | | 08/23/21 | 08/29/21 | MTWTFSS | | | | 1 | \$0.00 | | | | | |
| Week: | | 08/30/21 | 09/05/21 | MTWTFSS | | | | 1 | \$0.00 | | | | | |
| Week: | | 09/06/21 | 09/12/21 | MTWTFSS | | | | 1 | \$0.00 | | | | | |
| Week: | | 09/13/21 | 09/19/21 | MTWTFSS | | | | 1 | \$0.00 | | | | | |
| | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | | | |
| | 69 | WTLA | 09/17/21-09/17/21 | M-Su | 12a-12a | -----F---- | :15 | | \$0.00 | NM | | | | |
| | Ⓢ Bonus | | | | | | | | | | | | | |
| Week: | | 09/20/21 | 09/26/21 | MTWTFSS | | | | 1 | \$0.00 | | | | | |
| | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | | | |
| | 70 | WTLA | 09/20/21-09/20/21 | M-Su | 12a-12a | M----- | :15 | | \$0.00 | NM | | | | |
| | Ⓢ Bonus | | | | | | | | | | | | | |
| Week: | | 09/27/21 | 10/03/21 | MTWTFSS | | | | 1 | \$0.00 | | | | | |
| | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | | | |
| | 72 | WTLA | 10/01/21-10/01/21 | M-Su | 12a-12a | -----F---- | :15 | | \$0.00 | NM | | | | |
| | Ⓢ Bonus | | | | | | | | | | | | | |
| | 73 | WTLA | 10/01/21-10/01/21 | M-Su | 12a-12a | -----F---- | :15 | | \$0.00 | NM | | | | |
| | Ⓢ Bonus | | | | | | | | | | | | | |
| | 74 | WTLA | 10/01/21-10/01/21 | M-Su | 12a-12a | -----F---- | :15 | | \$0.00 | NM | | | | |
| | Ⓢ Bonus | | | | | | | | | | | | | |
| | 76 | WTLA | 10/01/21-10/01/21 | M-Su | 12a-12a | -----F---- | :15 | | \$0.00 | NM | | | | |
| | Ⓢ Bonus | | | | | | | | | | | | | |

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235 Walton Street
Syracuse, NY 13202
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www.espnny.com

| Contract / Revision | Alt Order # |
|---------------------|-------------|
| 69289 / | |

| Contract Dates | Product | Estimate # |
|---------------------|----------|------------|
| 12/28/20 - 12/26/21 | EEO 2021 | |

| Advertiser | Original Date / Revision |
|------------|--------------------------|
| House | 12/08/20 / 12/17/21 |

| *Line | Ch | Start Date | End Date | Description | Start/End Time | Days | Length | Spots/Week | Rate | Type | Spots | Amount | | |
|---------------|-------------|-------------------|-------------------|--------------------|-----------------------|-----------------|---------------|-------------------|-------------|-------------|-------|--------|--|--|
| | | <u>Start Date</u> | <u>End Date</u> | <u>Weekdays</u> | | | | <u>Spots/Week</u> | <u>Rate</u> | | | | | |
| Week: | | 10/04/21 | 10/10/21 | MTWTFSS | | | | 1 | \$0.00 | | | | | |
| | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | | | |
| | 77 | WTLA | 10/07/21-10/07/21 | M-Su | 12a-12a | ----Th----- | :15 | | \$0.00 | NM | | | | |
| | Ⓢ Bonus | | | | | | | | | | | | | |
| Week: | | 10/11/21 | 10/17/21 | MTWTFSS | | | | 1 | \$0.00 | | | | | |
| | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | | | |
| | 78 | WTLA | 10/17/21-10/17/21 | M-Su | 12a-12a | -----Su | :15 | | \$0.00 | NM | | | | |
| | Ⓢ Bonus | | | | | | | | | | | | | |
| Week: | | 10/18/21 | 10/24/21 | MTWTFSS | | | | 1 | \$0.00 | | | | | |
| Week: | | 10/25/21 | 10/31/21 | MTWTFSS | | | | 1 | \$0.00 | | | | | |
| Week: | | 11/01/21 | 11/07/21 | MTWTFSS | | | | 1 | \$0.00 | | | | | |
| Week: | | 11/08/21 | 11/14/21 | MTWTFSS | | | | 1 | \$0.00 | | | | | |
| | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | | | |
| | 79 | WTLA | 11/13/21-11/13/21 | M-Su | 12a-12a | -----Sa-- | :15 | | \$0.00 | NM | | | | |
| | Ⓢ Bonus | | | | | | | | | | | | | |
| Week: | | 11/15/21 | 11/21/21 | MTWTFSS | | | | 1 | \$0.00 | | | | | |
| Week: | | 11/22/21 | 11/28/21 | MTWTFSS | | | | 1 | \$0.00 | | | | | |
| | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | | | |
| | 80 | WTLA | 11/22/21-11/22/21 | M-Su 6a-12a | 6a-12a | M----- | :15 | | \$0.00 | NM | | | | |
| | Ⓢ Bonus | | | | | | | | | | | | | |
| Week: | | 11/29/21 | 12/05/21 | MTWTFSS | | | | 1 | \$0.00 | | | | | |
| Week: | | 12/06/21 | 12/12/21 | MTWTFSS | | | | 1 | \$0.00 | | | | | |
| Week: | | 12/13/21 | 12/19/21 | MTWTFSS | | | | 1 | \$0.00 | | | | | |
| Week: | | 12/20/21 | 12/26/21 | MTWTFSS | | | | 1 | \$0.00 | | | | | |
| | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | | | |
| | 82 | WTLA | 12/20/21-12/20/21 | M-Su | 12a-12a | M----- | :15 | | \$0.00 | NM | | | | |
| | Ⓢ Bonus | | | | | | | | | | | | | |
| Totals | | | | | | | | | | | 72 | \$0.00 | | |

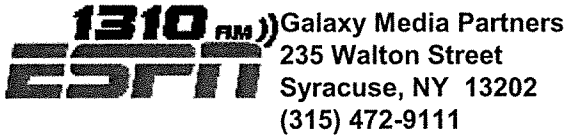
| Time Period | # of Spots | Gross Amount | Net Amount |
|--------------------|------------|--------------|------------|
| 12/28/20 -01/31/21 | 6 | \$0.00 | \$0.00 |
| 02/01/21 -02/28/21 | 5 | \$0.00 | \$0.00 |
| 03/01/21 -03/28/21 | 3 | \$0.00 | \$0.00 |
| 03/29/21 -04/25/21 | 5 | \$0.00 | \$0.00 |
| 04/26/21 -05/30/21 | 7 | \$0.00 | \$0.00 |
| 05/31/21 -06/27/21 | 4 | \$0.00 | \$0.00 |
| 06/28/21 -07/25/21 | 5 | \$0.00 | \$0.00 |
| 07/26/21 -08/29/21 | 9 | \$0.00 | \$0.00 |
| 08/30/21 -09/26/21 | 6 | \$0.00 | \$0.00 |
| 09/27/21 -10/31/21 | 11 | \$0.00 | \$0.00 |
| 11/01/21 -11/28/21 | 6 | \$0.00 | \$0.00 |
| 11/29/21 -12/26/21 | 5 | \$0.00 | \$0.00 |
| Totals | 72 | \$0.00 | \$0.00 |

Signature: _____ Date: _____

(* Line Transactions: N = New, E = Edited, D = Deleted)

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Approved by WFLA-CBS

CONTRACT

www.espnny.com

And:

House
House Account Do Not Mail
n/a, N/A na

| | | |
|--|---|--|
| Contract / Revision 69290 / | | Alt Order # |
| Product EEO 2021 | | |
| Contract Dates 12/28/20 - 12/26/21 | | Estimate # |
| Advertiser House | | Original Date / Revision 12/08/20 / 12/27/21 |
| Billing Cycle EOM/EOC | Billing Calendar Broadcast | Cash/Trade Cash |
| Property WTLB-AM | Account Executive House Local | Sales Office Syracuse/Utica |
| Special Handling NO Invoice Sent | | |
| Demographic Households | | |
| Agy Code | Advertiser Code | Product 1/2 |
| Agency Ref | | Advertiser Ref |

| *Line | Ch | Start Date | End Date | Description | Start/End Time | Days | Length | Spots/Week | Rate | Type | Spots | Amount |
|-------|-------------|-------------------|-------------------|--------------------|-----------------------|-----------------|---------------|-------------------|-------------|-------------|-------|--------|
| N 1 | WTLB | 12/28/20 | 12/26/21 | M-Su | 7p-12a | | :15 | | | NM | 134 | \$0.00 |
| | | <u>Start Date</u> | <u>End Date</u> | <u>Weekdays</u> | | | | <u>Spots/Week</u> | <u>Rate</u> | | | |
| Week: | | 12/28/20 | 01/03/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | |
| | 53 | WTLB | 12/28/20-12/28/20 | M-Su | 12a-12a | M----- | :15 | | \$0.00 | NM | | |
| | Ⓢ | Bonus | | | | | | | | | | |
| | 54 | WTLB | 12/28/20-12/28/20 | M-Su | 12a-12a | M----- | :15 | | \$0.00 | NM | | |
| | Ⓢ | Bonus | | | | | | | | | | |
| | 55 | WTLB | 12/28/20-12/28/20 | M-Su | 12a-12a | M----- | :15 | | \$0.00 | NM | | |
| | Ⓢ | Bonus | | | | | | | | | | |
| | 56 | WTLB | 12/28/20-12/28/20 | M-Su | 12a-12a | M----- | :15 | | \$0.00 | NM | | |
| | Ⓢ | Bonus | | | | | | | | | | |
| | 57 | WTLB | 12/28/20-12/28/20 | M-Su | 12a-12a | M----- | :15 | | \$0.00 | NM | | |
| | Ⓢ | Bonus | | | | | | | | | | |
| | 58 | WTLB | 12/28/20-12/28/20 | M-Su | 12a-12a | M----- | :15 | | \$0.00 | NM | | |
| | Ⓢ | Bonus | | | | | | | | | | |
| | 59 | WTLB | 12/28/20-12/28/20 | M-Su | 12a-12a | M----- | :15 | | \$0.00 | NM | | |
| | Ⓢ | Bonus | | | | | | | | | | |
| | 60 | WTLB | 12/28/20-12/28/20 | M-Su | 12a-12a | M----- | :15 | | \$0.00 | NM | | |
| | Ⓢ | Bonus | | | | | | | | | | |
| Week: | | 01/04/21 | 01/10/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | |
| | 61 | WTLB | 01/09/21-01/09/21 | M-Su | 12a-12a | -----Sa-- | :15 | | \$0.00 | NM | | |
| | Ⓢ | Bonus | | | | | | | | | | |
| Week: | | 01/11/21 | 01/17/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 01/18/21 | 01/24/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 01/25/21 | 01/31/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| Week: | | 02/01/21 | 02/07/21 | MTWTFSS | | | | 1 | \$0.00 | | | |
| | <u>Spot</u> | <u>Ch</u> | <u>Date Range</u> | <u>Description</u> | <u>Start/End Time</u> | <u>Weekdays</u> | <u>Length</u> | | <u>Rate</u> | <u>Type</u> | | |
| | 62 | WTLB | 02/03/21-02/03/21 | M-Su | 12a-12a | ---W----- | :15 | | \$0.00 | NM | | |
| | Ⓢ | Bonus | | | | | | | | | | |
| | 63 | WTLB | 02/03/21-02/03/21 | M-Su | 12a-12a | ---W----- | :15 | | \$0.00 | NM | | |
| | Ⓢ | Bonus | | | | | | | | | | |
| | 64 | WTLB | 02/03/21-02/03/21 | M-Su | 12a-12a | ---W----- | :15 | | \$0.00 | NM | | |
| | Ⓢ | Bonus | | | | | | | | | | |
| Week: | | 02/08/21 | 02/14/21 | MTWTFSS | | | | 1 | \$0.00 | | | |

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Pippin, F. Scott

From: Zach Fenner <r@galaxymediapartners.com>
Sent: Wednesday, April 6, 2022 2:00 PM
To: Janina Cosentino
Subject: Job Fair Stuff
Attachments: Union Station Job Fair Permit signed.pdf

Here's what information I have about the Job Fairs & Recruiting tools we used in 2020-2021

We created and facilitated 6 job fairs in the Utica & Syracuse markets from July to September 2021. We also used it as an on-site recruiting tool for Galaxy.

Recruit CNY website: <https://www.recruitcny.com/>

Galaxy Recruitment listing: <https://www.recruitcny.com/job-listings>

Recruit CNY Facebook recruitment page: <https://www.facebook.com/RecruitCNY>

Recruit CNY Job Fair dates & locations screenshotted here:

2021 Recruit CNY Job Fairs



Syracuse, NY

Utica, NY

Presented by Rapid Response Monitoring

July 20th / August 17th / September 14th

July 27th / August 24th / September 21st

3pm-6pm

3pm-6pm

Union Station (Boehlert Transportation Center)

D Shed (CNY Regional Market)

321 Main St, Utica, NY 13501

2100 Park St, Syracuse, NY 13208

[Learn more](#)

[Learn more](#)

Permit attached for Union Station. I can't seem to find the one for the Regional Market. I also have miscellaneous forms for our vendors, plus pictures of the events if you need them.

Back in March of 2020 we attended a Job Fair at SUNY Oswego:

SUNY Oswego Career Fair

3/4/2020 4pm-6pm

SUNY Oswego Campus

30+ hiring companies on-site

Collected 20+ resumes



2100 Park Street, Syracuse, NY 13208
Phone (315) 422-8647 ~ cnyrma@gmail.com

Letter of Agreement

This Letter of Agreement is between the Central New York Regional Market Authority (Authority) and Galaxy Media Partners for the dates of 9/27/21, 8/24/21, and 9/21/21 for the event known as Job Fair for Onondaga County and hosted by Galaxy Media Partners.

This agreement is to outline the facilities, equipment and services that the Authority will provide Galaxy Media Partners for the event.

Facilities

The Authority will provide Galaxy Media Partners with use of the D-Shed and all adjacent parking lots. The Authority will allow for the use of the E-Shed restrooms. The Authority reserves the right to exclude designated areas if it is to meet the needs of the Authority. Cooking is prohibited inside the building(s).

Set-up for the event may begin no sooner than 1:00PM on 9/27/21, 8/24, and 9/21 and Breakdown in the D-Shed must be completed after the event on/or before 6:45PM.

Equipment

The Authority shall include any of the equipment that the Authority staff will use while providing included services.

Services

The Authority will provide Galaxy Media Partners with electricity during the event along with removal of garbage and trash, sweep the grounds in and around the event, and service the two restrooms provided for the event.

Should Galaxy Media Partners wish to have security at the event, they will be responsible for providing security inside the event and the Authority will have no less than one (1) uniformed security guard on site for the duration of the event and for the grounds of the Authority.

Galaxy Media Partners Responsibilities

Galaxy Media Partners will be responsible for providing all other requirements of the event, including but not limited to; organizing the event such as booking talent, sound and lights, security, any additional electrical services that the Authority staff cannot provide, and the contracting of any event series or equipment beyond what is covered in the Authority's responsibilities.

Galaxy Media Partners shall also provide the Authority with their Certificate of General Liability Insurance, with no less than two million dollars (\$2,000,000.00) each occurrence, naming CNY Regional Market Authority, 2100 Park Street, Syracuse, NY 13202, as Additional Insured Certificate Holder.

Payment/ Deposit

The Authority agrees to provide the aforementioned facilities, equipment, and services for the event for four hundred dollars (\$400.00). Payment shall be due Tuesday, July 20, 2021, one week prior to set up, in the form of cash or check. Payment may be mailed or hand delivered to CNY Regional Market Authority, 2100 Park Street, Syracuse, NY 13202. Failure to make this payment will result in this Agreement being rendered null and void.

X 

Rachael W.
Market Manager, CNYRMA

X 

Nick Maine, Chief Revenue Officer,
Galaxy Media Partners



New York State Broadcasters Association, Inc.

April 23, 2021

Mr. Ed Levine
CEO
Galaxy Media
235 Walton Street
Syracuse, NY 13202

Dear Ed,

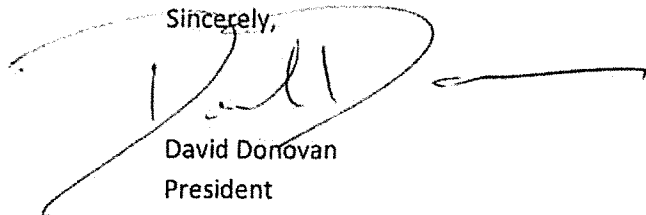
Thank you for participating in the New York State Broadcasters Association's college outreach program focusing on Careers in Local Media on April 15th. Your session included students from:

- SUNY Fredonia
- SUNY Brockport and the
- S.I. Newhouse School of Public Communications at Syracuse University

Approximately 19 students attended. Attached please find a print out of the time date and attendees of the webinar.

Again, thank you for reaching out to college students to help them begin their careers in broadcasting. College outreach programs of this type help a station meet its EEO obligations under the FCC's rules. Accordingly you should consider placing this letter in your stations files.

Sincerely,



David Donovan
President



CAREERS

COLLABORATE. CREATE. CONNECT.



PERKS & BENEFITS

GALAXY THRIVES IN AN ENERGETIC, ENTHUSIASTIC ATMOSPHERE WHERE GROWTH & CREATIVITY IS ENCOURAGED. WE'D LIKE TO THINK WE'RE FUNNY, SMART & GOOD LOOKING BUT HERE ARE SOME PERKS BEYOND THAT:

FOR EMPLOYMENT CONSIDERATION, PLEASE CONTACT:

Galaxy Media – Syracuse

235 Walton Street

Syracuse, NY 13202

Phone: 315.472.9111

Email: careers@galaxymediapartners.com

Galaxy Media – Utica

520 Seneca St, Suite 101

Utica, NY 13502

Phone: 315.797.1330

Email: careers@galaxymediapartners.com

We Are An Equal Opportunity Employer

EEO PUBLIC FILE REPORT UTICA

EEO PUBLIC FILE REPORT SYRACUSE