

WGRF(FM), WEDG(FM), WHTT-FM, WHLD(AM), WBBF(AM)
EEO PUBLIC FILE REPORT
February 1, 2019-January 31, 2020¹

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Sales Representative	22, 24, 25, 28, 29, 30, 31	22
Sales Representative	22, 24, 25, 28, 29, 30, 31	25
Sales Representative	22, 24, 25, 28, 29, 30, 31	22

¹ This Report was revised in April 2021 to address reporting issues.

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	City Hall 2201 City Hall Buffalo, NY 14202 Contact: Modesto Canderlario 716-851-4200	N	0
2	Native American Community Service Inc 1005 Grant Street Buffalo, NY 14202 Contact: Rhonda Whitlow 716-874-4460	Y	0
3	Buffalo Urban League 15 Genesee St. Buffalo, NY 14202 Contact: Joan King 716-854-7625	N	0
4	Niagara County Community College 3111 Saunders Settlement Road Sanborn, NY 14132 Contact: Cindy Oberjosh 716-614-6290	N	0
5	ECC North Campus 6205 Main Street Williamsville, NY 14221 Contact: Joan Eustace-Reeverts 716-851-1414	N	0
6	NAACP 1490 Jefferson Avenue Buffalo, NY 14208 Contact: Frank Mesiah 716-884-7242	N	0
7	EEO Office 95 Franklin St. Buffalo, NY 14202 716-858-7542	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	State Univ & Dev Program – Buffalo State Robert Spaner 1695 Elmwood Avenue Buffalo, NY 14222 Contact: Robert Spaner 716-878-5811	N	0
9	NYS Dept of Labor 81 Walnut St. Lockport, NY 14094 Contact: Mitchell D. Pukajto 716-851-2694	N	0
10	Medaille College 18 Agassiz Circle Buffalo, NY 14214 Contact: Carol Cullinan 716-880-2000	N	0
11	Langston Hughes Ctr. 25 High Street Buffalo, NY 14203 Contact: Dorothy Hill 716-895-6968	N	0
12	Black Student Union - SUNY at Buffalo 350 Student Union Buffalo, NY 14260 Contact: Nicole Booker 716-878-6511	N	0
13	Hispanics United of Buffalo 254 Virginia St. Buffalo, NY 14201 Contact: Terry Dabney 716-856-7110	N	0
14	ECC South Campus 4041 Southwestern Blvd. Orchard Park, NY 14127 Contact: Michael Bolbiewski 716-851-1684	N	0
15	Canisius College 2001 Main Street Buffalo, NY 14208 Contact: James Jones 716-883-7000	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Buffalo HR Solutions 2350 North Forest, Suite 10A Getzville, NY 14068 Contact: Diane Westbrook 716-884-9120	N	0
17	SUNY at BUFFALO 259 Capen Hall Buffalo, NY 14260 Contact: Melissa Ruggiero 716-645-3232	N	0
18	Niagara University PO Box 2041 Niagara, NY 14109 Contact: Martha Troia 716-286-8500	N	0
19	Bryant & Stratton 200 Red Tail Road Orchard Park, NY 14127 Contact: Stephen Mokosy 716-677-9500	N	0
20	Career Development Office SUNY College at Fredonia Central Avenue Fredonia, NY 14063 Contact: Tracy Collingwood 716-673-3327	N	0
21	New York State Job Bank (<i>posting on on-line message board</i>)	N	0
22	Cumulus Jobs Website www.cumulus.com/careers	N	6
23	On-Air Recruitment (<i>one or more SEU stations</i>)	N	0
24	Indeed.com (<i>www.indeed.com</i>)	N	6
25	Employee Referral	N	2
26	Job Fairs (<i>see Section III</i>)	N	0
27	LinkedIn (<i>business/professional Network site</i>)	N	0
28	ZipRecruiter (<i>www.ziprecruiter.com</i>)	N	2
29	Glassdoor (<i>www.glassdoor.com</i>)	N	0
30	LinkUp (<i>www.linkup.com</i>)	N	0
31	Monster (<i>www.monster.com</i>)	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Station Website Posting <i>(one or more SEU stations)</i>	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			16

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Host Job Fair	<p>On March 5, 2019, our SEU hosted the “Putting Buffalo Back to Work” Career Fair. Our SEU solicited local businesses and organizations to participate in the Expo, coordinated the event location, and advertised the Expo through online postings to our SEU websites and on-air announcements.</p> <p>Approximately 39 local businesses/employers participated in the full-day event held at a local hotel. Sales Managers from our SEU also set up a booth at the event to collect resumes and conducted preliminary screening interviews of attendees who were interested in employment with our company.</p>
2	Internship Program	<p>During this reporting period, our SEU hosted five (5) student interns from local colleges. The interns were supervised by our SEU’s Promotions Director and Program Director and received hands-on training in programming, promotions, sales, and production, both in studio and on location.</p> <p>During the Spring 2019 semester, our SEU hosted three (3) student interns: one (1) from Medaille College; one (1) from the University of Buffalo; and, one (1) from SUNY Buffalo State College.</p> <p>During the Summer 2019 semester, our SEU hosted one (1) student intern from Rochester Institute of Technology.</p> <p>During the Fall 2019 semester, our SEU hosted one (1) student intern from Medaille College.</p>

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
3	Host Job Fair	On June 25, 2019, our SEU hosted the “Putting Buffalo Back to Work” Career Fair. Our SEU solicited local businesses and organizations to participate in the Expo, coordinated the event location, and advertised the Expo through online postings to our SEU websites and on-air announcements. Approximately 25 local businesses/employers participated in the full-day event held at a local hotel. Sales Managers from our SEU also set up a booth at the event to collect resumes and conducted preliminary screening interviews of attendees who were interested in employment with our company.
4	Host Job Fair	On October 2, 2019, our SEU hosted the “Putting Buffalo Back to Work” Career Fair. Our SEU solicited local businesses and organizations to participate in the Expo, coordinated the event location, and advertised the Expo through online postings to our SEU websites and on-air announcements. Approximately 38 local businesses/employers participated in the full-day event held at a local hotel. Sales Managers from our SEU also set up a booth at the event to collect resumes and conducted preliminary screening interviews of attendees who were interested in employment with our company.