

WGRF(FM), WHLD(AM), WEDG(FM), WHTT-FM, WBBF(AM)
EEO PUBLIC FILE REPORT
February 1, 2022 – January 31, 2023

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
Morning Show Host - WHTT-FM	1-30, 32-48	30
On-Air Personality	1-29, 32-47	1
Account Executive	1-30, 32-48	30
WEDG Air Personality/Promotions Coordinator	1-30, 32-48	30

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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	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	N	21
2	Adzuna Website www.adzuna.com/	N	0
3	Job Is Job Website www.jobisjob.com/	N	0
4	MyJobHelper Website www.myjobhelper.com/	N	0
5	Oodle Website www.jobs.oodle.com/careers/careers/	N	0
6	The Job Spider www.jobspider.com/	N	0
7	Trovit Website www.trovit.com/	N	0
8	Indeed Website (<i>not directly contacted by SEU</i>) www.indeed.com	N	0
9	Glassdoor Website (<i>not directly contacted by SEU</i>) www.glassdoor.com/index.htm	N	0
10	LinkedIn Website (<i>not directly contacted by SEU</i>) www.linkedin.com/jobs/	N	0
11	Abilities in Jobs www.abilitiesinjobs.com	N	0
12	Asian in Jobs www.asianinjobs.com	N	0
13	Black In Jobs www.blackinjobs.com	N	0
14	Hispanic In Jobs www.hispanicinjobs.com	N	0
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Diversity in Jobs www.diversityinjobs.com	N	0
17	Seniors in Jobs www.seniorsinjobs.com	N	0
18	Women in Jobs www.womeninjobs.com	N	0
19	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
20	Disabled Person www.disAbledperson.com	N	0
21	Hire Black Now www.hireblacknow.com	N	0
22	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
23	African American Job Search www.africanamericanjobsearch.com	N	0
24	Asian Job Search www.asianjobsearch.com	N	0
25	LGBT Job Search www.lgbtjobsearch.com	N	0
26	Disabled Job Seekers www.disabledjobseekers.com	N	0
27	US Diversity Job Search www.usdiversityjobsearch.com	N	0
28	Veteran Career Center www.veterancareercenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Employee Referral	N	4
31	Internal Transfer/Promotion	N	0
32	Buffalo Employment & Training Center 77 Goodell Street, First Floor 716-856-5627 betc@wdcinc.org dlloyd@wdcinc.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Erie Community College One-Stop Center 6205 Main Street 716-270-4444 onestop@ecc.edu pdepronio@wdcinc.org	N	0
34	Genesee County Career Center -Batavia 587 East Main Street, Suite 100, Easttown Plaza 585-344-2042 benjamin.cooper@labor.ny.gov jdb@co.genesee.ny.us	N	0
35	Buffalo Employment and Training Center 284 Main Street 716-851-2600 buffalo.dews@labor.ny.gov carolyn.bright@labor.state.ny.us	N	0
36	Lockport WorkforceOne Center 272 South Transit 716-433-6766 deborah.arbutina@labor.ny.gov ian.bone@labor.ny.gov	N	0
37	Empire State College 617 Main Street (716) 853-7706 eric.bridges@esc.edu roe.liedke@esc.edu	N	0
38	Villa Maria College 240 Pine Ridge Road (716) 896-0700 dhandzlik@villa.edu	N	0
39	ACCESS-VR/Buffalo Distirct Office 508 Main Street 716-848-8015 dmartine@mail.nysed.gov i.foley.innovative.placements@gmail.com	N	0
40	Horizon Career Opportunity Center 699 Hertel Avenue (716) 836-3247 kbrodzinski@outlook.com sjust@horizon-health.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	Chautauqua Works 4 East 3rd Street 716-661-9553 ClementE@co.chautauqua.ny.us Daniel.Culbreth@labor.ny.gov	N	0
42	Statler Center for Careers in Hospitality Service 1170 Main Street 716-888-4632 eporter@statlercenter.org jskelton-hawkins@olmstedcenter.org	N	0
43	Isaiah 61 Project PO Box 255 716-634-7670 roger.amati@yahoo.com	N	0
44	ACCESS-VR NYS Office of Adult Career & Continuing Educational Services 125 Main Street 800-222-5627 dennis.martinez@nysed.gov	N	0
45	Buffalo & Erie County Workforce Development Consortium, Inc 716-819-9845 pdepronio@wdcinc.org	N	0
46	Niagara's WorkSourceOne 1001 Eleventh Street 716-278-8108 http://worksource1.com/ContactUs.aspx	N	0
47	SUNY at Buffalo 465 Washington Street (716) 849-6727	N	0
48	Express Employment Professional 3140 Sheridan Drive 719-833-3348 Jenny.harris@expresspros.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			25

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On May 24, 2022, our Market and Business Managers as well as our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.’s Executive Vice President and General Counsel as well as its Vice President, Human Resources entitled, “The FCC’s Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers, Business Managers & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the months of April and May of 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed three segments entitled “Unconscious Bias,” which addressed the meaning of Unconscious Bias – what it is, the types of Unconscious Bias, and how to overcome it.
3	Management-level training regarding Diversity, Equity, and Inclusion	During the month of August 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a ThinkZoom course on-line which included five separate segments dealing with Anti-Racism entitled: the Anti-Racism Continuum; Color-Blindness and Why it Doesn’t Work; Calling In vs. Calling Out People; Learning to Listen and Listening to Learn; and Keeping the Momentum going. Each session is designed to offer specific ways every individual can contribute to the ongoing fight against racism.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding Diversity, Equity, and Inclusion	<p>During the months of November/December 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a Think Mineral course on-line titled: <i>Your Role in Workplace Diversity</i>. This training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concepts of allyship and how to advocate for diversity, equity, and inclusion.</p>