

EEO PUBLIC FILE REPORT
STEPHENS MEDIA GROUP-OGDENSBURG & STEPHENS MEDIA GROUP - MASSENA, LLC

Dates: February 1, 2022 to January 31, 2023

Station Employment Unit					
Call Sign	Fac. Id.	Community of License	Call Sign	Fac. Id	Community of License
WNCQ	3410	Canton, NY	WMSA	97	Massena, NY
WYSX	49708	Morristown, NY	WVLF	60470	Canton, NY
WPAC	77827	Ogdensburg, NY	WRCD	15821	Norwood, NY

Recruitment Sources			
Source	Contact	Address	Phone
On Air/Walk-In	Dawn Merz	One Bridge Plaza Suite 204 Ogdensburg NY	(315) 393-1220
On Air/Walk-In	Dawn Merz	2155 SH 420 Massena NY	(315) 769-3333
Facebook	David Merz	One Bridge Plaza Suite 204 Ogdensburg NY	(315) 393-1220
Indeed	Dawn Merz	wwwIndeed.com	315-393-1220
	Steve Dennis, HR		315-769-3333 918-492-2660x249
CareerEco Career Fair & Job Boards	Steve Dennis	www.careereco.com	918-492-2660x249

Vacancies Filled During Period				
Position	Date Filled	Source	# of Interviewee(s)	Hired
			Total:	

Menu Options			
Date	Menu Number	Total Complete	Description
02/01/2022 – Ongoing	9	1	Established Station Mentorship Program by creating Format Captains that mentor staff on on-air, programming, promotions, and other duties in their respective format. This program allows the Format Captains to be able to share their expertise and experience mentoring team members to find growth and development opportunities and acquire new skills.
02/01/22 to 01/31/23	14	1	2 Managers completed and passed the Preventing Sexual Harassment for New York Managers course, and 2 Team Members completed and passed, Preventing Sexual Harassment for New York Employees course.
02/01/22 - Ongoing	6	.25	Participated in the Career Eco Job Bank with ongoing Full Time & Part Time jobs posted, Account Executive & On-Air. This online job

			board & virtual event platform is free to jobseekers & students.
03/23/22	1	.25	Participated in the Career Eco Career Fair where 10 Big 12 Schools were participating in a virtual career fair open to students and graduates of the participating universities. 1843 Students & Alumni participated in this virtual career fair where Full Time opportunities in all our markets were posted for Sales and On-Air positions
04/06/22	1	.25	Participated in the Career Eco Career Fair where 29 SEC & ACC Schools Participating in a virtual career fair open to students and alumni of the participating universities. 2025 Students & Alumni participated in this virtual career fair where Full Time opportunities in all our markets were posted for Sales & On-Air positions
09/19/22	1	.25	Participated in the Career Eco Career Fair for Students from Universities across the US and the world participated the National Collegiate Sales Competition virtual career fair open to students and alumni interested in a career in sales. 200 students and alumni participated in this virtual career fair where Full Time opportunities in all our markets were posted for Sales Position
Total Menu Options Completed:		3.0	