

**WNTQ(FM), WXTL(FM), WAQX-FM, & WSKO(AM)
EEO PUBLIC FILE REPORT
February 1, 2014 – January 31, 2015**

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
Account Executive	1-4, 7-13, 22, 30-31	1
Account Executive	1-4, 7-13, 22, 30-31	1
Account Executive	1-4, 7-13, 22, 30-31	1
Account Executive	1-4, 7-13, 22, 30-31	10
Account Executive	1-4, 7-13, 22, 30-31	11
Account Executive	1-4, 7-13, 22, 30-31	7
Account Executive	1-4, 7-13, 22, 30-31	7
WAQX-FM AM Show Co-Host	7*	7
WAQX-FM AM Show Co-Host	7*	7

**Exigent Circumstances*

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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	Station Website Postings (<i>all SEU stations</i>) www.93Q.com; www.95X.com, wwwthescore1260.com; www.therebelrocks.com	No	2
2	New York State Dept. of Labor Job Placement 450 S. Salina St., Syracuse, NY 13202 315-479-3204	No	0
3	Career Builder Website www.careerbuilder.com	No	0
4	On-Air Announcements (<i>all SEU stations</i>) WNTQ, WXTL, WAQX, & WSKO	No	2
5	Todays-classifieds.com	No	0
6	Campus Special.com Contact: Allyson Chandler	No	0
7	Word-of-Mouth Referral	No	10
8	Zip Recruiter Website www.ziprecruiter.com <i>(Internet-based job board and secondary posting service to more than 25 additional on-line job banks, eg. diversityjobs.com, monster.com and topusajobs.com)</i>	No	1
9	Craig’s List www.syracuse.craigslist.org	No	0
10	Indeed Website www.indeed.com	No	21
11	Internal Posting	No	2
12	SEU Job Fairs (<i>see Section III</i>)	No	2
13	S.U.N.Y. Oswego Contact: Mallory Bower 7060 NY 104, Oswego, NY 13126 315-312-2255	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Bryant & Stratton College Alex Deveney 8687 Carling Rd, Liverpool, NY 13090, 315-652-6500	No	0
15	Syracuse University Contact: Sue Clayton Skytop Office Building, Syracuse, NY 13244 315-443-2009	No	0
16	Cayuga Community College Contact: Meg Osborne 11 River Glen Dr., Fulton, NY 13069 (315) 592-4143	No	0
17	NYSBA Contact: Carolyn Jung 1805 Western Avenue, Albany, NY 12203 518-456-8888	No	0
18	On Point For College Contact: Melissa Menon 1654 W. Onondaga St., Syracuse, NY 13204 315-440-3366	No	0
19	Onondaga Community College Contact: Michele Carey 4585 West Seneca Turnpike, Syracuse, NY 13128 315-498-2585	No	0
20	LeMoyne College Contact: Patti Bevans 1419 Salt Springs Rd RH 344, Syracuse, NY 13214 315-445-4185	No	0
21	Spanish Action League 700 Oswego St., Syracuse, NY 13204 315-475-6153	No	0
22	Job Spider Website www.jobspider.com	No	0
23	Job-Ad-Venture Website www.Job-ad-venture.com	No	0
24	Monster Website www.monster.com	No	0
25	Baldwinsville Library 33 E Genesee St., Baldwinsville, NY 13027 315-635-5631	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Fayetteville Free Library 300 Orchard St., Fayetteville, NY 13066 315-637-6374	No	0
27	Lafayette Public Library 2577 Rt 11, North Lafayette, NY 13084 315-677-3782	No	0
28	Liverpool Public Library 310 Tulip St., Liverpool, NY 13088 315-457-0310	No	0
29	Skaneateles Library Nickie Marquis 49 East Genesee St., Skaneateles, NY 13152 315-685-5135	No	0
30	Cumulus Media Website www.cumulus.com/careers	No	9
31	Cumulus Business Managers BM@cumulus.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			49

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fairs (6)	<p>On May 7, 2014, our SEU participated in a career fair held at Solvay High School. In this case, as in each of the other five cases noted below, SEU representatives spoke with students/attendees about career opportunities in broadcasting as well as job openings and internships within the SEU. SEU participants included our Director of Promotions.</p> <p>On September 8, 2014, our SEU participated in an internship fair at Le Moyne College. SEU participants included our Director of Promotions.</p> <p>On September 12, 2014, our SEU participated in an intern fair at Lemoyne College. SEU participants included our Director of Promotions.</p> <p>On September 24, 2014, our SEU participated in an intern fair at Syracuse University. SEU participants included our Director of Promotions.</p> <p>On October 18, 2014 the stations participated in a job fair at Syracuse University Newhouse. Participants included the Director of Promotions.</p> <p>On January 31, 2015, our SEU will participate in the Career and College Fair at Liverpool High School. Our Promotions Director plans to attend this event.</p>
2	Host Job Fair	<p>On October 2, 2014, our SEU co-hosted a community job fair with Destiny USA at the Destiny Mall in Syracuse. Our SEU was responsible for soliciting local employers and assisted with organizing the logistical aspects of this event. Our SEU also participated as an exhibitor. Our Local Sales and Business Managers occupied the Cumulus booth and spoke to interested attendees about careers opportunities in broadcasting as well as job openings and internships within the SEU. This event was promoted all SEU stations.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Host/participate in event/program sponsored by an educational institution/community organization related to careers in broadcasting (6)	<p>On February 7, 2014, our SEU’s Public Affairs Director/Morning Show Host spoke with students at Christian Brothers Academy about career opportunities and internships in broadcasting as well as what it is like to be on the air at a radio station.</p> <p>On April 3, 2014, our SEU hosted a student from Cicero North Syracuse High School who spent the day “job shadowing” one of our Morning Show Hosts.</p> <p>On April 22, 2014, one of our Morning Show Hosts accompanied our Public Affairs Director/Morning Show Host to speak with students at Syracuse Charter High School about career opportunities and internships in broadcasting as well as what it is like to be on the air at a radio station.</p> <p>On November 11, 2014, Girl Scout Troop 10499 toured our facilities lead by our SEU’s Public Affairs Director/Morning Show Host during which they talked about how radio stations operate and the opportunities available for a future career in broadcasting.</p> <p>On November 17, 2014, our SEU’s Public Affairs Director/Morning Show Host spoke with a journalism class at Onondaga Community College about career opportunities in broadcasting and what it is like to be an on-air personality.</p> <p>On November 26, 2014, our SEU hosted a student from Wagner College who spent the day “job shadowing” two of our Morning Show Hosts.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Internship Program	<p>During this reporting period, our SEU hosted six (6) student interns, all of whom received class credit, from the following schools: LeMoyne College (2), Syracuse University (2), State University of New York at Oswego (1), and Onondaga Community College (1).</p> <p>Five (5) of these interns worked in our Promotions and Marketing department and were supervised by our Marketing Director. They received hands-on job training setting up for live broadcasts and occupying our SEU's booth at concerts and promotions.</p> <p>One (1) intern worked in our Programming department and was supervised by the WAQX Program Director. This intern assisted the Program Director with preparations for the WAQX morning show and occasionally could be heard live on this Show.</p>