

WNTQ(FM), WXTL(FM), WAQX-FM, & WSKO(AM)
EEO PUBLIC FILE REPORT
February 1, 2015 – January 31, 2016

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	1-3,5,7-8, 10-21, 25-35	11
Account Executive	1-3,5,7-8, 10-21, 25-35	7
Account Executive	1-3,5,7-8, 10-21, 25-35	11
Account Executive	1-3,5,7-8, 10-21, 25-35	30
Account Executive	1-3,5,7-8, 10-21, 25-35	31
Account Executive	1-3,5,7-8, 10-21, 25-35	31
Traffic Manager	1,7,8,11,30-35	7
Director of Sales		7
Market Manager		7

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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	0
5	Todays-classifieds.com	No	0
6	Campus Special.com Contact: Allyson Chandler	No	0
7	Word-of-Mouth Referrals	No	18
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	2
9	Craig’s List www.syracuse.craigslist.org	No	0
10	Indeed Website www.indeed.com	No	4
11	Internal Posting	No	3
12	SEU Job Fairs (<i>see Section III</i>)	No	0
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	13
31	Lindkin – MM Shane Bogardus Membership	No	2
32	Simply Hired (www.simplyhired.com)	No	0
33	Glass Door (www.glassdoor.com)	No	0
34	Link Up (www.linkup.com)	No	0
35	Cumulus Business Managers BM@cumulus.com	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			44

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fairs (3)	<p>On October 14, 2015, our SEU participated in a career fair held at Oswego State University. In this case, as in each of the other two 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 23, 2015, our SEU participated in an internship fair at Syracuse University Local Internship Fair. SEU participants included our Director of Promotions.</p> <p>On September 18, 2015, our SEU participated in the Newhouse Communications Career Fair. SEU participants included our Director of Promotions.</p>
2	Host Job Fair	<p>On October 6, 2015, 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 Market Manager, Director of Sales, and Promotions Director 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 on all of the 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 (1)	<p>Business Manager met with a Marcellus High School student to answer questions for a senior project. The project was for potential careers in radio, what requirements there would be to attain one. Marketing and Sales was the focus, and the student did a two day shadow with the PD of WXTL-FM.</p> <p>Our SEU’s Public Affairs Director/Morning Show Host spoke with students at St. Mary’s School, Solvay Elementary School, Millard Hawk Elementary School, Lincoln Middle School, North Syracuse High School, Chestnut Hill Middle School, McConnellsville Elementary School, Syracuse Latin School, Fairley Elementary School, Syracuse Academy of Science Charter School, Baldwinsville Baker High School, Palmer Elementary, and Van Buren Elementary Schools about the importance of reading, vocabulary, and grammar when it comes to being a radio broadcaster.</p> <p>On March 4th, 2015 the WNTQ-FM morning show hosted three Syracuse University students studying public relations & information technology. Their communications course required them to explore the lives/story of a local individual and create a short 3-5 minute film about them and they followed our morning show that morning and presented that as their final project.</p> <p>On March 31st, 2015 our SEU’s Public Affairs Director/Morning Show Host visited Boy Scout Pack 117 during which they talked about how radio stations operate and the opportunities available for a future career in broadcasting.</p> <p>On April 8, 2015, our SEU’s Public Affairs Director/Morning Show Host spoke at Onondaga Community College about her career in broadcasting as well as career and internship opportunities for the students during a special all day event with the college library.</p> <p>On May 15th, 2015, our SEU hosted two students from Jamesville Dewitt High School who spent the day “job shadowing” two of our Morning Show Hosts.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
		<p>On July 15th, 2015, a group from ARISE toured our facilities led 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 July 24th, 2015, one of our WNTQ-FM on air personalities gave a tour of our facilities to eight incoming freshman from the Newhouse School of Broadcasting at Syracuse University during which they talked about how radio stations operate and the opportunities available for a future career in broadcasting.</p> <p>On September 10th, 2015, our SEU's Public Affairs Director/Morning Show Host accompanied her Morning Show co Host presented to a group of adults as part of the CTK Conversation Series at Christ the King Retreat in which they spoke about their radio career of the last 27 years together as an on air morning show.</p> <p>On November 18th, 2015 a group from the Communications Class at Tully High School toured our facilities led 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>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Internship Program	<p>During this reporting period, our SEU hosted seven (7) student interns, all of whom received class credit, from the following schools: LeMoyne College (2), State University of New York at Oswego (3), University of Hartford (1) and Bryant & Stratton College (1).</p> <p>Four (4) 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>Three (3) interns worked in our Programming department and were 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>