

WNTQ (FM), WAQX-FM, & WSKO (AM)
EEO PUBLIC FILE REPORT
February 1, 2021 – January 31, 2022

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, 6-10, 12, 16-20, 26-28, 30, 32-71	6
Account Executive	1-3, 6-10, 12, 16-20, 26-28, 30, 32-71	3

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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	0
2	New York State Dept. of Labor Job Placement 450 S. Salina St., Syracuse, NY 13202 315-479-3204	No	0
3	On-Air Announcements (<i>all SEU stations</i>) WNTQ, WAQX, & WSKO	No	1
4	Todays-classifieds.com	No	0
5	Campus Special.com Contact: Allyson Chandler	No	0
6	Word-of-Mouth Referrals	No	1
7	Indeed Website (<i>not directly contacted by SEU</i>) www.indeed.com	No	1
8	Internal Posting	No	0
9	SEU Job Fairs (<i>see Section III</i>)	No	0
10	S.U.N.Y. Oswego Job Fair Contact: Mallory Bower 7060 NY 104, Oswego, NY 13126 315-312-2255	No	0
11	Bryant & Stratton College Alex Deveney 8687 Carling Rd, Liverpool, NY 13090, 315-652-6500	No	0
12	Syracuse University Job Fair Contact: Sue Clayton Skytop Office Building, Syracuse, NY 13244 315-443-2009	No	0
13	Cayuga Community College Contact: Meg Osborne 11 River Glen Dr., Fulton, NY 13069 (315) 592-4143	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	NYSBA Contact: Carolyn Jung 1805 Western Avenue, Albany, NY 12203 518-456-8888	No	0
15	On Point For College Contact: Melissa Menon 1654 W. Onondaga St., Syracuse, NY 13204 315-440-3366	No	0
16	Onondaga Community College Job Fair Contact: Michele Carey 4585 West Seneca Turnpike, Syracuse, NY 13128 315-498-2585	No	0
17	LeMoyne College Job Fair Contact: Patti Bevans 1419 Salt Springs Rd RH 344, Syracuse, NY 13214 315-445-4185	No	0
18	Spanish Action League 700 Oswego St., Syracuse, NY 13204 315-475-6153	No	0
19	Job Spider Website www.jobspider.com	No	0
20	Job-Ad-Venture Website www.Job-ad-venture.com	No	0
21	Baldwinsville Library 33 E Genesee St., Baldwinsville, NY 13027 315-635-5631	No	0
22	Fayetteville Free Library 300 Orchard St., Fayetteville, NY 13066 315-637-6374	No	0
23	Lafayette Public Library 2577 Rt 11, North Lafayette, NY 13084 315-677-3782	No	0
24	Liverpool Public Library 310 Tulip St., Liverpool, NY 13088 315-457-0310	No	0
25	Skaneateles Library Nickie Marquis 49 East Genesee St., Skaneateles, NY 13152 315-685-5135	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Cumulus Careers Website www.cumulusmediajobs.net	No	12
27	Linked In www.linkedin.com	No	0
28	Glass Door www.glassdoor.com	No	0
29	Facebook	No	0
30	Cumulus Business Managers BM@cumulus.com	No	0
31	St. John Fisher College Career@sjfc.edu	No	0
32	Syracuse University Career Fair March 5, 2021	No	0
33	SUNY Oswego Career Fair March 10, 2021	No	0
34	SU Career & Internship Fair March 25, 2021	No	0
35	Onondaga Community College Career Fair April 15, 2021	No	0
36	Syracuse University Business Communication Fair October 1, 2021	No	0
37	Onondaga Community College Career Fair November 17, 2021	No	0
38	SEU Virtual Career Fair Site CNYJobfair.com	No	0
39	Alfred University via Handshake	No	0
40	Binghamton University via Handshake	No	0
41	Cazenovia College via Handshake	No	0
42	Clarkson University via Handshake	No	0
43	Colgate University via Handshake	No	0
44	Cornell University via Handshake	No	0
45	Daemen College via Handshake	No	0
46	Hamilton College via Handshake	No	0
47	Hartwick College via Handshake	No	0
48	Hobart & William Smith Colleges via Handshake	No	0
49	Ithaca College via Handshake	No	0
50	Keuka College via Handshake	No	0
51	LeMoyne College via Handshake	No	0
52	Medaille College via Handshake	No	0
53	Nazareth College via Handshake	No	0
54	Onondaga Community College via Handshake	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
55	Roberts Wesleyan College via Handshake	No	0
56	St. Bonaventure College via Handshake	No	0
57	St. John Fisher College via Handshake	No	0
58	SUNY at Fredonia via Handshake	No	0
59	SUNY at Geneseo via Handshake	No	0
60	SUNY at Oswego via Handshake	No	0
61	SUNY at Plattsburgh via Handshake	No	0
62	SUNY at Canton via Handshake	No	0
63	SUNY Cortland via Handshake	No	0
64	SUNY Morrisville via Handshake	No	0
65	SUNY Oneonta via Handshake	No	0
66	SUNY Polytechnic Institute via Handshake	No	0
67	Syracuse University via Handshake	No	0
68	SUNY Potsdam via Handshake	No	0
69	University at Buffalo via Handshake	No	0
70	University of Rochester via Handshake	No	0
71	Utica College via Handshake	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			15

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On March 5, 2021, our SEU participated in Syracuse University’s Newhouse Diversity Communications Career Fair which was conducted virtually. 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.
2	Participate in Job Fair	On March 10, 2021, our SEU participated in the SUNY Oswego virtual career fair. 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.
3	Participate in Job Fair	On March 25, 2021, our SEU participated in the Syracuse University Career and Internship Fair which was conducted virtually. 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.
4	Participate in Job Fair	On April 15, 2021, our SEU participated in the Onondaga Community College Career which was conducted virtually. 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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Participate in Job Fair	On October 1, 2021, our SEU participated in the Syracuse University Business Communications Fair which was conducted virtually. 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.
6	Participate in a Job Fair	On November 17, 2021, our SEU participated in the Onondaga Community College Career which was conducted virtually. 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.
7	Host Job Fair	Our SEU launched the 2021 Virtual Career Fair on April 1, 2021 which continued through December 31, 2021. In March 2021 we procured the website URL CNYJobFair.com, built the page, and began soliciting local and regional businesses to become part of the Virtual Job Fair. This included a presence on the CNYJobFair.com main page, their own content page on CNYJobfair.com, and ad advertising schedule. CNYjobfair.com was promoted on all station websites and social media pages. It was also promoted March through June and September through October on-air through promos and live mentions.
8	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	Our SEU's Public Affairs Host and WNTQ Morning Show Personality was interviewed on February 13, 2021 by a student from Syracuse University for inclusion in a paper for a Communications Class on Women in Media. The interview focused on her radio career, education, and the day-to-day duties of being a morning show radio host. The interview also covered various career opportunities available for a future career in broadcasting.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
9	Participate in event or program sponsored by educational institutions relating to career opportunities in broadcasting.	On December 11, 2021, our SEU's Public Affairs Host and WNTQ Morning Show Personality was interviewed by a student from Cicero North Syracuse High School. The interview focused on her radio station career, education, and day-to-day duties in radio. Additionally, the discussion included the opportunities available for a future career in broadcasting.
10	Participate in events or programs sponsored by educational institution/community organization relating to career opportunities in broadcasting.	On December 14, 2021, our SEU's Public Affairs Host and WNTQ Morning Show Personality welcomed a group from United Way of Seneca County for a tour of our facilities. The tour included showing the participants the radio station studios and offices, explaining how radio stations operate, and discussing the opportunities available for a future career in broadcasting.
11	Internship Program	<p>During this reporting period, our SEU hosted two (2) student interns who received class credit from SUNY Oswego.</p> <p>These interns worked in our Promotions and Marketing department and were supervised by our Promotions Director. Aside from learning about radio station operations in general, the students learned how to set up for live broadcasts and occupy our SEU's booth at events and promotions.</p>
12	Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notices of specific job vacancies).	Throughout 2021, our WNTQ Assistant Program Director, an advisor to students who volunteer at the LeMoyne College radio station, provided students with information about job openings in the industry, including the positions available within the Cumulus-Syracuse station employment unit.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
13	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of December 2021, our SEU participated in harassment prevention training. All hiring managers—Market, Operations, Local Sales, Digital Sales, and Business Managers as well as the Program Director and Chief Engineer—were required to complete a course prepared by Mineral entitled, “Harassment Prevention.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.
14	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers – Market Manager, Operations Manager, Business Manager, Local Sales Manager, Digital Sales Manager, and Promotions Manager were required to complete courses on line using ThinkZoom. Participants viewed five segments entitled “Working Well With Others,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.
15	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 29, 2021, our SEU’s Market Manager took part in a presentation by Brooks Scott entitled, <i>Conversations of Race & Allyship in the Workplace</i> . During his presentation he emphasized the importance of learning better ways to communicate to create a healthier workplace environment. He discussed managing unconscious biases, team building around values, learning specific skills and tactics to navigate sensitive conversation, understanding how to give useful feedback, and encouraged attendees to hire, promote and acknowledge people who don’t look, think, act, and problem solve like them.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
16	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 11, 2021, our SEU's Market Manager participated in a presentation conducted by Merging Path Coaching entitled, <i>Managing Unconscious Bias</i> . This session focused on managing teams without a bias.