

WSYR (AM)(FM), WHEN (AM), WYYY (FM), WWHT (FM), WBBS (FM)

**EEO PUBLIC FILE REPORT
February 1, 2014 – January 28, 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
Traffic Manager	1-39	39
Local Sales Manager	1-39	38
Account Manager	1-39	38
Account Manager	1-39	38
Account Manager	1-39	38
Sales & Promotions Assistant	1-39	6
Morning Show Co-Host	1-39	40
Account Manager	1-39	38
Sales and Promotions Assistant	1-39	6
Sales and Promotions Assistant	1-39	38
Traffic Coordinator	1-39	6

Total Interviews Over Reporting Period: 39

**WSYR (AM)(FM), WHEN(AM), WYYY(FM), WWHT(FM), WBBS(FM)
EEO PUBLIC FILE REPORT
February 1, 2014 – January 28, 2015**

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS#	RS Information	Source Entitled to Vacancy Information	Number of Interviewees Referred by RS for Full-Time Vacancy
1	Assoc for Better Living 3420 S. Salina St., Syracuse, NY 13205 Email: communitybuilder@msn.com	Y	0
2	Aurora of Central New York 518 James St., Syracuse, NY 13203 Frieda Heckman 315-422-7263 Email: auroraofcny@auroraofcny.org	Y	0
3	California Chicano News Media Assoc. (CCNMA) 727 W. 27 th St., Room 201 Los Angeles, CA 90071 Sylvia Wells 213-21-0075 Email: ccnmainfor@ccnma.org	Y	0
4	Cayuga Comm College 197 Franklin St, Auburn, NY 13021 Karen Merritt Email: merritt@cayuga-cc.edu	Y	0
5	Center for Community Alternatives 115 Jefferson St., Ste 300 Syracuse, NY 13202 Norm Manual Posting	Y	0
6	Clear Channel Careers Website 200 E. Basse Rd. San Antonio, TX 78209 www.clearcareers.com	N	13
7	Cornell University Career Services 203 Barnes Hall Ithaca, NY 14850 Email: ccnet@cornell.edu	Y	0
8	Dunbar Association 1453 S. State St. Syracuse, NY 13205 Sharon Jack Manual Posting	Y	0

	WSYR, WHEN(AM) WYYY(FM), WWHT(FM)WBBS(FM)	EEO PUBLIC FILE 2/1/14-1/28/15	
II	MASTER RECRUITMENT	SOURCE LIST	
RS#	RS INFORMATION	Source Entitled to Vacancy Information	Interviewees Referred by RS for Full-time Vacancy
9	Electronic Media Communications, Dept 49 4585 W. Seneca Turnpike, Ste W150 Syracuse, NY 13215 Mandi Avery Email: averym@sunyocc.edu	Y	0
10	Howard University 2400 6 th NW Washington, DC 20059 Manual Posting	Y	0
11	Ithaca College 953 Danby Rd. Ithaca, NY 14850 Shanovah Moodie Email: smoodie@sscc-ithaca.org	Y	0
12	ITT Technical 235 Greenfield Pkwy. Liverpool, NY 13088 Jerome Joyce 315-661-8008 Email: jjoyce@itt-tech.edu	Y	0
13	My Air Check #1-771 Gibsons Way Gibsons, TX 75751 Scott Russell 604-740-1374 Email: registration@myaircheck.com	Y	0
14	NYS Broadcasters Assoc. 1805 Western Ave. Albany, NY 12203 Carolyn Jung Email: cjung@nysbroadcasters.org	Y	0
15	Office of Minority Affairs 201 E. Washington St.. City Hall, Room 219 Syracuse, NY 13202 Manual Posting	Y	0
16	Onondaga-Madison BOCES PO Box 4754 Syracuse, NY 13290 Darlene McCann Manual Posting	Y	0
17	PEACE Inc. Country West Family Residential Ctr. 93 Syracuse St. Baldwinsville, NY 13027 Alicia Manor 315-638-1051 Email: Alicia.manor@peace-caa.org	Y	0

	WSYR, WHEN(AM) WYYY(FM) WWHT(FM), WBBS(FM)	EEO PUBLIC FILE 2/1/14-1/28/15	
II	MASTER RECRUITMENT	SOURCE LIST	
RS#	RS Information	Source Entitled to Vacancy Information	Number of Interviewees Referred by RS for Full- Time Vacancy
18	S I Newhouse School of Public Communications 313 Newhouse Three, 215 University Place Syracuse, NY 13244 Bridget Lichtinger Email: belicthi@syr.edu	Y	0
19	Southside Community Center 305 S. Plain St. Ithaca, NY 14850 Chana Perkins Email: cperkins@sscc-ithaca.org	Y	0
20	Spanish Action League 700 Oswego St. Syracuse, NY 13204 Oscar Garces Email: acabrera@laliguapstateny.org	Y	0
21	SUNY Oswego Career Services 7060 State Route 104 145 Campus Center Oswego, NY 13126 Email: career@oswego.edu	Y	0
22	Syracuse Model Neighborhood Facility 401 South Ave. Syracuse, NY 13204 315-479-8023 Email: info@swccsyr.org	Y	0
23	Syracuse Post Standard PO Box 4195 Syracuse, NY 13221 Tricia Krajacic 315-470-2039 Manual Posting	N	0
24	Syracuse University Career Services 235 Schine Student Center Syracuse, NY 13221 Manual Posting	Y	0
25	The Freeform Radio Initiative, Inc. PO Box 530369 Miami, FL 33153-3069 Scott McWilliams 305-982-7233 Email: announcements@thefreeformradioinitiative.org	Y	0

	WSYR, WHEN(AM) WYYY(FM) WWHT(FM), WBBS(FM)	EEO PUBLIC FILE 2/1/14-1/28/15	
II	MASTER RECRUITMENT	SOURCE LIST	
RS#	RS Information	Source Entitled to Vacancy Information	Number of Interviewees Referred by RS for Full- Time Vacancy
26	The Native American JPTA 312 Gifford St. Syracuse, NY 13204 Charlotte Tarbell Email: syarcusenet@hotmail.com	Y	0
27	Tompkins-Cortland Community College 170 North St., PO Box 139 Dryden, NY 13053 Terri Evener, 607-844-6539 Email: evernert@tc3.edu	Y	0
28	Transitional Learning Services of Onondaga County 420 E. Genesee St. Syracuse, NY 13202 Ted Tepolt Fax: 315-218-0856	Y	0
29	Women's Information Center 601 Allen St., #1 Syracuse, NY 13210 Email: womensinfocenter@gmail.com	Y	0
30	Women's Opportunity Center 901 James St. Syracuse, NY 13203 Peggy Woods Fax: 315-446-5856	Y	0
31	All Access 28955 Pacific Coast Hwy Ste 210-5 Malibu, CA 90265 Email: contact@broadcast1source.com	N	0
32	WSYR AM/FM website www.wsyr.com	N	0
33	WBBS FM website www.b1047.net	N	0
34	WHEN AM website www.poweram620.com	N	0
35	WYYY FM website www.y94fm.com	N	0
36	WWHT FM website www.hot1079.com	N	0
37	Internal Posting	Y	1
38	Employee Referral	N	7
39	Non-Employee Referral	N	10
40	Internal Promotion/Transfer	N	1
41	On-Air Announcements	N	0
42	Walk-In/Self Referral	N	0
43	RegionalHelpwanted.com	N	0
44	Indeed.com	N	4

WSYR (AM)(FM), WHEN (AM), WYYY (FM), WWHT (FM), WBBS (FM)

EEO PUBLIC FILE REPORT

February 1, 2014 – January 28, 2015

III. RECRUITMENT INITIATIVES

WSYR, WHEN, WYYY, WWHT, WBBS III RECRUITMENT INITIATIVES	Type of Recruitment Initiative	Brief Description of Activity	No. of Station Participants	Participant Title
1	Participate in events/ programs sponsored by educational institutions	1 st Quarter: Partnered with local Syracuse City School District ITC High School 11 th Grade Media Class to create radio and digital campaign: met 2x week with 20 students for 4 weeks	1	Creative Director
2	Participate in Job Fair	2 nd Quarter: Attended Syracuse University SI Newhouse School of Communications Job Fair	1	Vice President/ Market Manager
3	Participate in events/ programs sponsored by educational institutions	Hosted a radio station tour of middle and high school students in the People's AMEZION Youth Group to introduce 20+ students to the broadcast industry	1	Creative Director
4	Internship Program	2 nd and 3 rd Quarters: In partnership with the New York State Broadcasters Association, hired two interns. One worked in production, the other in on-air and digital	3	Creative Director, Vice President/ Market Manager, Production Manager
5	Participate in events/ programs sponsored by educational institutions	2 nd Quarter: Lectured in broadcast sales class at SUNY Oswego promoting broadcast sales as a career opportunity	1	Vice President/ Market Manager

6	Participate in events/programs sponsored by educational institutions	3 rd Quarter: Lectured in broadcast sales class at SUNY Oswego promoting broadcast sales as a career opportunity	1	Vice President/ Market Manager
7	Participate in mentoring	3 rd Quarter: hosted (3) individuals with developmental disabilities for Greater Syracuse Mentoring Day, to provide tips on readiness for the broadcast industry	3	Creative Director, Vice President/ Market Manager, and Account Executive
8	Participate in events/programs sponsored by educational institutions	On-going ..as a board member working with CNY Works Youth Council to help connect low-income youth with local employers	1	Creative Director
9	Participate in Job Fair	In November, Account Manager and Sales Assistant participated in the Veterans Job Fair Veterans Parade & Expo at the New York State Fairgrounds, Syracuse,	2	Account Manager, Sales Assistant
10	Participate in events/programs sponsored by educational institutions	1 st Quarter (2015): Partnering with local Syracuse City School District ITC High School 11 th Grade Media Class to create radio and digital campaign: meet 2x week with 10 students for 4 weeks	1	Creative Director/ General Sales Manager