

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

**EEO PUBLIC FILE REPORT
February 1, 2014 – January 28, 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
Sales Assistant (Posted 1/13/15)	1-46	11
Account Manager (Posted 1/13/15)	1-46	11
Digital Content Manager (Posted 5 12 15)	1-46	41
Digital Program Director (Posted 5/12/15)	1-46	20
News Talk morning Show Host (5/9/15)	1-46	39
Traffic Manager (Posted 6/3/15)	1-46	11
Account Manager (Posted 6/11/15)	1-46	46
Sales Assistant (Posted 6/26/15)	1-46	NO HIRE

Total Interviews Over Reporting Period: _____44_____

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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: n/a/	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	Bryant and Stratton College 8687 Carling Rd. Liverpool New York 13090 315-652-6500x271 Email: aedeveney@bryantstratton.edu	Y	0
4	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
5	Cayuga Comm College 197 Franklin St, Auburn, NY 13021 Karen Merritt Email: merritt@cayuga-cc.edu	Y	0
6	Center for Community Alternatives 115 Jefferson St., Ste 300 Syracuse, NY 13202 Norm Manual Posting	Y	0
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 Email: thenewdunbar@gmail.com	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	iHeartMediaCareers.com	N	12
12	Ithaca College 953 Danby Rd. Ithaca, NY 14850 Shanovah Moodie Email: smoodie@sscc-ithaca.org	Y	0
13	ITT Technical 235 Greenfield Pkwy. Liverpool, NY 13088 Jerome Joyce 315-661-8008 Email: jjoyce@itt-tech.edu	Y	0
14	NAACP of Syracuse PO Box 397 Colvin Elmood Station Syracuse NY 13205 Email: gfagan@twcny.rr.com	Y	0
15	NYS Broadcasters Assoc. 1805 Western Ave. Albany, NY 12203 Carolyn Jung Email: cjung@nysbroadcasters.org	Y	0
16	Office of Minority Affairs 201 E. Washington St.. City Hall, Room 219 Syracuse, NY 13202 Manual Posting	Y	0
17	Onondaga-Madison BOCES PO Box 4754 Syracuse, NY 13290 Email: Mukeyla@ocmboces.org	Y	0
18	Onondaga Community College 4585 W. Seneca Tpke Syracuse New York 13215 Email: Averym@sunyocc.edu	Y	0
19	PEACE Inc. Country West Family Res Ctr. 93 Syracuse St. Baldwinsville, NY 13027 315-638-1051	Y	0

	Email: Alicia.manor@peace-caa.org		
	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
20	S I Newhouse School of Public Communications 313 Newhouse Three, 215 University Place Syracuse, NY 13244 Bridget Lichtinger Email: belicthi@syr.edu	Y	1
21	Southside Community Center 305 S. Plain St. Ithaca, NY 14850 Chana Perkins Email: cperkins@sscc-ithaca.org	Y	0
22	Spanish Action League 700 Oswego St. Syracuse, NY 13204 Oscar Garces Email: acabrera@laliguapstateny.org	Y	0
23	SUNY Oswego Career Services 7060 State Route 104 145 Campus Center Oswego, NY 13126 Email: career@oswego.edu	Y	0
23	Syracuse Model Neighborhood Facility 401 South Ave. Syracuse, NY 13204 315-479-8023 Email: info@swccsyr.org	Y	0
24	Syracuse Post Standard PO Box 4195 Syracuse, NY 13221 Mallory Brown 315-470-2039 Manual Posting	N	2
25	Syracuse University Career Services 235 Schine Student Center Syracuse, NY 13221 Email: careers@syru.edu	Y	0

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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	WISE Center Tech Garden Box 44 Syracuse NY 13202 Email: alwaterby@syr.edu		
30	Women's Information Center 601 Allen St., #1 Syracuse, NY 13210 Email: womensinfocenter@gmail.com	Y	0
31	Women's Opportunity Center 901 James St. Syracuse, NY 13203 Peggy Woods Fax: 315-446-5856	Y	0
32	All Access 28955 Pacific Coast Hwy Ste 210-5 Malibu, CA 90265 Email: contact@broadcast1source.com	N	0
33	WSYR AM/FM website www.wsyr.com	N	0
34	WBBS FM website www.b1047.net	N	0
35	WHEN AM website www.poweram620.com	N	0
36	WYYY FM website www.y94fm.com	N	0
37	WWHT FM website www.hot1079.com	N	0
38	Internal Posting	Y	1
39	Employee Referral	N	10
40	Non-Employee Referral	N	0
41	Internal Promotion/Transfer	N	1

42	On-Air Announcements	N	1
43	Walk-In/Self Referral	N	3
44	RegionalHelpwanted.com	N	0
45	Indeed.com	N	10
46	Career Fair	N	1
47	Other Website (CareerBuilder, NYS Job Bank)	N	2

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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 .25 POINTS	Participate in events sponsored by local organizations interested in broadcast employment issues	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 13 students for 4 weeks	1	Creative Director
2 .25 POINTS	Participate in events sponsored by local organizations interested in broadcast employment issues	1 st Quarter: In conjunction with local employment agency, created a 6 week workshop with 10 youth ages 16-21 to create and produce a media campaign.	1	Creative Director
3 .25 POINTS	Participate in an event or program sponsored by schools or colleges relating to broadcast careers	April 30 th , 2015: Market President lectured to a broadcast sales class at SUNY Oswego	1	Market President
5 .25 POINTS	Participate in Mentoring	May 12, 2015 Hosted a North Syracuse Central School District High School Senior studying marketing for the day	1	Creative Director

6 .25 POINTS	Participate in events/programs sponsored by educational institutions	3 rd Quarter: Oct. 21 st , 2015. Vice President lectured in broadcast sales class at SUNY Oswego promoting broadcast sales as a career opportunity	1	Vice President
7 .25 POINTS	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
8 .25 POINTS	Participate in Job Fair	On November 7 th 2015 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
9 .25 POINTS	Participate in events/ programs sponsored by educational institutions	4 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
1 .25	Participate in mentoring	Hosted an Auburn High School Student all day on December 9 th 2015 for Auburn High School Career Day	3	Creative Director/ General Sales Manager/ Sales Director

TOTAL 3.25 POINTS