

WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017¹

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 and Promotions Assistant	1-12, 14, 16-17, 20, 22-24, 26-27, 29, 32-42, 44-45, 47-53	44
Sales Manager	1-12, 14, 16-17, 19-21, 23-24, 26-27, 29, 33, 35-42, 44-53	19
Sales and Promotions Assistant	1-12, 14, 16-18, 20-21, 23-24, 26-27, 29, 33, 35-42, 44-53	44
570 WSYR Morning News Anchor	3-8, 10, 12-13, 16-17, 27, 37, 40, 45- 49, 51-53	13
Account Manager	1-12, 14-18, 20-21, 23-27, 29-30, 33, 35-42, 45-53	18
Account Manager	1-17, 20-21, 23-31, 33, 35-37, 39-43, 45-53	28
Account Manager	1-17, 20-21, 23-31, 33, 35-37, 39-43, 45-53	43
Account Manager	1-17, 20-21, 23-31, 33, 35-37, 39-43, 45-53	13
Account Manager	1-17, 20-21, 23-31, 33, 35-37, 39-43, 45-53	13

¹ This Report was revised in January and May 2018 to address reporting issues.

WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY**EEO PUBLIC FILE REPORT****February 1, 2016 - January 31, 2017****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	Abilities, Inc. 201 I.U. Willets Rd. Albertson, New York 11507 Phone : 516-465-1546 Fax : 1-516-747-2046 Anita Zimmerman	N	0
2	Amsterdam News 2340 Fred Douglas Blvd. New York, New York 10027 Phone : 212-932-7400 Email : amnewspress@aol.com Fax : 1-212-932-7467 Elinor Tatum	N	0
3	Aurora of Central New York 518 James Street #100 Syracuse, New York 13203 Phone : 315-422-7263 Url : www.auroraofcny.org Email : auroraofcny@auroraofcny.org Frieda Heckman	Y	0
4	Bryant & Stratton College 8687 Carling Rd. Liverpool, New York 13090 Phone : 315-652-6500x271 Email : aeveney@bryantstratton.edu Alex Deveney	Y	0
5	California Chicano News Media Association (CCNMA) 727 West 27th St., Room 201 Los Angeles, California 90071 Phone : 213-821-0075 Url : www.ccnma.org Email : ccnmainfo@ccnma.org Sylvia Wells	Y	0
6	Cayuga Community College 197 Franklin Street Auburn, New York 13021 Url : www.cayuga-cc.edu Email : merritt@cayuga-cc.edu Karen Merritt	Y	0

WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY**EEO PUBLIC FILE REPORT****February 1, 2016 - January 31, 2017****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
7	Center for Community Alternatives 115 Jefferson Street Suite 300 Syracuse, New York 13202 Url : www.communityalternatives.org Email : cca@communityalternatives.org n/a n/a	Y	0
8	Cornell University 203 Barnes Hall Ithaca, New York 14850 Url : www.cornell.edu Email : ccnet@cornell.edu Career Services	Y	0
9	Corporate Diversity Search, Inc. P.O. Box 1086 Webster, New York 14580 Phone : (585) 787-0537 Url : www.corpdiversitysearch.com Email : oates@corpdiversitysearch.com Fax : (585) 787-1321 Diane Oates	N	0
10	Dunbar Association Inc 1453 S State Street Syracuse, New York 13205 Phone : (315) 760-3155 Url : n/a Email : thenewdunbar@gmail.com n/a n/a	Y	0
11	EFAP New York c/o New York Institute of Technology 1855 Broadway, Room 304 New York, New York 10023 Phone : 212-261-1707 Email : efap@nyit.edu Fax : 1-212-261-1717 Gabriela Menier	N	0
12	Electronic Media Communications Dept 49 4585 West Seneca Turnpike Ste W150 Syracuse, New York 13215 Url : www.sunyocc.edu Email : averym@sunyocc.edu Mandi Avery	Y	0
13	Employee Referral	N	3

WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY**EEO PUBLIC FILE REPORT****February 1, 2016 - January 31, 2017****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Flatbush Development Corporation 1616 Newkirk Ave. Brooklyn, New York 11226 Phone : 718-859-4595 Email : redmond@fdconline.org Fax : 1-718-859-4632 Robin Redmond-Tozza	N	0
15	Howard University 525 Bryant St.NW Washington, District of Columbia 20059 Url : www.gs.howard.edu Email : cedarrecruiting@howard.edu Career Services	Y	0
16	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
17	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
18	Indeed.com (not directly contacted by SEU)	N	2
19	Internal Transfer/Promotion	N	1
20	Ithaca College 1101 Gannett Center Ithaca, New York 14850 Phone : 607-274-1687 Email : jobline@ithaca.edu Fax : 1-607-274-1688 John Fracchia	N	0

WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY**EEO PUBLIC FILE REPORT****February 1, 2016 - January 31, 2017****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
21	ITT Technical Institute 235 Greenfield Pkwy. Liverpool, New York 13088 Url : www.itt-tech.edu Email : jjoyce@itt-tech.edu Fax : 1-315-461-8008 Jerome Joyce	Y	0
22	Linked In (via active sourcing, self-referral, and/or job board posting)	N	1
23	Martin Luther King Multi Purpose Center 110 Bethune Blvd. Spring Valley, New York 10977 Phone : 845-425-8910 Fax : 1-845-425-9629 Stella Marrs	N	0
24	Mount Saint Vincent College 6301 Riverdale Ave. Riverdale, New York 10471 Phone : 718-405-3263 Email : dmachado@mountsaintvincent.edu Fax : 1-718-405-3491 Diane Machado	N	0
25	NAACP of Syracuse PO Box 397 Colvin Elmwood Station Syracuse, New York 13205 Url : www.NAACP.org Email : Syracusenaacpyouth@yahoo.com n/a n/a	Y	0
26	New Rochelle Community Action Program 95 Lincoln Ave. New Rochelle, New York 10801 Phone : 914-636-3050 Email : capnr2000@yahoo.com Fax : 1-914-636-7782 Barbara DelVecchio	N	0
27	New York State Broadcaster Assciation 1805 Western Ave Albany, New York 12203 Url : www.nysbroadcasters.org Email : cjung@nysbroadcasters.org Carolyn Jung	Y	0
28	Non-Employee Referral	N	1

WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY**EEO PUBLIC FILE REPORT****February 1, 2016 - January 31, 2017****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
29	NYMRAD 261 Madison Ave. 23rd Floor New York, New York 10016 Phone : 646-254-4493 Email : db@nymrad.org Fax : 1-646-254-4498 Deborah Beagan	N	0
30	Onondaga -Madison Board of Cooperative Educational Services (BOCES) PO Box 4754 Syracuse, New York 13290 Url : www.ocmboces.org Email : mukleya@ocmboces.org Mari Ukleya	Y	0
31	Onondaga Community College 4585 W. Seneca Tpke Syracuse, New York 13215 Url : www.sunyocc.edu Mandy Avery Manual Posting	Y	0
32	Other Source	N	1
33	PJ Video Productions 167 Parkside Drive Suffern, New York 10901 Phone : 845-270-0941 Email : quinnsmail@yahoo.com John Quinn	N	0
34	Post Standard 220 S. Warren St. Syracuse, New York 10202 Shekela Freeman Manual Posting	N	1
35	Purchase College, SUNY 735 Anderson Hill Rd. Purchase, New York 10577 Phone : 914-251-6370 Email : career.development@purchase.edu Fax : 1-914-251-7802 Wendy Morosoff	N	0

WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

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
36	Queens Educational Opportunity 158-29 Archer Ave. Jamaica, New York 11433 Phone : 718-725-3336 Email : n.williams.qns@eoc.cuny.edu Fax : 1-718-658-5604 Nathan Williams	N	0
37	S I Newhouse School of Public Comm. 313 Newhouse Three 215 University Place Syracuse, New York 13244 Url : www.newhouse.syr.edu Email : belichti@syr.edu Bridget Lichtinger	Y	0
38	Society of Motion Picture & Television Engineers 595 West Hartsdale Ave. White Plains, New York 10607 Phone : (888) 491-8833 Url : www.careercentral.smpte.org/post.cfm Fax : 1-914-761-3115 Frederick C.	N	0
39	South Asian Journalists Ass'n 2950 Broadway New York, New York 10027 Phone : 212-854-7837 Email : ss221@columbia.edu Fax : 212-854-7837 S. Sreenivasan	N	0
40	Spanish Action League 700 Oswego Street Syracuse, New York 13204 Phone : (315) 475-6153 ext. 213 Url : www.spanishactionleague.com Email : careers@laligaupstateny.org Idaliz Pizarro	Y	0
41	St. John's University 8000 Utopia Parkway Jamaica, New York 11439 Phone : 718-990-1327 Email : careers@stjohns.edu Fax : 1-718-969-0446 Julia Tramonti	N	0

WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY
EEO PUBLIC FILE REPORT
February 1, 2016 - January 31, 2017

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
42	St. Thomas Aquinas College 125 Route 340 Sparkill, New York 10976 Phone : 845-398-4065 Email : careers@stac.edu Fax : 1-845-398-4151 Rachel Jackiewicz	N	0
43	Station On-Air Advertisement	N	1
44	Station Website (navigation link to company careers website)	N	4
45	SUNY Oswego, Career Services 7060 State Route 104 145 Campus Center Oswego, New York 13126 Url : www.oswego.edu/student/career Email : Career@oswego.edu n/a n/a	Y	0
46	Syracuse Model Neighborhood Facility 401 South Ave. Syracuse, New York 13204 Url : www.swccsyr.org Email : info@swccsyr.org Fax : 1-315-479-8023 n/a n/a	Y	0
47	Syracuse University 235 Schine Student Center Syracuse, New York 13244 Url : www.syr.edu Email : careers@syr.edu Career Services	Y	0
48	The Native American JPTA 312 Gifford Street Syracuse, New York 13204 Url : www.userinstinct.com Email : syracuse.net@hotmail.com Charlotte Tarbell	Y	0
49	Tompkins-Cortland Community College 170 North Street PO Box 139 Dryden, New York 13053 Url : www.tc3.edu Email : evenert@tc3.edu Fax : 1-607-844-6539 Teri Evener	Y	0

WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY**EEO PUBLIC FILE REPORT****February 1, 2016 - January 31, 2017****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
50	Wagner College 1 Campus Rd. Staten Island, New York 10301 Phone : 718-420-4016 Email : careerdevelopment@wagner.edu Fax : 1-718-420-4012 Career Services	N	0
51	WISE Center The Tech Garden, Box 44 Syracuse, New York 13202 Phone : (315) 443-8634 Url : http://wisecenter.org/ Email : alwaterb@syr.edu Alexandra Waterbury	Y	0
52	Women's Information Center 601 Allen Street #1 Syracuse, New York 13210 Url : www.womensinfo.org Email : womensinfocenter@gmail.com n/a n/a	Y	0
53	Women's Opportunity Center 901 James Street Syracuse, New York 13203 Url : www.labor.state.ny.us Fax : 1-315-446-5869 Peggy Woods	Y	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			15

WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY**EEO PUBLIC FILE REPORT****February 1, 2016 - January 31, 2017****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	2/8/2016	Participation in other activities designed by the station employment unit	During February 2016, our SEU worked with Syracuse City School District to partner with local ITC High School's 11th grade media class on a radio and digital campaign project. Our SEU's Creative Director met with 10 students from the class twice a week for four weeks to help the students create the campaign and learn about radio and digital media. The program culminated with our SEU hosting a full-day station tour at our facilities. The students recorded their campaign commercials in our studios and met with our SEU's Market President to talk about different career paths in broadcasting.	2	Creative Director Market President
2	3/16/2016	Participation in Job Fairs	On March 16, 2016, our SEU participated in the Start Up and Grow business networking event for Veteran's. At the fair, our SEU spoke with attendees about career opportunities in broadcasting. Station participants included our Account Manager.	1	Account Manager
3	4/7/2016	Participation in events or programs sponsored by educational institutions	On April 7, 2016, our SEU's Market President gave a lecture to a broadcast sales class at SUNY Oswego. Topics included career paths in broadcasting and talent recruitment strategies.	1	Market President
4	7/1/2016	Establishment of an intern program designed to assist members of the community	During the Summer of 2016, our SEU hosted an intern from Syracuse University for three months. The intern was supervised by our SEU's Newsroom Director and Creative Director and got hands-on experience in our newsroom..	2	Newsroom Director Creative Director
5	10/18/2016	Participation in events sponsored by community groups	On October 18, 2016, our SEU hosted a mentoring day for individuals from ARISE, a community organization that works to provide opportunities to individuals with disabilities. Our SEU's participants spoke with attendees about careers in broadcasting.	3	Market President Account Manager Creative Director

WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY

EEO PUBLIC FILE REPORT

February 1, 2016 - January 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	10/19/2016	Participation in events or programs sponsored by educational institutions	On October 19, 2016, our SEU's Market President lectured a broadcast sales class at SUNY Oswego about career opportunities in broadcasting. The lecture promoted different careers in broadcast sales.	1	Market President
7	10/30/2016	Participation in events or programs sponsored by educational institutions	On October 30, 2016, our SEU participated in a SUNY Oswego Communications Studies networking event. A blend of current students and alumni gathered at the event where students bring resumes to discuss career opportunities. Station participants included our Market President, who collected resumes and spoke with students about career paths in broadcasting.	1	Market President
8	1/23/2017	Establishment of an intern program designed to assist members of the community	During the reporting period, our SEU hosted a graduate student intern from Syracuse University. The intern gained hands-on experience in our newsroom, including on-air presentation skills, producing on-air segments, and research tips.	1	On air personality