

**WSYR(AM), WSYR-FM, WHEN(AM), WYYY(FM), WWHT(FM), WBBS(FM)
EEO PUBLIC FILE REPORT
February 1, 2013 – January 31, 2014**

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 Hires
Account Executive	1-39	38
Account Executive	1-39	39
Sales & Promotions Assistant	1-38	38
Sales & Promotions Assistant	1-38, 42	42
Broadcast Engineer	1-38	6
Executive Producer	1-39	38

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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: 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	2
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
9	Electronic Media Communications, Dept 49 4585 W. Seneca Turnpike, Ste W150 Syracuse, NY 13215 Mandi Avery Email: averym@sunyocc.edu	Y	0

RS#	RS Information	Source Entitled to Vacancy Information	Number of Interviewees Referred by RS for Full-Time Vacancy
10	Howard University 525 Bryant St., NW Ste C-107 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 Manual Posting	Y	0
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

RS#	RS Information	Source Entitled to Vacancy Information	Number of Interviewees Referred by RS for Full-Time Vacancy
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@laliaupstateny.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 Mallory Brown 315-470-2039 Manual Posting	N	2
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
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

RS#	RS Information	Source Entitled to Vacancy Information	Number of Interviewees Referred by RS for Full-Time Vacancy
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@broadcastsource.com	N	0
32	WSYR AM/FM Website Posting www.wsy.com	N	0
33	WBBS FM Website Posting www.b1047.net	N	0
34	WHEN AM Website Posting www.poweram620.com	N	0
35	WYYY FM Website Posting www.y94fm.com	N	0
36	WWHT FM Website Posting www.hot1079.com	N	0
37	Internal Posting	N	0
38	Employee Referral	N	5
39	Non-Employee Referral	N	2
40	Internal Promotion/Transfer	N	0
41	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
42	Walk-In/Self-Referral	N	2
43	RegionalHelpwanted.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			13

**WSYR(AM), WSYR-FM, WHEN(AM), WYYY(FM), WWHT(FM), WBBS(FM)
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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative	Brief Description of Activity
1	Participate in job fair	On January 13, 2014, a Creative Director and Sales Assistant participated in the Say Yes Scholar & Career Networking Fair, which included workshops as well as networking with local employers to explore job and internship opportunities at Onondaga Community College, Syracuse, New York.
2	Participate in other activities calculated to further the goal of disseminating information as to employment opportunities in broadcasting	Throughout the first quarter 2013, our Creative Director participated in the College and Career Ready Campaign at ITC High School, meeting with the Media Class once a week and helping to create a video and six radio commercials.
3	Participate in other activities calculated to further the goal of disseminating information as to employment opportunities in broadcasting	Throughout the third and fourth quarters 2013, our Creative Director participated in the PTECH Campaign at ITC High School, meeting with the Media Class twice a week to help create radio commercials. Our Creative Director also served on the school's curriculum planning board for its media class.
4	Participate in other activities calculated to further the goal of disseminating information as to employment opportunities in broadcasting	Throughout the second quarter 2013, our Creative Director participated in the Syracuse City School District March & April Diversity Campaign, meeting weekly with nine students to consult on the creation of a diversity radio campaign. The High Schools participating were Corcoran, Fowler, Institute of Technology at Syracuse Central (ITC), Nottingham and Henninger.
5	Internship Program	<p>Our SEU conducts an ongoing internship program designed to expose students from local colleges and universities to careers in broadcasting. Our Creative Department interns write and edit commercials. In the Sales Department, our interns shadow Account Executives on sales calls, sharing ideas and making sales appointments. Our Promotions Department interns assist with on-site events. The Production Department interns create commercials and learn to operate production equipment. Finally, interns in the Digital Department assist in the production of website materials.</p> <p>During this reporting period, our SEU hosted a total of three interns as follows:</p>

	Type of Recruitment Initiative	Brief Description of Activity
		<p>Spring: One student from Syracuse University in the Creative Department.</p> <p>Summer: One student from LeMoyne College in the Creative Department.</p> <p>Fall: One student from Syracuse University in the Creative Department.</p>
6	Participate in Job Fair	On November 9, 2013, an Account Manager and Sales Assistant participated in the Veterans Job Fair Veterans Parade & Expo at the New York State Fairgrounds, Syracuse, New York in Partnership with iHeart Radio's "Show Your Stripes" initiative.
7	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On April 18, 2013, our General Sales Manager spoke at a SUNY Oswego broadcast sales class comprised of 40 students regarding careers in broadcasting.
8	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On October 5, 2013, our General Sales Manager was part of a panel discussion in a Communications Studies class with the Alumni addressing the topic of careers in broadcasting at SUNY Oswego.
9	Host an event/program sponsored by or on behalf of community organization relating to careers in broadcasting	On July 17, 2013, our stations hosted three individuals with developmental disabilities as part of Greater Syracuse Mentoring Day. The participants toured our facilities and were exposed to the daily operations of a broadcast station.
10	Participate in other activities calculated to further the goal of disseminating information as to employment opportunities in broadcasting	Our Creative Director serves as a board member of CNY Works Youth Council, advising on and assisting with its efforts to help connect low income youth with local employers.

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

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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: 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 2/1/13-1/31/14	
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

	Manual Posting		
	WSYR, WHEN(AM) WYYY(FM) WWHT(FM), WBBS(FM)	EEO PUBLIC FILE 2/1/13-1/31/14	
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@laliaupstateny.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

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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	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

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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	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