

WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY
EEO PUBLIC FILE REPORT
February 1, 2020 - January 31, 2021

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Outside Sales	1, 4-7, 9-10, 12-16, 20-22, 24-27	10
Outside Sales	1, 4-7, 9-10, 12-16, 20-22, 24-27	10
Sr. Vice President of Programming	1-5, 7-27	8

This report was modified in January 2022 to address reporting issues.

Certain entitled sources were not notified of certain vacancies due to changed contact information and/or email/fax delivery failure.

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	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
2	Broadcast Media Communications Dept 49 4585 West Seneca Turnpike Ste W150 Syracuse, New York 13215 Url : www.sunyocc.edu Email : careerservices@sunyocc.edu Mandi Avery	Y	0
3	Bryant & Stratton College 8687 Carling Rd. Liverpool, New York 13090 Phone : 315-652-6500x271 Email : eagifford@bryantstratton.edu Alex Deveney	Y	0
4	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
5	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
6	Cornell University 203 Barnes Hall Ithaca, New York 14850 Url : www.cornell.edu Email : career@cornell.edu Career Services	Y	0

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7	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
8	Employee Referral	N	1
9	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
10	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	5
11	Linked In	N	1
12	New York State Broadcaster Association 1805 Western Ave Albany, New York 12203 Url : www.nysbroadcasters.org Email : cjung@nysbroadcasters.org Carolyn Jung	Y	0
13	Office of Minority Affairs 201 E. Washington Street City Hall Room 219 Syracuse, New York 13202 Url : www.syracuse.ny.us Email : lmittchell@syrgov.net Lamont Mitchell	Y	0
14	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

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15	Onondaga Community College 4585 W. Seneca Tpke Syracuse, New York 13215 Url : www.sunyocc.edu Email : careerservices@sunyocc.edu Career Services	Y	0
16	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
17	Spanish Action League 700 Oswego Street Syracuse, New York 13204 Phone : (315) 475-6153 ext. 213 Url : www.spanishactionleague.com Email : azabala@laligancny.org Fax : 1-315-474-5767 Adriana Zabala	Y	0
18	SUNY Oswego, Career Services 7060 State Route 104 145 Campus Center Oswego, New York 13126 Url : www.oswego.edu/student/career Email : careerservices@oswego.edu n/a n/a	Y	0
19	Syracuse Model Neighborhood Facility 401 South Ave. Syracuse, New York 13204 Url : www.swccsyr.org Email : maciccarelli@smnfwcc.org Fax : 1-315-472-9963 n/a n/a	Y	0
20	Syracuse University 235 Schine Student Center Syracuse, New York 13244 Url : www.syr.edu Email : careers@syr.edu Career Services	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	The Native American JPTA 312 Gifford Street Syracuse, New York 13204 Url : www.userinstinct.com Email : SageH@nayapdx.org Fax : 1-818-997-8850 Charlotte Tarbell	Y	0
22	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
23	Unknown (source not adequately identified upon inquiry by SEU)	N	1
24	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
25	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
26	Women's Opportunity Center 901 James Street Syracuse, New York 13203 Url : www.labor.state.ny.us Email : info@womensopportunity.org Fax : 1-315-446-5869 Peggy Woods	Y	0
27	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
TOTAL INTERVIEWS OVER REPORTING PERIOD:			8

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	3/2/2020	Participation in events or programs sponsored by educational institutions	On March 2, 2020, one of this SEU's Program Directors spoke at a meeting of communications students at the State University of NY at Brockport. She shared advice about pursuing a career in the broadcast industry and included guidance on how to apply for open positions.	1	Program Director
2	9/1/2020	Participation in events or programs sponsored by educational institutions	On September 1, 2020, our Executive Producer/Digital Manager spoke with a student from Lasell College about careers in broadcasting, working on-air in radio, and how to apply for positions at iHeartMedia.	1	Executive Producer/Digital Manager
3	10/1/2020	Provision of training to management	On October 1, 2020, our Business Manager provided EEO training to management-level employees at our SEU, including our Area President, VP/Sales, and Program Director. Topics included EEO recruitment, notification efforts, and FCC reporting requirements.	4	Area President VP/Sales Program Director Business Manager
4	11/5/2020	Participation in events or programs sponsored by educational institutions	Executive Producer/Digital Manager speaking on a virtual conference to Lasell College Communication students about working in radio and iHeartMedia.	1	Executive Producer/Digital Manager
5	11/10/2020	Participation in events or programs sponsored by educational institutions	On November 10, 2020, our SEU's Sales Manager participated in a virtual career expo via Zoom. The Communications and Media Arts and BIT Career Expo's aim was to bring together representatives from communication and media departments from television, radio, advertising agencies, universities, and athletics for students to learn about related careers, internships, and volunteer opportunities. Students had the opportunity to speak with representatives in a virtual format via breakout rooms. The Communications and Media Arts and BIT Career Expo is an annual event hosted by SUNY Broome's Communications and Media Arts Department, Business Information Technology Department, and Center for Career Development.	1	Sales Manager

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6	12/14/2020	Provision of training to management	In December 2020, our SEU's Vice President of Sales took the Harassment Prevention training course provided by iHeartMedia Learning Center. The course focuses on preventing sexual harassment as well as other forms of harassment and emphasizes the importance of facilitating a safe and inclusive work environment that provides equal opportunities to all.	1	Vice President of Sales