

WGY, WGY-FM, WKKF, WOFX, WPYX, WRVE, WTRY-FM
EEO PUBLIC FILE REPORT
February 1, 2023 - January 31, 2024

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
Vice President of Sales	1-18	10

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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	Becker Career Center Stanley R. Becker Hall Schenectady, New York 12308 Phone : 518-388-6176 Email : careercenter@union.edu Career Services	N	0
2	Buffalo City Hall 65 Niagara Square Buffalo, New York Phone : 716-851-4200 Fax : 1-716-851-5401 Olivia Licata	N	0
3	Buffalo State College 1300 Elmwood Avenue Buffalo, New York Phone : 716-878-5811 Email : askCDC@buffalostate.edu Fax : 1-716-878-3152 Nanette Tramont Muriel Howard, Claire Jones	N	0
4	Buffalo Urban League Inc 15 E. Genesee Street Buffalo, New York Phone : 716-250-2405 Email : info@buffalourbanleague.org Joan King	N	0
5	Capital Region Workforce 175 Central Ave Albany, New York Email : brian@capreg.org Career Services	N	0
6	Certified Rehabilitation Services 40 Cramond Street Colonie, New York 12205 Phone : 518-458-2773 Url : www.certifiedrehabservices.com Email : Darlene@Certifiedrehabservices.com Darlene Fittizzi	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
7	Division of Military & Naval Affairs 330 Old Niskayuna Road Latham, New York 12110 Phone : 518-786-4911 Email : darlene.a.stanton.ctr@mail.mil Darlene Stanton	Y	0
8	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
9	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
10	iHM Human Capital Acquisition	N	1
11	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/ Career Services Manual Posting	N	0
12	Living Resources 300 Washington Ave Ext Albany , New York 12203 Phone : 518-218-0000 Email : mcognetti@livingresources.org Fax : 1-518-862-2175 Mike Cognetti	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
13	Mass Broadcasters 43 Riverside Ave PMB 401 Medford, Massachusetts 02155 Phone : 800-471-1875 Url : massbroadcasters.org Email : jorday@massbroadcasters.org Fax : 1-617-274-8833 Jordan Walton	N	0
14	St Thomas Aquinas College 125 Route 340 Sparkill, New York 10976 Phone : 845-398-4065 Email : careers@stac.edu Maureen Mulhern	N	0
15	University of Albany 1400 Washington Ave Albany, New York 12222 Phone : 518-442-3300 Email : career@albany.edu Career Services	N	0
16	WERC Women's Employment & Resource Ctr. 175 Central Ave. Albany, New York 12206 Phone : 518-462-7600 ext. 185 Email : madams@cdwerc.org Marge Adams	Y	0
17	Women's Center for Education & Career Advancement 11 Broadway New York, New York 10004 Phone : 212-964-8934 Url : www.wceca.org Email : mreagon@wceca.org Fax : 1-212-964-0222 Merble Reagon	N	0
18	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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TOTAL INTERVIEWS OVER REPORTING PERIOD:			1

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/9/2023	Establishment of an intern program designed to assist members of the community	From 04/17/2023 to 06/17/2023, our SEU hosted an intern from University of Albany. The intern participated in and gained experience through various activities across multiple departments, including Programming, Sales, Digital and Promotions. The intern was supervised by our Area President and our Promotions & Marketing Director.	1	Area President
2	4/11/2023	Participation in events or programs sponsored by educational institutions	Our Program Director from WGY and WOFX spoke to spring semester students at local Siena College about radio and broadcasting. His discussion included advise on journalism, media ethics, how to improve your on-air abilities and the importance of writing when learning how to publish reports on -air.	1	Program Director
3	4/11/2023	Participation in events or programs sponsored by educational institutions	Our Program Director from WGY and WOFX spoke to Siena College students about radio and broadcasting. He offered the students advice on how to build on their aspiring media careers, how important education is in the professional world and skills for future job interviews.	1	Program Director
4	10/8/2023	Establishment of an intern program designed to assist members of the community	In the Fall of 2023, our SEU hosted an intern from The College of St. Rose. The intern participated in and gained experience through various activities across multiple departments, including Programming, Sales, Events, and Promotions with the majority of her time spent with specific sales projects and assisting the events and promotions team. She worked across departments and contributed to our success in 2023. The intern was supervised by our VP of Sales.	1	Market VP of Sales

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5	12/10/2023	Provision of training to management	In December 2023, our SEU's Market VP Sales took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	Market VP Sales
6	12/10/2023	Provision of training to management	In December 2023 our SEU's Market VP Sales took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace.	1	Market VP Sales