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May 19, 2022

**VIA E-MAIL & POSTING TO
FCC ONLINE PUBLIC INSPECTION FILE**

Elizabeth E. Goldin
Assistant Chief, Investigations & Hearings Division
Enforcement Bureau
Federal Communications Commission

Re: Response to Broadcast EEO Audit Letter
WWHT(FM), Syracuse NY (FID 57842)

Dear Ms. Goldin:

On behalf of iHM Licenses, LLC, licensee of WWHT(FM), Syracuse NY (FID 57842), as well as the commonly owned stations in the Syracuse, New York station employment unit ("SEU"), the undersigned submits the SEU's response to your letter of March 21, 2022¹ concerning compliance with the Commission's Equal Employment Opportunity rules, 47 C.F.R. § 73.2080.² Per your request, this submission consists of a sworn statement by Robert J. Morgan, Area President, with copies of documentation responsive to your inquiry.

Should any questions arise concerning this submission, kindly contact the undersigned.

Respectfully Submitted,



Meredith G. Singer

cc: Lynn Kalagian (FCC) *(via email)*

¹ The licensee received an extension of time in which to file this response.

² The letter identified CC Licenses, LLC as the licensee of WWHT(FM), however, the correct licensee of the station, as shown in the Commission's Licensing and Management System, is iHM Licenses, LLC.

DECLARATION OF ROBERT J. MORGAN, AREA PRESIDENT

I, Robert J. Morgan, hereby declare as follows:

1. I am an Area President for iHM Licenses, LLC, the licensee of station WWHT(FM), Syracuse NY (FID 57842), which is part of a station employment unit based in Syracuse, NY and which includes WSYR(AM), Syracuse, NY (FID 48720), WSYR-FM, Solvay, NY (FID 25018), WYYY(FM), Syracuse, NY (FID 48725), WBBS(FM), Fulton NY (FID 48730), and WHEN(AM), Syracuse, NY (FID 7080) (the “SEU” or “Unit”). The stations in this SEU are commonly owned through subsidiaries ultimately owned and controlled by iHeartMedia, Inc. (collectively, “iHeartMedia”). This Statement and relevant attachments are being submitted in response to the March 21, 2022 letter of Elizabeth E. Goldin, Assistant Chief, Investigations & Hearings Division of the Commission’s Enforcement Bureau, concerning a random audit of EEO compliance (the “EEO Audit Letter”).
2. This SEU employs five or more full-time employees as the term is defined in the broadcast EEO rule of the Federal Communication Commission (“FCC” or the “Commission”), 47 C.F.R. § 73.2080(e)(1).
3. In response to Question 2(b)(i) of the EEO Audit Letter, the SEU’s two most recent EEO Public File Reports, as described in 47 C.F.R. § 73.2080(c)(6), are appended at Attachment A.
4. In response to Question 2(b)(ii) of the EEO Audit Letter, the web addresses of the stations in this SEU are as follows: hot1079.com (WWHT(FM)), 570wsyr.com (WSYR(AM)), y94fm.com (WYYY(FM)), b1047.net (WBBS(FM)), power620.com (WHEN(AM)). A copy of the current EEO Public File Report is included on or linked to each of these websites.
5. In response to Question 2(b)(iii), the date of each full-time hire listed in the SEU’s above-referenced EEO Public File Reports, in accordance with 47 C.F.R. § 73.2080(c)(5)(vi), is included in the internal business records appended at Attachment B. Further, the licensee acknowledges that it is required to retain records to document its outreach to the recruitment sources used to fill its full-time positions pursuant to 47 C.F.R. § 73.2080(c)(5)(iii), including the recruitment reflected in the above EEO Public File Reports. However, pursuant to the EEO Audit Letter, only one such job notice per position is included at Attachment B.
6. In response to Question 2(b)(iv) of the EEO Audit Letter, the internal business records appended at Attachment B also provide data concerning (a) the total number of interviewees for each vacancy and (b) the referral source for each interviewee for each full-time vacancy filled during the period covered by the above EEO Public File Reports.
7. In response to Question 2(b)(v) of the EEO Audit Letter, documentation concerning the Unit’s performance of four points worth of recruitment initiative activity during the period covered by the above EEO Public File Reports and as described in § 73.2080(c)(2) is appended at Attachment C with participating personnel noted therein. This SEU employs a total of 15 full-time employees and at least one of our stations is located in a market with a population of more than 250,000. Accordingly, the SEU is required to perform at least four points worth of

recruitment initiative activity during each two-year period measured from the date the stations in the SEU are required to file license renewal applications.

8. In response to Question 2(b)(vi) of the EEO Audit Letter, the licensee affirms that it is not aware of any complaints alleging unlawful discrimination in the employment practices of the stations in this SEU based on race, color, religion, national origin or sex filed before a body with jurisdiction under federal, state, territorial or local law during the current license term.

9. In response to Question 2(b)(vii) of the EEO Audit Letter, the licensee affirms that iHM Licenses, LLC deployed an EEO compliance plan, with the assistance of outside communications counsel, known as the Broadcast Diversity Recruitment Plan (the "Recruitment Plan" or "Plan") in conjunction with the effective date of the current EEO regulations. The Plan contains directives as to how iHeartMedia SEUs are to engage in broad recruitment for job vacancies and undertake recruitment initiatives, details the required recordkeeping requirements and provides a quarterly self-assessment program.

At the corporate level, iHeartMedia assists SEUs in understanding and following the Recruitment Plan, employing a team of corporate HR specialists that respond to SEU requests for FCC EEO compliance assistance and/or that call upon outside counsel for additional guidance when warranted. Furthermore, iHeartMedia has a team of internal public inspection file auditors that surveys FCC EEO performance of iHeartMedia SEUs as part of their routine review of overall public file compliance. Finally, in connection with the deployment of HR software throughout the company, iHeartMedia HR's department has conducted training sessions for its SEUs on its hiring policies and procedures, including compliance with the FCC's EEO broad outreach rules, and continues to provide access to training on FCC EEO matters to SEUs via its online HR portal.

At the local level, this SEU's efforts to comply with the company's Recruitment Plan include maintaining a broad list of recruitment sources that includes diverse community organizations (including those focused on minority populations) and educational institutions. In addition, our SEU has developed a training program for management-level personnel on EEO recordkeeping and recruitment. Open positions at the SEU are regularly discussed at staff meetings, and we solicit input on how to increase the effectiveness of our outreach. Currently, Cathy Miller, our National Sales Assistant, is responsible for overseeing this SEU's EEO program. This SEU's compliance efforts include identifying iHeartMedia's efforts to afford equal employment opportunities to employees through statements disseminated in job applications and posted in conspicuous areas within the workplace. This SEU's employment practices are my ultimate responsibility, working in conjunction with in-house counsel at iHeartMedia corporate headquarters and, when applicable, outside employment and labor counsel.

10. In response to Question 2(b)(viii) of the EEO Audit Letter, the SEU understands that it must periodically analyze the effectiveness of its EEO recruitment program by reviewing the productivity of sources on its recruitment list and the outcome of its recruitment initiatives. The company's Recruitment Plan, through the quarterly self-assessment mechanism, provides SEUs with an opportunity to consult corporate headquarters about these issues. To boost the effectiveness of outreach efforts on an ongoing basis, this SEU includes language on its station

websites encouraging qualified community organizations or educational institutions to contact the SEU to request job vacancy notices. Further, when employees of this SEU interact with community members, show guests, area newsmakers, or advertisers, we make an effort to ascertain whether the individual represents or is aware of any additional recruitment sources that we could add to our list.

11. In response to Question 2(b)(ix) of the EEO Audit Letter, this SEU strives to comply with all federal, state and/or local laws regarding pay, benefits, seniority practices, promotions, and selection techniques and tests to ensure that they provide equal opportunity and do not have a discriminatory effect.

Dated: May 19, 2022

[SIGNATURE PAGE FOLLOWS]

**SIGNATURE PAGE TO
DECLARATION OF ROBERT J. MORGAN, AREA PRESIDENT**

As of the date set forth above, I hereby declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge, information and belief.



ROBERT J. MORGAN

Attachment A

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" ("MRSL") 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.

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

EEO PUBLIC FILE REPORT

February 1, 2020 - January 31, 2021

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	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 : cnmainfo@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

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

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

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

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

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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			8

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

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

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

EEO PUBLIC FILE REPORT

February 1, 2020 - January 31, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
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

WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY
EEO PUBLIC FILE REPORT
February 1, 2021 - January 31, 2022

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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY
EEO PUBLIC FILE REPORT
February 1, 2021 - January 31, 2022

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
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY
EEO PUBLIC FILE REPORT
February 1, 2021 - January 31, 2022

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/11/2021	Participation in events or programs sponsored by educational institutions	On June 11, 2021 our WSYR News Anchor spoke to local students from PS 49 The Willis Avenue School at a virtual career day event. Discussion topics included how the speaker chose their career path and their day-to-day work responsibilities.	1	News Anchor
2	12/14/2021	Provision of training to management	In December 2021, our SEU's Vice President 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	Vice President

Attachment B

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

Vacancy Data Form

Outside Sales

Recruitment source referring hire: iHeartMediaCareers.com

Date of hire: 2/3/2020

Recruitment source referring hire: iHeartMediaCareers.com

Date of hire: 2/10/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
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
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
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

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

Vacancy Data Form

Outside Sales

Recruitment source referring hire: iHeartMediaCareers.com

Date of hire: 2/3/2020

Recruitment source referring hire: iHeartMediaCareers.com

Date of hire: 2/10/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
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	2
12	New York State Broadcaster Assciation 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 : lmitchell@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

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

Vacancy Data Form

Outside Sales

Recruitment source referring hire: iHeartMediaCareers.com

Date of hire: 2/3/2020

Recruitment source referring hire: iHeartMediaCareers.com

Date of hire: 2/10/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
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
20	Syracuse University 235 Schine Student Center Syracuse, New York 13244 Url : www.syr.edu Email : careers@syr.edu Career Services	Y	0
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

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

Vacancy Data Form

Outside Sales

Recruitment source referring hire: iHeartMediaCareers.com

Date of hire: 2/3/2020

Recruitment source referring hire: iHeartMediaCareers.com

Date of hire: 2/10/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			2

WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY
Fax and E-mail verification summary report for Outside Sales

Position: Outside Sales

Hire Date: February 3, 2020

This report, generated by Broadcast1Source, verifies that WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

iHeartMedia Stations

Job Summary:

Identifies and develops new business opportunities; keeps and grows existing client relationships; offers solutions that help clients achieve their business goals; closes business; meets set sales target.

Responsibilities

- Identifies and solicits new business; builds and maintains a full pipeline of sales prospects.
- Services and grows relationships in existing base of clients.
- Identifies client/agency needs and develops persuasive proposals to meet needs and opportunities.
- Delivers effective sales presentations.
- Steers clients based on market, platform and station information.
- Maintains client communication and ensures client satisfaction.
- Monitors competition to continually find new account leads.

WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY
Fax and E-mail verification summary report for Outside Sales

- Negotiates rates based on iHeartMedia's budgets.
- Works collaboratively with internal partners to drive revenue.
- Ensures prompt payments.
- Follows all station procedures for preparing orders, resolving billing issues, submitting regular reports regarding sales, pipeline lists, forecasts and competitive analysis.
- Creates effective marketing campaigns in cooperation with iHeartMedia resources.
- Generates revenue and meets/exceeds established sales targets.
- Candidate must drive their own vehicle with a valid driver's license and state-mandated auto insurance.

Qualifications

- Proficient in Microsoft Office suite and social networking platforms
- Adept at prospecting and using effective consultative selling principles and practices
- Strong client service relationship-building skills
- Ability to plan and organize, set priorities and multi task in a fast-paced environment
- Negotiation and closing proficiency
- Persuasive communication skills: verbal, written and presentation
- Independent; self-motivated; competitive; assertive
- Strong problem-solving and analytical skills
- Understanding of market dynamics including demographics
- Stress tolerance especially with tight deadlines and financial pressures
- Flexibility and creativity
- Professional appearance
- Strong interpersonal skills

WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY
Fax and E-mail verification summary report for Outside Sales

Work Experience

- 2+ years in media/advertising sales is preferred, but not required
- Salesforce experience is a plus

Education

- High school diploma, college degree preferred

Certifications

- None required

Location

Syracuse, NY: 500 Plum St, Suite 100 and 400, 13204

Position Type

Regular

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

Our organization participates in E-Verify. Click [here](#) to learn about E-Verify.

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

Requirements:

Experience:

Additional Information:

WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY
Fax and E-mail verification summary report for Outside Sales

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Syracuse-NY/Outside-Sales_Req20280

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

*****IMPORTANT*****

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Kenneth Dees at kennydees@iheartmedia.com

WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY
Fax and E-mail verification summary report for Outside Sales

RS Number	Recruiting Source	Date and Time
1	Aurora of Central New York E-mail: auroraofcny@auroraofcny.org	Sent: 1/8/2020 7:11:51 AM
4	California Chicano News Media Association (CCNMA) E-mail: ccnmainfo@ccnma.org	Sent: 1/8/2020 7:11:50 AM
5	Center for Community Alternatives E-mail: cca@communityalternatives.org	Sent: 1/8/2020 7:11:52 AM
6	Cornell University E-mail: ccnet@cornell.edu	Sent: 1/8/2020 7:11:51 AM
7	Dunbar Association Inc E-mail: thenewdunbar@gmail.com	Sent: 1/8/2020 7:11:47 AM
12	New York State Broadcaster Assciation E-mail: cjung@nysbroadcasters.org	Sent: 1/8/2020 7:11:50 AM
13	Office of Minority Affairs E-mail: lmittchell@syrgov.net	Sent: 1/8/2020 7:11:47 AM
14	Onondaga -Madison Board of Cooperative Educational Services (BOCES) E-mail: mukleya@ocmboces.org	Sent: 1/8/2020 7:11:49 AM
16	S I Newhouse School of Public Comm. E-mail: belichti@syr.edu	Sent: 1/8/2020 7:11:46 AM
20	Syracuse University E-mail: careers@syr.edu	Sent: 1/8/2020 7:11:45 AM
21	The Native American JPTA E-mail: syracusenet@hotmail.com	Sent: 1/8/2020 7:11:47 AM
22	Tompkins-Cortland Community College Fax: 1-607-844-6539 E-mail: evenert@tc3.edu	Sent: 1/8/2020 7:13:42 AM Sent: 1/8/2020 7:11:49 AM
24	WISE Center E-mail: alwaterb@syr.edu	Sent: 1/8/2020 7:11:53 AM
25	Women's Information Center E-mail: womensinfocenter@gmail.com	Sent: 1/8/2020 7:11:45 AM
26	Women's Opportunity Center Fax: 1-315-446-5869	Sent: 1/8/2020 7:14:07 AM
27	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 1/8/2020 7:11:44 AM

WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY
Fax and E-mail verification summary report for Outside Sales

Position: Outside Sales

Hire Date: February 10, 2020

This report, generated by Broadcast1Source, verifies that WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

iHeartMedia Stations

Job Summary:

Identifies and develops new business opportunities; keeps and grows existing client relationships; offers solutions that help clients achieve their business goals; closes business; meets set sales target.

Responsibilities

- Identifies and solicits new business; builds and maintains a full pipeline of sales prospects.
- Services and grows relationships in existing base of clients.
- Identifies client/agency needs and develops persuasive proposals to meet needs and opportunities.
- Delivers effective sales presentations.
- Steers clients based on market, platform and station information.
- Maintains client communication and ensures client satisfaction.
- Monitors competition to continually find new account leads.

WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY
Fax and E-mail verification summary report for Outside Sales

- Negotiates rates based on iHeartMedia's budgets.
- Works collaboratively with internal partners to drive revenue.
- Ensures prompt payments.
- Follows all station procedures for preparing orders, resolving billing issues, submitting regular reports regarding sales, pipeline lists, forecasts and competitive analysis.
- Creates effective marketing campaigns in cooperation with iHeartMedia resources.
- Generates revenue and meets/exceeds established sales targets.
- Candidate must drive their own vehicle with a valid driver's license and state-mandated auto insurance.

Qualifications

- Proficient in Microsoft Office suite and social networking platforms
- Adept at prospecting and using effective consultative selling principles and practices
- Strong client service relationship-building skills
- Ability to plan and organize, set priorities and multi task in a fast-paced environment
- Negotiation and closing proficiency
- Persuasive communication skills: verbal, written and presentation
- Independent; self-motivated; competitive; assertive
- Strong problem-solving and analytical skills
- Understanding of market dynamics including demographics
- Stress tolerance especially with tight deadlines and financial pressures
- Flexibility and creativity
- Professional appearance
- Strong interpersonal skills

WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY
Fax and E-mail verification summary report for Outside Sales

Work Experience

- 2+ years in media/advertising sales is preferred, but not required
- SalesForce experience is a plus

Education

- High school diploma, college degree preferred

Certifications

- None required

Location

Syracuse, NY: 500 Plum St, Suite 100 and 400, 13204

Position Type

Regular

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or status.

Our organization participates in E-Verify. Click [here](#) to learn about E-Verify.

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

Requirements:

Experience:

Additional Information:

WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY
Fax and E-mail verification summary report for Outside Sales

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Syracuse-NY/Outside-Sales_Req20280

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

*****IMPORTANT*****

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WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY
Fax and E-mail verification summary report for Outside Sales

RS Number	Recruiting Source	Date and Time
1	Aurora of Central New York E-mail: auroraofcny@auroraofcny.org	Sent: 1/8/2020 7:11:51 AM
4	California Chicano News Media Association (CCNMA) E-mail: ccnmainfo@ccnma.org	Sent: 1/8/2020 7:11:50 AM
5	Center for Community Alternatives E-mail: cca@communityalternatives.org	Sent: 1/8/2020 7:11:52 AM
6	Cornell University E-mail: ccnet@cornell.edu	Sent: 1/8/2020 7:11:51 AM
7	Dunbar Association Inc E-mail: thenewdunbar@gmail.com	Sent: 1/8/2020 7:11:47 AM
12	New York State Broadcaster Assciation E-mail: cjung@nysbroadcasters.org	Sent: 1/8/2020 7:11:50 AM
13	Office of Minority Affairs E-mail: lmittchell@syrgov.net	Sent: 1/8/2020 7:11:47 AM
14	Onondaga -Madison Board of Cooperative Educational Services (BOCES) E-mail: mukleya@ocmboces.org	Sent: 1/8/2020 7:11:49 AM
16	S I Newhouse School of Public Comm. E-mail: belichti@syr.edu	Sent: 1/8/2020 7:11:46 AM
20	Syracuse University E-mail: careers@syr.edu	Sent: 1/8/2020 7:11:45 AM
21	The Native American JPTA E-mail: syracuseenet@hotmail.com	Sent: 1/8/2020 7:11:47 AM
22	Tompkins-Cortland Community College Fax: 1-607-844-6539 E-mail: evenert@tc3.edu	Sent: 1/8/2020 7:13:42 AM Sent: 1/8/2020 7:11:49 AM
24	WISE Center E-mail: alwaterb@syr.edu	Sent: 1/8/2020 7:11:53 AM
25	Women's Information Center E-mail: womensinfocenter@gmail.com	Sent: 1/8/2020 7:11:45 AM
26	Women's Opportunity Center Fax: 1-315-446-5869	Sent: 1/8/2020 7:14:07 AM
27	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 1/8/2020 7:11:44 AM

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

Vacancy Data Form

Sr. Vice President of Programming

Recruitment source referring hiree: Employee Referral

Date of hire: 8/3/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
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

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

Vacancy Data Form

Sr. Vice President of Programming

Recruitment source referring hiree: Employee Referral

Date of hire: 8/3/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
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	3
11	Linked In	N	1
12	New York State Broadcaster Assciation 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 : lmitchell@syrgov.net Lamont Mitchell	Y	0

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

Vacancy Data Form

Sr. Vice President of Programming

Recruitment source referring hiree: Employee Referral

Date of hire: 8/3/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
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
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

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

Vacancy Data Form

Sr. Vice President of Programming

Recruitment source referring hiree: Employee Referral

Date of hire: 8/3/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
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
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

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

Vacancy Data Form

Sr. Vice President of Programming

Recruitment source referring hiree: Employee Referral

Date of hire: 8/3/2020

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS
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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

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

Fax and E-mail verification summary report for Sr. Vice President of Programming

Position: Sr. Vice President of Programming

Hire Date: August 3, 2020

This report, generated by Broadcast1Source, verifies that WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY used Broadcast1Source to provide the following notice to the identified recruiting sources at the dates and times listed below.

To

All recruiting agencies listed in the report below

Subject: Job Notification from Broadcast1Source

From: contact@broadcast1source.com

Details:

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

iHeartMedia Stations

Job Summary:

iHeartMedia West New York has an immediate opening for a Senior Vice President of Programming (SVPP). This position requires a person with excellent leadership skills and a proven record of building and motivating high performing teams. The successful candidate will possess abilities to build and achieve ratings excellence and assist the sales department in revenue generation by utilizing iHeartMedia's multiple platforms.

Position Overview/Responsibilities:

- Senior leader role responsible for managing the strategy and execution of the market's brands and increasing audience engagement for iHeartMedia's broadcast (ratings growth), digital (uniques / streaming TSL growth), and live entertainment products (audience).
- Support the Market President and the SVP of Sales in driving revenue growth while developing & maintaining the stations' brand identities.
- Support the Market President by leading the day-to-day management of programming operations in the market including (but not limited to); managing productivity, cost, technology, and production capabilities; as well as protecting the station from FCC infringements of On-Air conduct
- Responsible for the quality of the products in the market, and by extension, for protecting the station licenses.
- Act as the Program Director for three or more brands within a market.
- A senior member of the market's management team, thereby, modeling the values and operating

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

Fax and E-mail verification summary report for Sr. Vice President of Programming

principles of iHeartMedia with programming staff and broader market employees.

- Provide visible leadership and communications to the market.
- Reports to the President West NY

Required Skills / Abilities:

- Identify, develop, coach and manage the Program Directors, Promotions staff, Digital staff and On-Air Talent (in coordination with the Program Directors) in the markets
- Ability to analyze ratings and market research to grow the audience base – identify market risks / opportunities and ways to improve ratings
- Understanding of industry trends and revenue drivers and an ability to create and develop brands that engage audiences
- Work with Program Directors, Promotion leads, and Digital leads to drive audience engagement and build the market's brands across broadcast, digital, and live entertainment
- Provide exceptional leadership and oversight for direct reports, including guidance, identifying development opportunities, and career coaching.
- Drive results through your team and hold them accountable to business metrics & expectations, as well as ensuring they support market sales efforts
- Extensive knowledge of Diary data analysis; working knowledge of RCS products including GSelector and NexGen
- Protect the licenses of the radio stations by understanding and implementing all FCC broadcast rules and regulations
- Work directly with Engineering and Information Technology Department to ensure technical compliance of all operations of radio stations
- Strong organizational skills and an ability to multi-task while balancing multiple priorities
- Strong analytical, decision making, and problem solving skills
- Minimum of three (3) years of experience in managing and directing a programming team
- Capability to provide honest coaching and adjust communications style based on employee needs

Location

Syracuse, NY: 500 Plum St, Suite 100 and 400, 13204

Position Type

Regular

The Company is an equal opportunity employer and will not tolerate discrimination in employment on the basis of race, color, age, sex, sexual orientation, gender identity or expression, religion, disability, ethnicity, national origin, marital status, protected veteran status, genetic information, or any other legally protected classification or

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

Fax and E-mail verification summary report for Sr. Vice President of Programming

status.

Our organization participates in E-Verify. Click [here](#) to learn about E-Verify.

Current employees and contingent workers click [here](#) to apply and search by the Job Posting Title.

Requirements:

Experience:

Additional Information:

Contact:

https://iheartmedia.wd5.myworkdayjobs.com/External_iHM/job/Syracuse-NY/Sr-Vice-President-of-Programming_Req21315

Job posted by an EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

IMPORTANT

This fax or email has been sent using the services provided by Broadcast1Source. If you want to change your contact details, please email Erick Espinosa at erickespinosa@iheartmedia.com

WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY**Fax and E-mail verification summary report for Sr. Vice President of Programming**

RS Number	Recruiting Source	Date and Time
1	Aurora of Central New York E-mail: auroraofcny@auroraofcny.org	Sent: 6/17/2020 1:14:39 PM
2	Broadcast Media Communications Dept 49 E-mail: careerservices@sunyocc.edu	Sent: 6/17/2020 1:14:40 PM
3	Bryant & Stratton College E-mail: eagifford@bryantstratton.edu	Sent: 6/17/2020 1:14:40 PM
4	California Chicano News Media Association (CCNMA) E-mail: ccnmainfo@ccnma.org	Sent: 6/17/2020 1:14:38 PM
5	Center for Community Alternatives E-mail: cca@communityalternatives.org	Sent: 6/17/2020 1:14:39 PM
7	Dunbar Association Inc E-mail: thenewdunbar@gmail.com	Sent: 6/17/2020 1:14:36 PM
12	New York State Broadcaster Assciation E-mail: cjung@nysbroadcasters.org	Sent: 6/17/2020 1:14:38 PM
13	Office of Minority Affairs E-mail: lmittchell@syrgov.net	Sent: 6/17/2020 1:14:35 PM
14	Onondaga -Madison Board of Cooperative Educational Services (BOCES) E-mail: mukleya@ocmboces.org	Sent: 6/17/2020 1:14:37 PM
16	S I Newhouse School of Public Comm. E-mail: belichti@syr.edu	Sent: 6/17/2020 1:14:35 PM
17	Spanish Action League Fax: 1-315-474-5767	Sent: 6/17/2020 6:07 PM
18	SUNY Oswego, Career Services E-mail: careerservices@oswego.edu	Sent: 6/17/2020 1:14:37 PM
19	Syracuse Model Neighborhood Facility Fax: 1-315-472-9963 E-mail: maciccarelli@smnfwcc.org	Sent: 6/17/2020 6:08 PM Sent: 6/17/2020 1:14:34 PM
20	Syracuse University E-mail: careers@syr.edu	Sent: 6/17/2020 1:14:34 PM
21	The Native American JPTA E-mail: syracuseenet@hotmail.com	Sent: 6/17/2020 1:14:35 PM

WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY**Fax and E-mail verification summary report for Sr. Vice President of Programming**

RS Number	Recruiting Source	Date and Time
22	Tompkins-Cortland Community College Fax: 1-607-844-6539 E-mail: evenert@tc3.edu	Sent: 6/17/2020 6:07 PM Sent: 6/17/2020 1:14:37 PM
24	WISE Center E-mail: alwaterb@syr.edu	Sent: 6/17/2020 1:14:41 PM
25	Women's Information Center E-mail: womensinfocenter@gmail.com	Sent: 6/17/2020 1:14:34 PM
26	Women's Opportunity Center Fax: 1-315-446-5869	Sent: 6/17/2020 6:07 PM
27	www.mediagignow.com E-mail: customerservice@mediagignow.com	Sent: 6/17/2020 1:14:33 PM

Attachment C

WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY**RECRUITMENT INITIATIVES FORM****February 1, 2020 - January 31, 2021**

	Type of Recruitment Initiative (ex. Job Fair, Internship Program)	Date	Brief Description of Activity & Scope of Broadcaster's Participation <i>(where applicable, include job title(s) of station staff involved in the activity)</i>
1.	Participation in events or programs sponsored by educational institutions	3/2/2020	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.
2.	Participation in events or programs sponsored by educational institutions	9/1/2020	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.
3.	Provision of training to management	10/1/2020	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.	Participation in events or programs sponsored by educational institutions	11/5/2020	Executive Producer/Digital Manager speaking on a virtual conference to Lasell College Communication students about working in radio and iHeartMedia.
5.	Participation in events or programs sponsored by educational institutions	11/10/2020	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.
6.	Provision of training to management	12/14/2020	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.

From: [Dunn, Julie](#)
To: [Miller, Cathy](#); [Bussy, Bob](#)
Subject: FW: [EXTERNAL] 89.1 The point
Date: Tuesday, May 10, 2022 1:32:43 PM

JULIE DUNN

Program Director & Brand Manager
Middays, Country 100.5 & Y94
[iHeartMedia](#)

100 Chestnut Street, Suite 1700, Rochester, NY 14604
O 585.279.5285

America's #1 Audio Company

Reaching 9 out of 10 Americans Every Month

Radio | Podcasts | Digital | Social | Influencers | Data | Events

From: [REDACTED]@brockport.edu>
Sent: Friday, February 21, 2020 3:52 PM
To: Dunn, Julie <JulieDunn@iheartmedia.com>
Subject: Re: [EXTERNAL] 89.1 The point

Talk about your time at the point and how it helped you get your job and thrive. Then q and a

Get [Outlook for iOS](#)

From: Dunn, Julie <JulieDunn@iheartmedia.com>
Sent: Friday, February 21, 2020 3:46:55 PM
To: [REDACTED]@brockport.edu>
Subject: RE: [EXTERNAL] 89.1 The point

Warning: Message from non-Brockport Email Server. Treat message, links, and attachments with extra care.

Okay great, let's plan on it then! What specifically would you like me to talk about – or will this be more of a Q&A session?

Julie Dunn

Program Director & Brand Manager
Mornings Mix 100.5 & Y94
[iHeartMedia](#)

100 Chestnut Street, Suite 1700
Rochester, NY 14604
o 585.279.5285

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Radio | Podcasts | Digital | Social | Influencers | Data | Events

From: [REDACTED]@brockport.edu
Sent: Friday, February 21, 2020 3:45 PM
To: Dunn, Julie <JulieDunn@iheartmedia.com>
Subject: Re: [EXTERNAL] 89.1 The point

Haha that's ok and yes that would be perfect!!

Get [Outlook for iOS](#)

From: Dunn, Julie <JulieDunn@iheartmedia.com>
Sent: Friday, February 21, 2020 3:44:17 PM
To: [REDACTED]@brockport.edu>
Subject: RE: [EXTERNAL] 89.1 The point

Warning: Message from non-Brockport Email Server. Treat message, links, and attachments with extra care.

Oh my gosh. I never got back to you about this I'm so sorry! Does Monday the 2nd at 5:30p still work?

Julie Dunn

Program Director & Brand Manager

Mornings Mix 100.5 & Y94

iHeartMedia

100 Chestnut Street, Suite 1700

Rochester, NY 14604

o 585.279.5285

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Reaching 9 out of 10 Americans Every Month

Radio | Podcasts | Digital | Social | Influencers | Data | Events

From: [REDACTED]@brockport.edu
Sent: Monday, February 10, 2020 10:25 AM
To: Dunn, Julie <JulieDunn@iheartmedia.com>
Subject: Re: [EXTERNAL] 89.1 The point

how about 5:30 pm on Monday the 2nd?

From: Dunn, Julie <JulieDunn@iheartmedia.com>
Sent: Friday, February 7, 2020 2:19 PM
To: [REDACTED] <[\[REDACTED\]@brockport.edu](mailto:[REDACTED]@brockport.edu)>
Subject: RE: [EXTERNAL] 89.1 The point

Warning: Message from non-Brockport Email Server. Treat message, links, and attachments with extra care.

Well, if possible I'd like to do it a little earlier than 9:30p, since I do mornings now. If 5:30p would be acceptable, I'd appreciate that. What date are you looking at in March?

Julie Dunn

Program Director & Brand Manager

Mornings Mix 100.5 & Y94

iHeartMedia

100 Chestnut Street, Suite 1700

Rochester, NY 14604

o 585.279.5285

America's #1 Audio Company

Reaching 9 out of 10 Americans Every Month

Radio | Podcasts | Digital | Social | Influencers | Data | Events

From: [REDACTED] <[\[REDACTED\]@brockport.edu](mailto:[REDACTED]@brockport.edu)>
Sent: Friday, February 7, 2020 2:01 PM
To: Dunn, Julie <JulieDunn@iheartmedia.com>
Subject: Re: [EXTERNAL] 89.1 The point

Thanks for responding Julie! Normally we have meetings around 930 pm because of classes but we can move it to 530 pm if that works better for you.

From: Dunn, Julie <JulieDunn@iheartmedia.com>
Sent: Friday, February 7, 2020 10:44 AM
To: [REDACTED] <[\[REDACTED\]@brockport.edu](mailto:[REDACTED]@brockport.edu)>
Subject: RE: [EXTERNAL] 89.1 The point

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Hi Derick! Nice to hear from you. I'd be happy to come and guest speak at the Point – when do you

usually hold your meetings?

Julie Dunn

Program Director & Brand Manager

Mornings Mix 100.5 & Y94

iHeartMedia

100 Chestnut Street, Suite 1700

Rochester, NY 14604

o 585.279.5285

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From: [REDACTED]@brockport.edu]

Sent: Wednesday, February 5, 2020 11:51 AM

To: Dunn, Julie <JulieDunn@iheartmedia.com>

Subject: [EXTERNAL] 89.1 The point

Good afternoon Julie, my name is Derick we met on the voting committee for the WBSU hall of fame. The reason I am emailing is to see if you would be interested in coming in and being a guest speaker for The Point? I think you would be an amazing guest speaker and we would be honored if you could come in.

Let me know if you are available at all in March, I look forward to hearing from you.

Thank you for your time,

Derick [REDACTED]

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FCC EEO Management training October 1, 2020

- I. There are two reasons why we need to briefly review the FCC's EEO rules this morning:
 - a. The obvious: Because it's important to know and keep in mind that there are guidelines for us to follow;
 - b. The second reason will become evident in a few minutes.
- II. Overview
 - A. The Goal: Employment opportunities for all would result from filling full-time jobs only after soliciting candidates from the full community.
- III. Job "Posting" is often thought of being completed once the job rec is completed. However, at that point:
 - A. We must solicit candidates from the "full community"
- IV. And...the way the "full community" is reached is through:
 - A. Specific outreach
 1. We are required to develop and use recruitment sources sufficient to ensure wide dissemination throughout the community. At the end of August our list of sources totaled 64 and each one is notified of each of our FT openings;

2. We are also required to participate in supplemental initiatives to create general interest in broadcast employment, rather than recruit for a specific position
 - a. Includes internships, job fairs, participating in school career days, etc. This is always an area that needs improvement.
 - b. And...we are required to “keep score”—every event is worth one point or less and we need to show how many points we’ve earned each year.

V. The Biggie: Record-keeping requirements

- A. Only possible if we have been following the guidelines and can show:
 1. That each job opening has been properly posted and every group or agency has been notified; and...
 2. We have been involved in specific outreach events.

B. From each FT Hire we must collect:

- Job title and date of hire
- Name, address, contact of each recruitment source contacted
- Dated copies of all communications, postings, ads, etc announcing FT vacancy
- Total number of interviewees for each FT vacancy and the referral source for each.
-

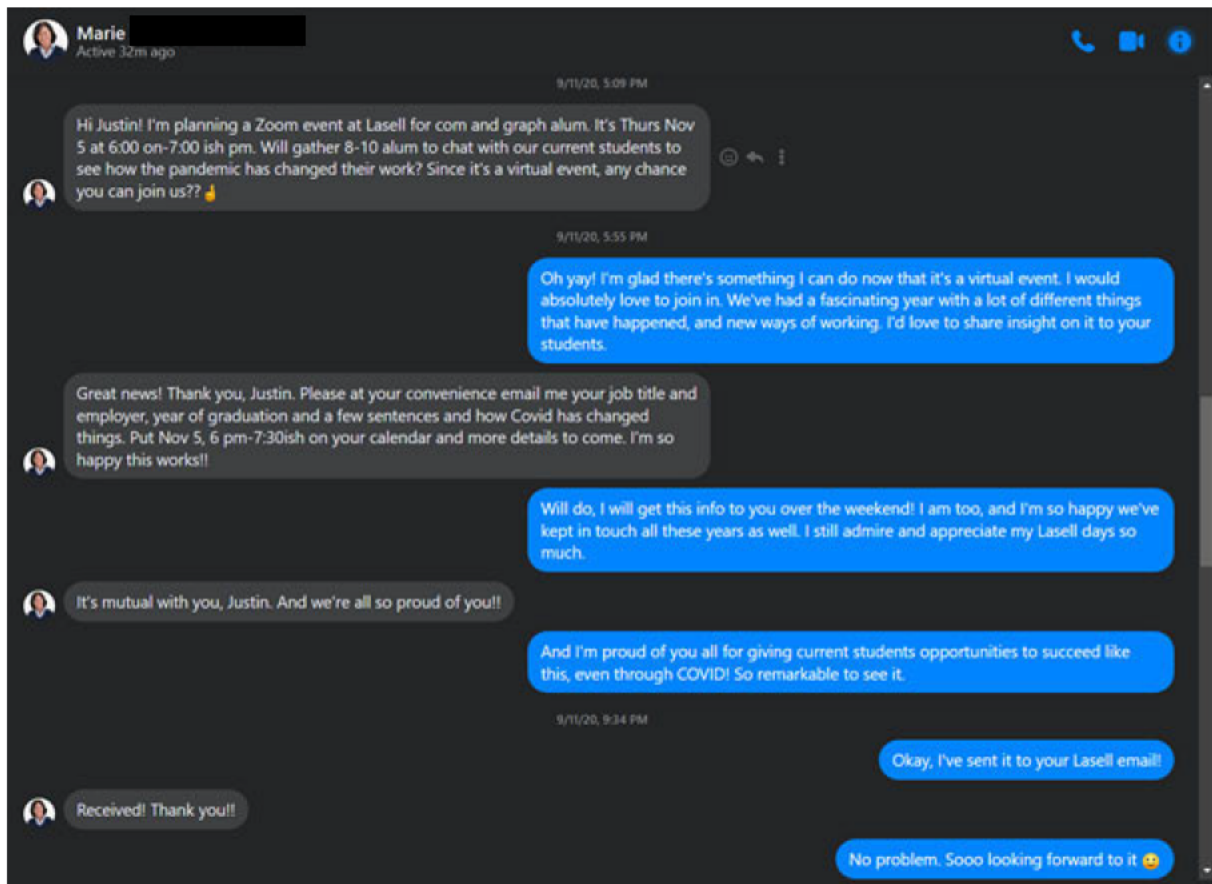
C. All this info is then condensed into a year-end report for the Public File, our station websites and it must be produced (with all backup materials) during EEO audits and at license renewal.

VI. Conclusion

- A. In our year-end report we receive “credit” for an annual EEO Training Session for managers.
- B. This overview was to offer such training by providing a “top-level” view.
 - 1. You don’t need to be aware of the nuts-n-bolts (ie “how to post”)—Kathy and I will take care of that.
- C. Our goal this morning was to remind you of what we are required to do and that we must keep records in order to report.

Dickerson, Kate

From: Miller, Cathy
Sent: Tuesday, May 10, 2022 10:57 AM
To: Miller, Cathy
Subject: FW: [EXTERNAL]



Cathy Miller

iHeartMedia | Syracuse, NY

500 Plum Street
Syracuse, NY 13219
☎ 315-362-7362

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for the successful completion of the course

2020 Harassment Prevention: A Commonsense Approach for Managers

By Kantola

Date: 12/14/2020

WBBS, WHEN, WSYR, WSYR-FM, WWHT, WYYY**RECRUITMENT INITIATIVES FORM****February 1, 2021 - January 31, 2022**

	Type of Recruitment Initiative (ex. Job Fair, Internship Program)	Date	Brief Description of Activity & Scope of Broadcaster's Participation <i>(where applicable, include job title(s) of station staff involved in the activity)</i>
1.	Participation in events sponsored by organizations representing the community	6/11/2021	On June 11, 2021 our WSYR News Anchor spoke to local students from PS 49 The Willis Avenue School at a virtual career day event. Discussion topics included how the speaker chose their career path and their day-to-day work responsibilities.
2.	Provision of training to management	12/14/2021	In December 2021, our SEU's Vice President 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.

From: Schuster, Tias
Sent: Thursday, June 3, 2021 11:17
To: Miller, Cathy
Subject: FW: [EXTERNAL] Fwd: Career Day 2021 Invitation

TIAS SCHUSTER
SVPP
iHeartMedia - Upstate New York

From: Hawryluk, Dianna <DiannaHawryluk@iheartmedia.com>
Sent: Thursday, June 3, 2021 7:41 AM
To: Schuster, Tias <Tias@iheartmedia.com>
Subject: Fw: [EXTERNAL] Fwd: Career Day 2021 Invitation

Forwarding this from the person coordinating the event:

Good morning everyone!

You have been invited to speak at Career Day on Friday June 11th at 9:30am-10:30am EST.

On Career Day, we will start students in the main room to give expectations. Each participant will be assigned a teacher facilitator to help discussion.

Here are some talking points for you:

- * College & You
- o How did you pick your major?
- o What did you study in school?
- o Why did you choose this career path?
- * Day to day operations
- o What do you do on a day-to-day basis?
- o Favorite part of your job
- o Opportunity for growth
- o Salary average
- o Benefits
- o Challenges of your job
- * Visual Presentation** If you'd like to add visuals such as a power point or pictures to share, the students will love that! Anything interactive, this is NOT necessary, but can be helpful.

Please let me know if you can attend by Tuesday June 8th by sending me your name and position title. I will be sending the Zoom information and other information by next Wednesday June 9th. If you have any questions, please reach out.

Best,
Ms. Preto

S.T.E.M. Teacher
P.S. 49 - The Willis Avenue School
383 East 139th Street
Bronx, New York 10454
718-292-4623 ext 2181

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Patty Bombardo

for the successful completion of the course

Valuing Diversity: Manager Edition

By Syntrio

Date: 12/14/2021