



## FINGER LAKES RADIO GROUP, INC.

3568 Lenox Road

Geneva, NY 14456

### EEO PUBLIC FILE REPORT

January 22, 2022- January 21, 2023

#### I. INTRODUCTION AND GENERAL POLICY

Finger Lakes Radio Group, Inc. is an equal opportunity employer. Our policy is to seek and employ qualified persons in all job classifications and positions without discrimination on the basis of race, religion, sex, national origin, age or disability.

Finger Lakes Radio Group, Inc. shares at least one common employee. Thus, it is a single employment unit for purposes of this report.

#### Unit Members (Stations and Communities of License):

- WNYR- Geneva, NY
- WLLW - Geneva, NY
- WGVA - Geneva, NY
- WCGR - Canandaigua, NY
- WAUB - Auburn, NY
- WFLR- Penn Yan, NY
- WFLK - Auburn, NY

#### EEO Contact Information for Employment Unit:

Mailing Address:

Finger Lakes Radio Group Inc.

3568 Lenox Road

Geneva, NY 14456

Telephone Number: 315 -781-7000

Contact Person: Dennie C. Lynn, Business Manager

E-mail Address: [dlynn@flradiogroup.com](mailto:dlynn@flradiogroup.com)

#### II. INTERNAL RECORD KEEPING

The EEO Rules include record keeping and reporting requirements for broadcasters. In accordance with these provisions, Finger Lakes Radio Group, Inc. creates a file for each full-time vacancy. The stations' EEO File contains copies of the job listing for all sources used to recruit applicants. The EEO File also includes information on the stations' outreach activities. Pursuant to Section 73.2080 (c)(6) of the Federal Communications Commission's rules, this EEO Report is on file in the Finger Lakes Radio Group, Inc. public inspection file.

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(315)781-7000

Fax: (315)781-7700

[www.flradiogroup.com](http://www.flradiogroup.com)

### III. VACANCY LIST

During the recruitment period covered by this report, 2 full-time and 2 vacancies occurred and were filled with 5 hires. See Section IV, the "Master Recruitment Source List" ("MRSL") for recruitment source data, and Appendices A-H regarding recruitment initiatives.

Job Title	Date Filled	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
On Air Personality	4/1/22	All Access	Lisa Cruz Doyle
Sales	6/20/22	Indeed	Michael Bruno

**Total Number of Persons Interviewed During This Period: 14**

### IV. MASTER RECRUITMENT SOURCE LIST

RS Number

RS Number	RS Contact Information	Source Entitled to Vacancy Notification? (Yes/No)	Interviewees Referred by RS Over Reporting Period (#)
1	State University of New York College at Fredonia 324 McEwen Hall Fredonia, NY 14063 Tel: 716-673-3327 Fax: 716-673-3593 Email: <a href="mailto:careers@fredonia.edu">careers@fredonia.edu</a> (also on Handshake)	Yes	0
2	Cayuga Community College 197 Franklin Street Auburn, Ny 13021 Cayuga Contact CCC's website <a href="https://cayuga-cc-csm.symplicity.com/">https://cayuga-cc-csm.symplicity.com/</a>	Yes	0
3	Ithaca College, Career Planning 1101 Gannett Center Ithaca, NY 14850 <a href="mailto:careers@ithaca.edu">careers@ithaca.edu</a> (Also on Handshake)	Yes	0
5	Alfred State SUNY Hunter Student Development Center Alfred, NY 14802 Email: <a href="http://www.alfredstate.edu">www.alfredstate.edu</a> (also on Handshake)	Yes	0
6	Finger Lakes Community College, Career Services 4355 Lakeshore Drive Canandaigua, NY 14424 E Mail: <a href="mailto:careerservices@flcc.edu">careerservices@flcc.edu</a> (also on Handshake)	Yes	0
7	Michael Sykes, M.S.ed. Business Services Representative Finger Lakes Works/Ontario Co Workforce Development 3010 County Complex Drive Canandaigua, NY 14424 P: 585-396-4592 F: 585-396-4028 <a href="mailto:Michael.Sykes@dfa.state.ny.us">Michael.Sykes@dfa.state.ny.us</a> <a href="http://www.fingerlakesworks.com">www.fingerlakesworks.com</a>	Yes	0
8	Hobart and William Smith Colleges, Career Services Office c/o Salisbury Center at Trinity Hall 300 Pulteney Street Geneva, NY 14456 Email: <a href="mailto:cso@hws.edu">cso@hws.edu</a> (Also on Handshake)	Yes	0

10	Monroe Community College 1000 E. Henrietta Road Rochester, Ny 14623 Email: <a href="mailto:jobconnection@monroecc.edu">jobconnection@monroecc.edu</a> Also, on Handshake	Yes	0
11	Roberts Wesleyan College 2301 Westside Drive Rochester, NY 14624 E mail: <a href="mailto:flahertym@roberts.edu">flahertym@roberts.edu</a> Also, on handshake	Yes	0
12	Rochester Institute of Technology, Office of Career Services 57 Lomb Memorial Drive Rochester, NY 14623 Email: <a href="mailto:CareerServices@rit.edu">CareerServices@rit.edu</a> - <a href="https://rit-csm.symplicity.com/employers/?signin_tab=0">https://rit-csm.symplicity.com/employers/?signin_tab=0</a>	Yes	0
13	SU Newhouse School of Public Communications ATTN: Career Services 215 University Place, PO Box 4116 Syracuse, NY 13044 Syracuse University on Handshake	Yes	0
14	SUNY College at Brockport 350 New Campus Drive Brockport, NY 14420 E mail: <a href="mailto:jobs@brockport.edu">jobs@brockport.edu</a> also on Handshake	Yes	0
15	SUNY Cortland Po Box 2000 Cortland, NY 13045 Also, on Handshake E mail: <a href="mailto:career.services@cortland.edu">career.services@cortland.edu</a>	Yes	0
16	SUNY Geneseo Career Design Center One College Circle 116 Erwin Hall, Geneseo, NY 14454 <a href="mailto:careers@geneseo.edu">careers@geneseo.edu</a> – On Handshake	Yes	0
17	The New York State Broadcasters Assoc., Inc. ATTN: Carolyn Jung 1805 Western Avenue Albany, NY 12203 E mail: <a href="mailto:cnash@nysbroadcasters.org">cnash@nysbroadcasters.org</a>	Yes	0
18	Center for Career Services 235 Schine Student Center Syracuse, NY 13244 E mail: <a href="mailto:cfair@careersystems.com">cfair@careersystems.com</a>	Yes	0
19	Monroe #1 Boces 41 O' Connor Road Fairport, NY 14450 E mail: <a href="mailto:jgallina@monroe2boces.org">jgallina@monroe2boces.org</a>	Yes	0
20	Finger Lakes Radio Group, Inc. On - Air Announcements 3568 Lenox Road Geneva, NY 14456 Tel: 315 781 7000 Fax: 315 781 7700	Yes	0
21	SUNY Buffalo 259 Capen Hall Buffalo, NY 14260 E mail: <a href="mailto:ta4@buffalo.edu">ta4@buffalo.edu</a> also on Handshake	Yes	0
22	Finger Lakes Help Wanted 6465 Greenwood Plaza Blvd., Ste 400 Centennial, CO 80111 <a href="http://www.fingerlakeshelpwanted.com">www.fingerlakeshelpwanted.com</a> Cost \$\$\$	Yes	0
23	Employee Referral	Yes	0
24	University of Rochester 302 Meloria Hall PO Box 270028 Rochester, NY 14627 Also, on Handshake E mail: <a href="mailto:recruit@mail.rochester.edu">recruit@mail.rochester.edu</a>	Yes	0
25	Walk-In	Yes	0

26	Genesee Community College – On Purple Briefcase Academic Advisement Office One College Rd Batavia, NY 14020-0704 E mail: <a href="mailto:career@genesee.edu">career@genesee.edu</a> Also on purple briefcase	No	0
27	Job Fair - see details in recruitment initiative documents	Yes	0
28	Keuka College 141 Central Avenue Keuka Park, NY 14478 Tel: 315 279 5274 E mail: <a href="mailto:tbloom@keuka.edu">tbloom@keuka.edu</a> Also on Handshake	Yes	0
29	All Access - <a href="https://www.allaccess.com/login">https://www.allaccess.com/login</a>	Yes	0
30	Nazareth College Career Services 4245 E. Avenue Rochester, NY 14618-3790 E mail: <a href="mailto:careers@naz.edu">careers@naz.edu</a> Tel: 585 389 2890 Also, on Handshake	Yes	1
31	St. John Fisher College 3690 East Avenue Rochester, NY 14618 E mail: <a href="mailto:careerservices@sjfc.edu">careerservices@sjfc.edu</a> Also, on Handshake	Yes	0
32	SUNY Onondaga Community College ATTN: Ms. Michele Carey 4941 Onondaga Rd W307 Syracuse, NY 13215-2099 Tel: 315 498 2494 Also, on Handshake	Yes	0
33	SUNY Oswego 142 Campus Center Oswego, NY 13126 E mail: <a href="mailto:career@oswego.edu">career@oswego.edu</a> Tel: 315 312 2255	Yes	0
34	Zip Recruiter.com <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a> Cost \$\$	Yes	0
35	Linked In	Yes	0
36	Indeed.com E mail: <a href="mailto:jobs-@indeed.com">jobs-@indeed.com</a>	Yes	1
37	Media Staffing Network – \$ 100 for 90 Days <a href="https://www.mediastaffingnetwork.com/services">https://www.mediastaffingnetwork.com/services</a> Cost \$\$\$\$ <a href="https://www.mediastaffingnetwork.com/post-a-job">https://www.mediastaffingnetwork.com/post-a-job</a>	Yes	0
38	NY Talent - DOL <a href="https://nytalentbank.labor.ny.gov/talent/login.aspx">https://nytalentbank.labor.ny.gov/talent/login.aspx</a>	Yes	0
39	Access VR Jennifer Geiger M.S., C.R.C. Business Relations Representative ACCES-VR 109 South Union Street Rochester, NY 14607 Phone: (585) 238-2949 Fax: (585)325-2001 <a href="mailto:Jennifer.Geiger@NYSED.GOV">Jennifer.Geiger@NYSED.GOV</a>	Yes	0
40	NY US National Labor Exchange Registration <a href="https://newyork.usnlx.com/index.asp">https://newyork.usnlx.com/index.asp</a> <a href="mailto:darlene.russell@labor.ny.gov">darlene.russell@labor.ny.gov</a>	Yes	0
41	New York State Department of Labor   Business Services 276 Waring Road Room 100, Rochester NY 14609	Yes	0




**V. OUTREACH INITIATIVES**

<b>No.</b>	<b>Description of Outreach Initiative</b>
1	Dennie met with Ontario County Department of Labor Darlene Russell regarding recruitment, job posting sites, minority groups, company tax credits for certain hires and Virtual Job Fairs March 8 <sup>th</sup> 2022
2	Dennie Lynn and Chris Bastian attended a training on how to participate in Department of Labor Virtual Job Fair March 10 <sup>th</sup> , 2022
3	Dennie Lynn and Chris Bastian participated in the Department of Labor Job Fair on March 16 <sup>th</sup> 2022
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6	Dennie Lynn Attended HR Roundtable with the Canandaigua Chamber Monthly talking about HR information and recruitment.
7	Dennie Lynn and Terry Owen Attended Fixing the “Great Resignation”: How to retain & Recruit Talent on April 29, 2022
8	Dennie Lynn & Terry Owen had a meeting May 7 <sup>th</sup> regarding possible Outreach Initiative and EEO Policies and Procedures. Terry Owen provided a contact that could help with expanding recruitment source list.
9	Terry Owen attended the International Broadcasters Idea Bank Convention in Montgomery, AL May 16 <sup>th</sup> -17th
10	Dennie Lynn – Reached out to all EEO Contacts to update any Posting Locations and or Emails. May 2022
11	Dennie Lynn started a in house Recruitment committee including Gina Lamannis, Terry Owen, Dan Showman, Paul Szmalski this committee is named Recruitment Renegades and will meet monthly to brainstorm ways to recruit employees.
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