



**FINGER LAKES RADIO GROUP, INC.**  
**3568 Lenox Road**  
**Geneva, NY 14456**  
**EEO PUBLIC FILE REPORT**  
**January 22, 2018- January 21, 2019**

**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. It includes information from the effective date of the new EEO rules, January 22, 2017 through January 21, 2018.

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

- WNYR- Waterloo, NY
- WLLW - Geneva, NY
- WGVA - Geneva, NY
- WCGR - Canandaigua, NY
- WAUB - Auburn, NY
- WFLR- Dundee, NY
- WFLK - Seneca Falls, 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.

3568 Lenox Road  
 Geneva, NY 14456  
 (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, 3 full-time vacancies occurred and were filled with 3 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
Digital Marketing Sales Executive	September 5 <sup>th</sup> 2018 October 1 <sup>st</sup> ,2018	EEO Contacts, FL Help Wanted, Indeed, Handshake, Purple Briefcase, Dept. of Labor	Referred – Sarah Janson Alyssa Kennard
Digital Marketing Administrative Assistant	Need was postponed.	EEO Contacts, FL Help Wanted, Indeed, Handshake, Purple Briefcase, Dept. of Labor	
99.3 Morning Show Host	10/22/2018	EEO Contacts, FL Help Wanted, Indeed, Handshake, Purple Briefcase, Dept. of Labor, All Access	All Access – Dan Preston
Digital Sales Specialist	10/1/2018	EEO Contacts, FL Help Wanted, Indeed, Handshake, Purple Briefcase, Dept. of Labor	Indeed – Dan Showman

**Total Number of Persons Interviewed During This Period: 13**

### 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 ATTN: Chris LaGrow, Assistant Director, Career Development 324 McEwen Hall Fredonia, NY 14063 Tel: 716-673-3327 Fax: 716-673-3593 Email: careers@fredonia.edu (also on Handshake)	Yes	0
2	Cayuga Community College ATTN: Pam Crowley 197 Franklin Street Auburn, Ny 13021 Cayuga Connect Contact thru CCC's website	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
4	Cayuga Works Career Center Auburn Office of Dept of Labor ATTN: Jocelyn VanGelder 199 Franklin St Auburn, Ny 13021 Email: employed@co.cayuga.ny.us or fax form	Yes	0
5	Alfred State	Yes	0

	SUNY Hunter Student Development Center Alfred, NY 14802 Email: <a href="http://www.alfredstate.edu">www.alfredstate.edu</a>		
6	Finger Lakes Community College, Career Services ATTN: Catherine Petruccione 4355 Lakeshore Drive Canandaigua, NY 14424 E Mail: <a href="mailto:careerservices@flcc.edu">careerservices@flcc.edu</a>	Yes	0
7	Finger Lakes Works - Lyons ATTN: Jodie Daniels 30 Church Street PO Box 369 Lyons, NY 14489 E mail: <a href="mailto:jdaniels@co.wayne.ny.us">jdaniels@co.wayne.ny.us</a>	Yes	0
8	Hobart and William Smith Colleges, Career Services Office ATTN: Brandi Ferrara Salisbury Center at Trinity Hall c/o 300 Pulteney Street Geneva, NY 14456 Email: <a href="mailto:cso@hws.edu">cso@hws.edu</a> (Also on Handshake)	Yes	0
9	Finger Lakes Workforce Development ATTN: Karen Springmeier 41 Lewis St., Ste 104 Geneva, NY 14456 Tel: 315 789 3131 x 102 E mail: <a href="mailto:flwibks@rochester.rr.com">flwibks@rochester.rr.com</a>	Yes	0
10	Monroe Community College ATTN: Robin Richardson 1000 E. Henrietta Road Rochester, Ny 14623 Email: <a href="mailto:jobconnection@monroecc.edu">jobconnection@monroecc.edu</a> Also on Purple Briefcase	Yes	0
11	Roberts Wesleyan College ATTN: Mary Flaherty 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 ATTN: Maria Richart 57 Lomb Memorial Drive Rochester, NY 14623 Also on Handshake Email: <a href="mailto:sfgoce@rit.edu">sfgoce@rit.edu</a>	Yes	0
13	SI Newhouse School of Public Communications ATTN: Career Services 215 University Place, PO Box 4116 Syracuse, NY 13044 Email: <a href="mailto:belichti@syr.edu">belichti@syr.edu</a>	Yes	0
14	SUNY College at Brockport ATTN: Helen Wunderlich 350 New Campus Drive Brockport, NY 14420 E mail: <a href="mailto:jobs@brockport.edu">jobs@brockport.edu</a>	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 ATTN: Andrea DiGiorgio Blake A104, 1 College Circle Geneseo, NY 14454 Also on Handshake E mail: <a href="mailto:Wilcox@geneseo.edu">Wilcox@geneseo.edu</a>	Yes	0
17	The New York State Broadcasters Assoc., Inc.	Yes	0

	ATTN: Sandy Messineo 1805 Western Avenue Albany, NY 12203 E mail: <a href="mailto:sandy@nysbroadcasters.org">sandy@nysbroadcasters.org</a>		
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>	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>	Yes	0
23	Employee Referral	Yes	3
24	University of Rochester ATTN: Amber Graham 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	No	0
26	Genesee Community College 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	Yes	0
27	Job Fair - see details in recruitment initiative documents	No	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>	Yes	4
29	All Access, Staatalent.com	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	0
31	St. John Fisher College ATTN: Ms. Betsy McDermott 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 Purple Briefcase	Yes	0
33	SUNY Oswego ATTN: Michele Miller 142 Campus Center Oswego, NY 13126	Yes	0

	E mail: <a href="mailto:career@oswego.edu">career@oswego.edu</a> Tel: 315 312 2255 Also on Handshake		
34	Zip Recruiter.com <a href="http://www.ziprecruiter.com">www.ziprecruiter.com</a>	Yes	0
35	Indeed.com E mail: <a href="mailto:jobs-@indeed.com">jobs-@indeed.com</a>	Yes	6

## V. OUTREACH INITIATIVES

No.	Description of Outreach Initiative
1	Jim and Mary visited Waterloo on January 23 <sup>rd</sup> 2018 as part of the community outreach program
2	Steve Penstone attended the Economic Forecast Luncheon at the Hilton Garden Inn on Thursday January 25 <sup>th</sup> 2018.
3	Dennie Lynn and Alan Bishop met regarding EEO Compliance and New Requirements April 2018
5	Mary Cook and Jim Schreck Attended Finger Lakes Community College Finger Lakes Job Fair April 19 <sup>th</sup> 2018.Schreck did a live Remote from 12-2pm
6	Alan Bishop attended the National Association of Broadcasters State Leadership Conference from February 26 <sup>th</sup> – 28 <sup>th</sup> , 2018.
7	Jim and Paul attended the 19 <sup>th</sup> annual Finger Lakes Spring Job Fair on Tuesday, March 27 <sup>th</sup> 2018 at the Ramada Lakefront in Geneva, New York.
8	Finger Lakes Radio Group participated in the Finger Lakes Job Fair. Employees Frank Lischak and Jim Schreck attended FLCC in Canandaigua on April 19 <sup>th</sup> 2018.
9	Finger Lakes Radio Group employee Lucas Day gave a WFLR studio tour to roughly two dozen Yates County Brownie/Daisy Scouts on June 5 <sup>th</sup> 2018.
10	Alan Bishop attended the New York State Broadcasters Association strategic planning meeting from July 8 <sup>th</sup> – July 11 <sup>th</sup> , 2018.
11	Emily Smith and Dennie Lynn posted 3 separate job listings to all EEO Sources, such as college pages, Indeed and Handshake on July 13 <sup>th</sup> 2018.
13	Alan Bishop attended NYSBA State Leadership conference in February 2018
14	Alan Bishop attended NYSBA Summer meeting in June 2018
15	Alan Bishop attended NYSBA board meeting on October 19 <sup>th</sup> , 2018
16	Alan Bishop attended the International Broadcasters Ideal Bank Fall convention from October 20 <sup>th</sup> -24 <sup>th</sup> .
17	Dennie Lynn researched and updated all EEO contacts and any and all websites to post job openings.
18	We held a job fair with group interviews for any and all positions on November 8 <sup>th</sup> , 2018
19	Dennie Lynn reached out to EEO contacts for possible job fairs that are orientated.
20	Dennie Lynn sent entire company a copy of the EEO compliance documents.

