

EEO PUBLIC FILE REPORT

For the Period Ending January 31, 2018

Prepared by: Mark Boarman

This report cover the following employment unit:

<u>Call Sign</u>	<u>Facility ID No.</u>	<u>Type of Station</u>	<u>Location (City, State)</u>	<u>LMA</u>
WNKI-FM		Radio	Elmira, NY	
WPGI-FM		Radio	Elmira, NY	
WNGZ-FM		Radio	Elmira, NY	
WWLZ-AM		Radio	Elmira, NY	
WRCE-AM		Radio	Elmira, NY	

A. VACANCY LIST

The following is a list of all vacancies for full-time jobs during the previous 12 months:

Job Title	Date of Opening	Date Filled
Account Executive	Ashley Hire	
Market Manager	5/15/2017	6/14/2017
Account Executive	6/26/17	8/14/17
Account Executive	7/17/17	9/5/17
Account Executive	10/1/2017	12/11/2017
Office Assistant	10/25/2017	12/11/2017

B. RECRUITMENT SOURCE LIST

During the previous 12 months, the following recruitment sources were contacted as vacancies for full-time jobs opened. For those sources not contacted for all openings, the job opening number from Section A is listed. Those sources marked with an asterisk (*) are organizations that requested to be contacted as job openings occurred:

	Recruitment Source	Address/Telephone Number	Contact Person	Job Openings/ All
1	NY State Job Bank	NYS Department of Labor		All
2	Catholic Charities	215 E Church Street, Suite 100, Elmira, NY 14901		All
3	Elmira College Student Alumni Career Network	1 Park Place, Elmira, NY 14901 607-735-1800		All
4	Corning Community College	1 Academic Drive, Corning, NY 14830	Loretta Hendrichsen	All
5	Elmira Business Institute	303 North Main Street, Elmira, NY 14901 607-733-7177	Joann Hunt	All
6	Ithaca College	PR William Center, 953 Danby Road, Ithaca, NY 14850 607-274-8000	Michelle Rios-Dominguez	All
7	Empire State College	318 Park Avenue, Corning, NY 14830-3424 607-962-1421	Kathie Stickler	All
8	Mansfield University	Career Center, 31 South Academy Street, Ground Floor, Alumni Hall, Mansfield, PA 16933		All
9	Community Broadcasters	2205 College Avenue, Elmira, NY 14903	On Air Recruitment on all 5 of our stations	All
10	Community Broadcasters	2205 College Avenue, Elmira, NY 14903	Online Recruitment on all Station websites	All
11	NYS Broadcasters Association	1805 Western Avenue, Albany, NY 12203 518-456-8888	Dick Novik	All
12	Twin Tiers Help Wanted	6465 Greenwood Plaza Blvd, Suite 400, Centennial, CO 80111	Shelby Marion	All
13	Mark Saint John		Mark Saint John	All
14	Job Fairs			All
15	Indeed.com			All
16	Referral			All

	Recruitment Source	Address/Telephone Number	Contact Person	Job Openings/ All
17	Non-Employee Referral			All
18	InsideRadio.com			All
19				
20				
21				

C. RECRUITMENT SOURCES FOR FULL-TIME HIRES

The following is a list of recruitment sources for the full-time jobs shown in Section A which provided the hiree for each position:

	Job Title	Recruitment Source
1	Account Executive	Employee Referral
2	Market Manager	InsideRadio.com
3	Keri	Community Broadcasters – Website Recruitment Advertising
4	Megan	ReHire
5	Stephanie	Indeed.com
6	Office Assistant	Employee Referral

D. RECRUITMENT SOURCES PROVIDING INTERVIEWEES

During the previous 12 months, there were a total of 28 people interviewed for vacancies for full-time positions. The following is a list of the total number of interviewees referred by each recruitment source shown in Section B above:

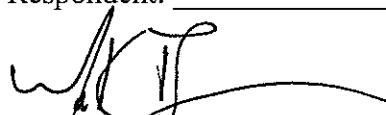
	Recruitment Source	Total No. on Interviewees
1	Community Broadcasters – On Air Recruitment	6
2	Community Broadcasters – Website Recruitment	4
3	Indeed.com	14
4	Referral	3
5	InsideRadio.com	1
6		
7		
8		

E. RECRUITMENT INITIATIVES

During the previous 12 months, the station employment unit engaged in the following (menu option) initiatives (provide full details, including an explanation if no such initiatives were conducted during the period involved):

	Prong 3 Menu Option
1	Job Fair/Open House – Held a job fair open house at our office on May 18 th , 2017 where individuals were invited to come in and inquire about careers in sales in programming. The job fair open house was held from 3pm-7pm, in attendance were Smitty O’Loughlin, Bruce Sermonis, and Jerry Mac.
2	Internship – On January 8, 2017, established a paid internship for Summer of 2017. This is in conjunction with the New York State Broadcasters Association.
3	

Name of Respondent: _____

Signed:  _____

Typed Name: Mark Bearman

Title: Market Manager

Date: 1-16-18

Telephone No. 607-873-1099