

**WRNN**  
**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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hire</b>
Master Control Operator	7, 8, 16, 20, 29, 36, 40, 43, 49-50, 61-62, 65	65
Receptionist	7, 8, 16, 20, 29, 36, 40, 43,49-50, 65	65
Controller	7, 8, 16, 20, 29, 36, 40, 43,49-50, 65	20
Benefits and Payroll Manager	7, 8, 16, 20, 29, 36, 40, 43,49-50, 65	65
Broadcast Technicians	7, 8, 16, 20, 29, 36, 40, 43, 49-50, 61-62, 65	65
Senior Financial Analyst	7, 8, 16, 20, 29, 36, 40, 43,49-50, 65	20
Executive Assistant	7, 8, 16, 20, 29, 36, 40, 43,49-50, 65	65
Director Of Technology	7, 8, 16, 20, 29, 36, 40, 43,49-50, 65	20

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS Over Reporting Period
1	<b>Asian American Journalists Association</b> 1182 Market Street #320 San Francisco, CA 94102 Karen Swing <a href="mailto:national@aaja.org">national@aaja.org</a> 415-346-2051 <a href="http://www.aaja.org/">http://www.aaja.org/</a>	NO	0
2	<b>Baruch College</b> 55 Lexington Ave New York, NY Dr. Richard Orbe-Austin <a href="mailto:richard_orbe-austin@baruch.cuny.edu">richard_orbe-austin@baruch.cuny.edu</a> (646) 312-1000 <a href="http://www.baruch.cuny.edu">http://www.baruch.cuny.edu</a>	NO	0
3	<b>B-Roll.Net</b> Television Photography 1623 D St. NE Washington, DC 20002 202-486-8842	NO	0
4	<b>Broadcasting &amp; Cable</b> 28 E Street, 12th floor New York, NY 10016 <a href="http://www.broadcastingcable.com/job/submit.php">http://www.broadcastingcable.com/job/submit.php</a>	NO	0
5	<b>Brown &amp; Brown-Opus Advisory</b> 1133 Westchester Avenue White Plains, NY 10604 914-798-1062 <a href="http://opusadvisory.com">opusadvisory.com</a>	NO	0
6	<b>Career Builder.com</b> 200 N LaSalle, Suite 100 Chicago, IL (877-345-5256) <a href="http://CareerBuilder.com">CareerBuilder.com</a>	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS Over Reporting Period
7	<b>Columbia Graduate School of Journalism</b> 2950 Broadway, (at 116th St.) New York, NY 10027 Deputy Director of Career Services: Julie Hartenstein jh548@columbia.edu 212-854-8608 <a href="http://www.journalism.columbia.edu">http://www.journalism.columbia.edu</a>	YES	0
8	<b>CT School of Broadcasting</b> 80 Ferry Blvd. Stratford, CT 06460 Josh Scussell 203-378-5155 <a href="http://www.gocsb.com/">http://www.gocsb.com/</a>	YES	0
9	<b>CUNY Graduate School of Journalism</b> 219 W 40th Street New York, NY 10018 deborah.stead@journalism.cuny.edu lili.grossman@journalism.cuny.edu <a href="http://www.journalism.cuny.edu/career-services/for-employers/">http://www.journalism.cuny.edu/career-services/for-employers/</a>	NO	0
10	<b>Cynopsis Media</b> 65 Lantern Road Stratford, CT 06614 Trish Pihonak trish@cynopsis.com 203.381.9096 <a href="http://www.cynopsis.com/">http://www.cynopsis.com/</a>	NO	0
11	<b>DCJobs.com</b> 1000 N Water St, Ste 1200 Milwaukee, WI 53202 Emily Bernsteen (800) 984-3775 <a href="mailto:Info@dcjobs.com">Info@dcjobs.com</a> <a href="http://www.dcjobs.com">www.dcjobs.com</a>	NO	0
12	<b>Dice.com</b> 4101 NW Urbandale Drive Urbandale, IA 50322 <a href="http://www.dice.com/">http://www.dice.com/</a>	NO	0
13	<b>FENG</b> <b>Matthew Bud 203-227-8956</b> <b>MattBud@TheFECG.com</b>	NO	0
14	<b>Filcro Staffing Agency</b> 295 Madison Avenue 8th Floor New York, NY 10017 212-599-0909	NO	0
15	<b>Fordham University</b> Rose Hill Campus	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS Over Reporting Period
	Bronx, NY 10458 careerplan@fordham.edu (718) 817-4350 <a href="https://fordham-csm.symplicity.com/employers/">https://fordham-csm.symplicity.com/employers/</a>		
16	<b>Gateway Community Industries, Inc.</b> One Amy Kay Parkway Kingston, NY 12402-5002 (845) 339-0155 <a href="mailto:info@gatewayindustries.org">info@gatewayindustries.org</a>	YES	0
17	<b>Handshake College Consortium Website</b> <a href="http://www.teachme.joinhandshake.com">http://www.teachme.joinhandshake.com</a>	NO	0
18	<b>Hofstra University</b> 1470 Hofstra University Hempstead, NY 11549-1000 Plapride@hofstra.edu (516) 463-6600 <a href="http://www.hofstra.edu/home/index.html">http://www.hofstra.edu/home/index.html</a>	NO	0
19	<b>Howard University</b> John H. Johnson School of Communications 525 Bryant Street, NW, #107C Washington, DC 20059 Director -Office of Career Development: Carol Y. Dudley cdudley@howard.edu 202.806.5806 <a href="http://www.howard.edu/">http://www.howard.edu/</a>	NO	0
20	<b>Indeed.com</b> (Not Directly Contacted by SEU) 470 West Avenue, Suite 2002 Stamford, CT 06902 Caroline Coffey ccoffey@indeed.com 203-653-4827 <a href="http://www.indeed.com">www.indeed.com</a>	NO	3
21	<b>Iona College</b> 715 North Ave, New Rochelle, NY 10801 (914) 633-2000 <a href="http://www.iona.edu/Home.aspx">http://www.iona.edu/Home.aspx</a>	NO	0
22	<b>Ithaca College</b> 953 Danby Rd Ithaca, NY 14850 careers@ithaca.edu (607) 274-3011 <a href="http://www.ithaca.edu/">http://www.ithaca.edu/</a>	NO	0
23	<b>The Journal News</b> 1 Gennett Drive White Plains, NY 10604 classifieds@lohud.com 914-694-39300 <a href="http://mediakit.lohud.com/apps/pbcs.dll/frontpage">http://mediakit.lohud.com/apps/pbcs.dll/frontpage</a>	NO	0

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24	<b>JournalismJobs.com</b> 72 The Plaza Drive, 2nd floor Berkeley, California 94705 contact@journalismjobs.com 510-653-1521 <a href="http://www.journalismjobs.com/">http://www.journalismjobs.com/</a>	NO	0
25	<b>JournalismNext.com</b> <a href="mailto:info@journalismnext.com">info@journalismnext.com</a> Eric Wee – President 703-629-0178 <a href="http://www.journalismnext.com/">http://www.journalismnext.com/</a>	NO	0
26	<b>Krop.com</b> Creative Industry Job Board 22287 Mulholland Hwy #159 Calabasas CA 91302 310-463-3614 <a href="http://www.krop.com">www.krop.com</a>	NO	0
27	<b>The Ladders</b> 55 Water Street, NY NY 10041 1-866-800-4640 <a href="https://www.theladders.com/">https://www.theladders.com/</a>	NO	0
28	<b>Lehman College (CUNY)</b> 250 Bedford Park Blvd. W. Bronx, NY 10468 Career Services Center-Shuster Hall Room 254 career.services@lehman.cuny.edu 718-960-8366 <a href="http://www.lehman.cuny.edu/">http://www.lehman.cuny.edu/</a>	NO	0
29	<b>LinkedIn</b> 2029 Stierlin Ct Mountain View, CA 94043 <a href="http://www.linkedin.com">http://www.linkedin.com</a>	NO	3
30	<b>Laughlin Personnel</b> 7-11 S Broadway #316 White Plains, NY 10601 (914) 287-0333 <a href="http://www.Loughlinpersonnel.com">www.Loughlinpersonnel.com</a>	NO	0
31	<b>Mandy.com</b> Oasis Business Centre, 85-87 Bayham Street, London NW1 0AG, England office@mandy.com +44 20 7424 7817 <a href="http://www.mandy.com">www.mandy.com</a>	NO	0

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32	<b>Mediabistro.com</b> 494 Broadway New York, NY 10012 Account Manager: Nancy Hwang nancy@mediabistro.com (212) 929-2588 X 310 <a href="http://www.mediabistro.com">http://www.mediabistro.com</a>	NO	0
33	<b>Merritt Staffing</b> 30 Oak St # 200, Stamford, CT 06905 (203) 325-3799 <a href="http://www.merrittstaffing.com">www.merrittstaffing.com</a>	NO	0
34	<b>Mercy College</b> 555 Broadway, Dobbs Ferry, NY 10522 (877) 637-2946 <a href="https://www.mercy.edu/">https://www.mercy.edu/</a>	NO	0
35	<b>Manhattanville College</b> 2900 Purchase Street Purchase, NY 10577 careers@mville.edu 914-694-2200 <a href="http://mville.erecruiting.com/emp/sblogin">http://mville.erecruiting.com/emp/sblogin</a>	NO	0
36	<b>Mount Saint Mary College</b> 330 Powell Avenue Newburgh, NY 12550 Kathleen M. O'Keefe okeefe@msmc.edu 845-569-3180 <a href="http://www.msmc.edu">www.msmc.edu</a>	YES	0
37	<b>National Association of Black Journalists (NABJ)</b> University of Maryland 8701-A Adelphi Road Adelphi, MD 20783-1716 Executive Assistant: Natalia Prakash nprakash@nabj.org (301) 445-7100 <a href="http://www.nabj.org">http://www.nabj.org</a>	NO	0
38	<b>National Association of Hispanic Journalists</b> 1000 National Press Building Washington, DC 20045 Recruiter: Kevin Olivas kolivas@nahj.org nahj@nahj.org (202) 662-7145 <a href="http://www.nahj.org/">http://www.nahj.org/</a>	NO	0
39	<b>New York Institute of Technology (NYIT) Career Services</b> 1855 Broadway New York, NY 10023 <a href="http://nyit.edu/cs">http://nyit.edu/cs</a> <a href="http://iris.nyit.edu/cs/Employers.htm">http://iris.nyit.edu/cs/Employers.htm</a>	NO	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS Over Reporting Period
40	<b>New York State Department of Labor</b> 120 Bloomingdale Road White Plains, NY 10605-1503 nysdol@labor.state.ny.us 914-997-9552 ext. 139 <a href="http://www.labor.state.ny.us">www.labor.state.ny.us</a>	NO	0
41	<b>Northwestern University</b> Medill School of Journalism-Career Services 1845 Sheridan Rd. 107 Evanston, IL 60208 medill-placement@northwestern.edu (847) 491-2049 <a href="http://www.northwestern.edu/">http://www.northwestern.edu/</a>	NO	0
42	<b>NYU Office of Career Services</b> 719 Broadway, 3rd Floor New York, NY 10003 career.development@nyu.edu 212-998-4730 <a href="http://www.nyu.edu/careerservices">www.nyu.edu/careerservices</a>	NO	0
43	<b>Orange County Community College</b> College Commons 3rd Floor 115 South Street Middletown, NY 10940 Asst. Coordinator Career Services: Linda Newman careers@sunyorange.edu 845-341-4444 <a href="http://www.sunyorange.edu/">http://www.sunyorange.edu/</a>	YES	0
44	<b>Pace University</b> Susan Zankel 861 Bedford Road Pleasantville, NY 10570 914-773-3415 szankel@pace.edu	NO	0
45	<b>Politico</b> 1000 Wilson Blvd, 8th Floor Arlington, VA, 22209 Abbey Sattelle Office: (703) 260-8149 <a href="mailto:Powerjobssales@careercast.com">Powerjobssales@careercast.com</a> <a href="http://www.powerjobs.com">www.powerjobs.com</a>	NO	0
46	<b>Poynter Online</b> 801 Third St. South St. Petersburg, Florida 33701 Dr. Karen B. Dunlap, President kdunlap@poynter.org 727-821-9494 <a href="http://www.poynter.org/">http://www.poynter.org/</a>	NO	0

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47	<b>Quinnipiac College</b> 275 Mount Carmel Ave Hamden, CT 06518 Beverly.edwards@quinnipiac.edu 203-582-8680 <a href="http://www.quinnipiac.edu/">http://www.quinnipiac.edu/</a>	NO	0
48	<b>Radio Television Digital News Association</b> 529 14th Street, NW, Suite 425 Washington, D.C. 20045 Executive Director: Jane Nassiri janen@rtdna.org 202.659.6510 <a href="http://www.rtdna.org/pages/careers.php">http://www.rtdna.org/pages/careers.php</a>	NO	0
49	<b>Referral-Word of Mouth</b> Internal and External	NO	0
50	<b>Rutgers, The Statre University of New Jersey</b> 350 Martin Luther King Jr. Blvd Newark, NJ 07102 Steven A. Miller stmiller@scils.rutgers.edu (732) 932-7500 X 8165 <a href="http://www.rutgers.edu/">http://www.rutgers.edu/</a>	YES	0
51	<b>Robert Half</b> 1025 Westchester Avenue White Plains, NY Chris Dzielak 914-682-8842 Christopher.dzielak@roberthalf.com	NO	0
52	<b>Society of Broadcast Engineers (SBE)</b> 9247 N. Meridian St. #305 Indianapolis, IN 46260 Scott Jones kjones@sbe.org 317-846-9000 <a href="http://www.sbe.org/sections/jl_submit.php">http://www.sbe.org/sections/jl_submit.php</a>	NO	0
53	<b>South Asian Journalists Association</b> 2950 Broadway New York, NY 10027 Sreenath Sreenivasan ss221@columbia.edu saja@columbia.edu 212-854-5979 <a href="http://www.saja.org">www.saja.org</a>	NO	0
54	<b>Stack Overflow Careers</b> Career Site for Engineers <a href="http://www.stackoverflow.com">www.stackoverflow.com</a> 110 William St, 28th Floor New York, NY 10038	NO	0



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55	<b>SUNY Albany</b> 1400 Washington Ave Albany, NY 12222 khornberger@uamail.albany.edu <a href="https://www.myinterfase.com/albany/employer/">https://www.myinterfase.com/albany/employer/</a>	NO	0
56	<b>Syracuse University-SI Newhouse School of Public Communications</b> 805 South Crouse Avenue Syracuse, NY 13210 Assistant Director: Kelly Brown kjbrow01@syr.edu (315) 443-3616 <a href="http://newhouse.syr.edu/Career_Development_Center/employers/remote_recruit/index.cfm">http://newhouse.syr.edu/Career_Development_Center/employers/remote_recruit/index.cfm</a>	NO	0
57	<b>The Society of Broadcast Engineers</b> 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 Executive Director: John Poray jporay@sbe.org (317) 846-9000 <a href="http://www.sbe.org/cgi-bin/sbe_job_listing.pl?goto=modify">http://www.sbe.org/cgi-bin/sbe_job_listing.pl?goto=modify</a>	NO	0
58	<b>Traffic Directors Guild of America</b> 26000 Avenida Aeropuerto #114 San Juan Capistrano CA 92675 Carol Anderson tdga@cox.net (949) 429-7063 <a href="http://www.tdga.org/artman/publish/article_2967.shtml">http://www.tdga.org/artman/publish/article_2967.shtml</a>	NO	0
59	<b>Simply Hired, Inc.</b> 525 Almanor Ave, Suite 100 Sunnyvale, CA 94085 <a href="http://www.simplyhired.com">www.simplyhired.com</a>	NO	0
60	<b>Society of Human Resources Management</b> 800.283.7476 <a href="http://www.shrm.org">www.shrm.org</a>	NO	0
61	<b>tvjobs.com</b> Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 admin@tvjobs.com <a href="http://www.tvjobs.com">www.tvjobs.com</a>	NO	0
62	<b>TVNewscheck.com</b> 24 West Lancaster Ave, Suite 205 Ardmore, PA 19003 Paul Greeley 817-578-6324 <a href="mailto:paul@newscheckmedia.com">paul@newscheckmedia.com</a> <a href="http://www.tvnewscheck.com/jobs/">www.tvnewscheck.com/jobs/</a>	NO	0

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63	<b>WashingtonPost.com</b> 1301 K Street NW Washington, D.C., U.S. 20071 Pat Jacob 202-334-7018 <a href="mailto:jobsmajoraccounts@washpost.com">jobsmajoraccounts@washpost.com</a> <a href="https://jobs.washingtonpost.com/">https://jobs.washingtonpost.com/</a>	NO	0
64	<b>Westchester Human Resources Management Association</b> PO Box 1131 White Plains, NY 10602 <a href="http://www.whrma.org/">http://www.whrma.org/</a>	NO	0
65	<b>WRNN Web Site</b> 800 Westchester Ave S-640 Rye Brook, NY 10753 <a href="http://www.rmntv.com">www.rmntv.com</a>	NO	2
<b>Total Interviewees Over Reporting Period</b>			8

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity &amp; Scope of Broadcaster's Participation</b>
1.	Participate in event/program sponsored by or on behalf of an educational institution regarding recruitment practices.	<p>The station participated in the following virtual recruitment event. Station participants included our HR Coordinator, Lissette Sanchez</p> <ul style="list-style-type: none"><li>• May 7, 2021 - EACE Employer Showcase: Recruiting, Engaging, and Developing Diverse Talent Confirmation, NY Institute of Technology</li><li>• May 12, 2021 - Strategies for Recruiting and Supporting Neurodiverse Students and Recent Graduates, Carnegie Mellon University</li><li>• July 13, 2021 – How to Recruit R-Talent, Rutgers University</li></ul>

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity &amp; Scope of Broadcaster's Participation</b>
2.	Participate in Job/Career Fairs	<p>The station participated in the following Job/Career Fairs. Station participants included our HR Coordinator, Lissette Sanchez who interacted with interested attendees about careers in broadcasting via MS Teams video conferencing:</p> <ul style="list-style-type: none"> <li>• March 18, 2021 - Virtual Career Fair, Daemen College</li> <li>• April 14, 2021 – Virtual Career Fair, SUNY Old Westbury</li> <li>•</li> </ul>
3.	Training for Management	<p>The station's HR Manager, Joe Pastore, participated in a meeting with other department heads in sister stations located in LA, Houston, and Honolulu to review FCC Equal Employment Opportunity (EEO) rules and policies for radio and TV broadcasters.</p> <ul style="list-style-type: none"> <li>• Date: April 13, 2021</li> <li>• Date : May 18, 2021</li> </ul>
4.	Mentoring	<p>WRNN's HR Manager, Joe Pastore, has been mentoring the Office Coordinator, Steve Curci, in best HR practices, recruitment strategies and in EEO compliance.</p> <ul style="list-style-type: none"> <li>• June, 2021 through present</li> </ul> <p>WRNN's HR Manager, Joe Pastore, has been mentoring the new Benefits and Payroll manager, Lynda McManus, in best HR practices, recruitment strategies and in EEO compliance to unsure EEO compliance.</p> <ul style="list-style-type: none"> <li>• September 2021 to present</li> </ul> <p>WRNN's HR Manager, Joe Pastore, has been mentoring the new Controller, Nicholas Gagliardo, in best HR practices, recruitment strategies and in EEO compliance to unsure EEO compliance when he hires for his staff.</p> <ul style="list-style-type: none"> <li>• September, 2021 through present</li> </ul> <p>WRNN's HR Manager, Joe Pastore, has been mentoring the new Director Technology, Steven Hyden, in best HR practices, recruitment strategies and in EEO compliance to unsure EEO compliance when he hires for his staff</p> <ul style="list-style-type: none"> <li>• December 2021 to present</li> </ul>