

EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period February 1, 2014 to January 31, 2015.

Employment Unit:

Cumulus / New York City

Unit Members / Community of License:

WABC(AM) / New York City
WPLJ(FM) / New York City
WNSH(FM) / New York City
WNBM(FM) / New York City

EEO Contact Information:

Cumulus / New York City
2 Penn Plaza – 17th Floor
New York, NY 10121
(212) 613 – 8900
(212) 613 – 3800

Linda Wnek
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Stations WABC, WNBM, WNSH and WPLJ are equal opportunity employers. WNBM commenced broadcasting on July 4, 2014.

Full-time vacancies filled by the Employment Unit:

For the period February 1, 2014 to January 31, 2015, the Employment Unit interviewed 142 persons for 36 full-time job vacancies.

Station	Job Title	Interviewee Hired? (Yes / Date or No)	Recruitment Source
WABC(AM)	Radio Talk Show Host	Yes	Industry Colleague
		No	Employee Referral
		No	Employee Referral
		No	Employee Referral
		No	Employee Referral
		No	Industry Colleague
WABC(AM)	Producer	Yes	Former Company Employee
		No	Industry Colleague
		No	Industry Colleague
		No	Former Company Employee
		No	Industry Colleague
WPLJ(FM)	Account Executive	Yes	Referral – Not Specified
Account Executive			
Yes			
Referral			
		No	Sales Recruitment Open House
		No	Sales Recruitment Open House
		No	Sales Recruitment Open House
		Yes	Referral – Not Specified
		No	Industry Colleague Referral
WNSH(FM)	Account Executive	Yes	Employee Referral
		No	Sales Recruitment Open House
		No	Referral – Not Specified

		No	NYMRAD
		No	Cumulus Job Fair
		No	Cumulus Job Fair
		No	Cumulus Job Fair
		No	Cumulus Job Fair
		No	Monster Website
		No	Industry Referral
		No	Industry Referral
WABC(AM)	Account Executive	Yes	Monster Website
		No	Monster Website
		No	Monster Website
		No	Monster Website
		No	Monster Website
		No	Indeed Website
		No	Cumulus Job Fair
		No	Monster Website
		No	Job Posting – Not Specified
		Yes	Indeed Website
		No	CUNY / Baruch STARR Career Center
		No	Monster Website
		No	Referral – Not Specified
		No	CUNY / Baruch STARR Career Center
		No	CUNY / Baruch STARR Career Center
		No	Indeed Website
		No	CUNY / Baruch STARR Career Center
		No	Indeed Website
WABC(AM)	Account Executive	No	Monster Website
		No	Monster Website
		No	Career Builder Website
		No	Monster Website
		No	Monster Website
		No	Monster Website
		No	Monster Website
		Yes	Monster Website
WABC(AM)	Account Executive	No	Industry Colleague
		No	Industry Colleague
		No	Industry Colleague
		Yes	Monster Website
		No	Monster Website
		No	Monster Website
		No	Monster Website
		Yes	Employee Referral
		No	Monster Website
WPLJ(FM)	Account Executive	No	Indeed Website
		No	Monster Website
		No	Monster Website
		No	Indeed Website
		Yes	Indeed Website
		No	Industry Colleague
		Yes	Monster Website
		No	Monster Website
		No	Monster Website
		No	Monster Website
		No	Indeed Website
		No	Industry Colleague
		Yes	Industry Colleague
Cumulus NY	Promotions Manager	No	Industry Colleague

[illegible]

WNSH(FM)	Program Director		<i>Exigent Circumstances*</i>
WNSH(FM)	Retail Sales Manager		<i>Exigent Circumstances†</i>
WNBM(FM)	Assistant Program Director		<i>Exigent Circumstances‡</i>
WNBM(FM)	Production Director		<i>Exigent Circumstances</i>
WNBM(FM)	Social Media Director		<i>Exigent Circumstances</i>
WNBM(FM)	On Air Talent		<i>Exigent Circumstances</i>
WNBM(FM)	On Air Talent		<i>Exigent Circumstances</i>
WNBM(FM)	Community Affairs Director		<i>Exigent Circumstances</i>
WNBM(FM)	Asst. Community Affairs Director		<i>Exigent Circumstances</i>
WNBM(FM)	Creative Director		<i>Exigent Circumstances</i>
WPLJ(FM)	Morning Show Host		<i>Exigent Circumstances§</i>

Supplemental Recruitment Initiatives:

The Employment Unit engaged in the following supplemental recruitment initiatives from February 1, 2014 to January 31, 2015:

1. **Recruitment at Career Fairs:** Invitations to Career Fairs are regularly extended to Cumulus NY. These career fairs are attended by station staff who have responsibility for hiring decisions. At these community-based and college events, information about careers in broadcasting is provided, flyers listing current opens and internships distributed, interviews conducted and resumes collected. Resumes are kept on file for three months and are reviewed as vacancies occur during that time frame. The stations had a presence at the following career fairs during the period of this report:

IRTS Foundation Multicultural Career Workshop & Career Fair (March 7, 2014): NYMRAD (New York Market Radio) hosts a booth at the annual event for college students. It is staffed by the Executive Director of NYMRAD and personnel from member stations. The employment unit was represented by the Business Manager for a portion of the day. Participating students stop by for career advice, how to approach their job search and to drop off resumes for entry-level positions and internships. After the event, NYMRAD forwards copies of all resumes received to all member stations. The event took place at the American Management Association's executive conference center in New York City.

Rangel Career Fair for New York 15th Congressional District (June 4, 2014): Representative Charles B. Rangel hosted a four-hour career fair for the constituents of his congressional district from 10AM to 2PM. It was attended by approximately 1,000 job seekers. The employment unit was represented by the Accounting Manager.

2. **College-Level Internship Programs:** The Employment Unit has a long-standing college internship program open to undergraduate and graduate students that reinforces their education curriculum with real world experience. The stations strive to hire interns from diverse backgrounds and from a wide variety of educational institutions located within the community of license and around the United States. Internship opportunities are posted in the "jobs" section of each station's website, regularly disseminated to colleges and universities (see Recruitment Source List, below), posted on websites dedicated to college internship opportunities and made available at station promotions and college career fairs. Course credit is earned for participation. Interns are always encouraged to speak to all station employees about the various jobs available in broadcasting and to utilize them as a career resource. During the period covered by this report, 28 students from 25 institutions of higher learning participated in the following semester-long programs:

CNY Promotions Internship: Designed for undergraduate and graduate students interested in exploring a career in broadcasting or public relations. The CNY Promotions Department produces, promotes and executes live broadcasts, concerts, movie screenings and other station-related events as well as client-based promotional appearances for all four stations at the cluster. Interns assist with these events and

* Program Director with unique talent and experience became available and was hired under exigent circumstances.

† Retail Sales Manager with unique talent and experience in the marketplace became available and was hired under exigent circumstances.

‡ Launch of new radio station during this reporting period dictated the acquisition of a station team of 8 persons under exigent circumstances.

§ Major programming changes during this reporting period dictated the acquisition of on-air teams under exigent circumstances.

are also assigned day-to-day office duties to learn how a radio station operates “behind the scenes”. This internship is available in all semesters and supervised by the Promotions Director.

WPLJ Morning Show Internship: Undergraduate and graduate students work with the entire morning show team gaining hands-on, practical experience. The internship was designed for broadcast majors, especially those contemplating a career in programming, producing or as on-air talent. Duties include coordinating commercial spots, keeping a program log of show elements, answering listener lines, taking contest winner information, general office work, recording air checks and otherwise assisting the show producers and on-air talent. This internship is available in all semesters and supervised by the show’s Executive Producer.

WABC Curtis & Kuby Show Internship: This internship is designed for undergraduate communications, broadcast and journalism majors, particularly those who are interested in a career in news-talk radio, producing talk shows or as on-air talk talent. Students assist the hosts and show producer with show prep, research, gathering sound bites, editing audio, logging show elements and more. This internship is available in all semesters and supervised by the show’s producer.

The participating educational institutions were: Adelphi University, Bryant University, College of Staten Island, Cornell University, East Stroudsburg University of Pennsylvania, Fashion Institute of Technology, Fordham University, Kean University, LIM College, Mansfield University of Pennsylvania, Nassau Community College, Pennsylvania State University, Queens College, Ramapo College, Rider University, Rutgers University, Santa Clara University, Suffolk University, SUNY Albany, SUNY Oswego, Syracuse University, Tulane University, University of Michigan, Wagner College, William Paterson University

3. Mentoring by Employment Unit Staff: WPLJ On-Air Talent, Ralphie Aversa, mentored students of WJPZ - Syracuse University. As an active alumni, he counsels students on everything from managing work and campus life to air checks and job seeking. He spends several days during the academic year on campus, including attendance at the WJPZ Fall Conference in October. At the conference, he took part in a panel discussion with students regarding the state of the WJPJ, how to improve it through radio philosophies and new technology and strategies on gaining employment in the radio industry. In a small group session, he listened to students’ shows, offering constructive criticism.
4. Community outreach via station websites: In addition to other outreach methods, the Employment Unit utilizes each station’s website to notify the community of our job opportunities. Each website has a dedicated jobs page where all full-time openings and college level internships are listed.
5. On-air community outreach: The employment unit regularly airs two spots to assist in its outreach efforts. One spot seeks to reach organizations that provide job services; the second is aimed at the work force in the community of license. These spots will continue to air throughout 2015.

Spot 1: Cumulus is an equal opportunity employer. Any educational institution or community organization that maintains a job bank, provides career information or job referrals may ask to receive information about openings at our New York City radio stations. For further information, career advisors should visit [stationurl.com] and click on the jobs tab. Or, call the Cumulus NY Recruitment Department at 212-613-3855. WABC aired 25 thirty-second announcements between February 3, 2014 and January 25, 2015
WPLJ aired 102 thirty-second announcements between February 3, 2014 and January 25, 2015
WNSH aired 73 thirty-second announcements between February 3, 2014 and January 25, 2015
WNBM aired 25 thirty-second announcements between July 4, 2014 and January 25, 2015

Spot 2: Cumulus New York is always looking for qualified individuals to fill open job positions. If you’re interested in becoming part of our team at 77 WABC, 95.5 PLJ, NASH FM 94.7 and Radio 103.9, go to [stationurl.com] and enter keyword jobs or call the Cumulus New York Recruitment Department at (212) 613-3855 for information about our current job openings. College internships available too! Cumulus is an equal opportunity employer.

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6. EEO Training For Management Level Personnel: The Employment Unit maintains a strong equal opportunity policy. The Market Manager regularly reminds all management level personnel and department heads of the importance of strict compliance with the Federal Communications Commission's EEO rules and the compliance process to be followed for all full-time hires. EEO policies and procedures are also reviewed on the monthly corporate business manager conference calls.

Recruitment Source List

The Employment Unit maintains a list of community organizations that is utilized to broadly disseminate full-time vacancies occurring at the employment unit. The list is updated whenever a recruitment source notifies Cumulus NY of a change in contact information, or if a job vacancy announcement is returned as undeliverable. Research is conducted on an ongoing basis to discover new organizations and educational institutions with which to work. Once a source is added to the list, it is contacted for all subsequent job vacancies at the Employment Unit. The following organizations were notified of full-time job vacancies filled during the period covered by this report:

Organization: **Abilities, Inc.**
Contact Name: Ericka Wishin
Title: Placement Specialist
Department: The Viscardi Center
Address: 2011 U. Willets Road
City: Albertson
State: NY
Zip: 11507
Telephone: 516.456.3779

Organization: **Bloomfield College**
Contact Name: Carol Ruiz
Title: Director of Career Services
Department: Career Services
Address: 467 Franklin Street
City: Bloomfield
State: NJ
Zip: 07003
Telephone: 973.748.9000

Organization: **Centenary College**
Contact Name: Tiffany Zappulla
Title: Director of Career Development
Department: Center for Career Development
Address: 400 Jefferson Street
Address: Seay Building
City: Hackettstown
State: NJ
Zip: 07840
Telephone: 908.852.1400

Organization: **The City University of New York / College of Staten Island**
Contact Name: Caryl Watkins
Title: Director of Career and Scholarship Center
Department: Division of Student Affairs
Address: 2800 Victory Boulevard
Address: South Administration Building - Room 105
City: Staten Island
State: NY
Zip: 10314
Telephone: 718-982-2300

Organization: **The City University of New York / Hunter College**
Contact Name: Susan McCarthy
Title: Director of Career Development Services

Department: Career Development Services
Address: 695 Park Avenue
City: New York
State: NY
Zip: 10065
Telephone: 212.772.4850

Organization: The City University of New York / York College

Contact Name: Linda Chesney
Title: Director of Career Services
Department: Career Services
Address: 4-20 Guy R Brewer Blvd
City: Jamaica
State: NY
Zip: 11451
Telephone: 718.262.2282

Organization: College of Saint Elizabeth

Contact Name: Teri Corso
Title: Director
Department: Career Services
Address: 2 Convent Road
Address: St. Joseph Hall
City: Morristown
State: NJ
Zip: 07960
Telephone: 973.290.4215

Organization: Fordham University

Contact Name: Stephanie Fattor
Title: Director of Career Services
Department: Career Services
Address: 33 West 66 Street
City: New York
State: NY
Zip: 10023
Telephone: 212.636.6280

Organization: The Hope Program

Contact Name: Shawn Abrams
Title: Business Development Manager
Address: One Smith Street
City: Brooklyn
State: NY
Zip: 11201
Telephone: 718.852.9307

Organization: Iona College

Contact Name: Phyllis Blake
Title: Director of Career Development
Department: The Gerri Ripp Center for Career Development
Address: 715 North Avenue
Address: Spellman Hall
City: New Rochelle
State: NY
Zip: 10801
Telephone: 914.633.2462

Organization: Long Island University - CW Post Campus

Contact Name: Amber Lennon
Title: Career Counselor
Department: Career Services
Address: 720 Northern Boulevard
Address: LIU Post Career Services - Kumble Hall
City: Brookville
State: NY
Zip: 11548
Telephone: 516.299.2251

Organization:
Contact Name: Rosalie Shemmer
Title: Director of the Center for Career Development
Department: Career Development
Address: 2900 Purchase St.
Address: Founders Hall-G4
City: Purchase
State: NY
Zip: 10577
Telephone: 914.694.2964

Organization:
Contact Name: Theresa Accardi
Title: Director of Career Development Center
Department: Career Development Center
Address: 1000 Hempstead Ave
Address: Public Square - Room 230
City: Rockville Center
State: NY
Zip: 11571
Telephone: 516.323.3468

Organization:
Contact Name: Adam Mayer
Title: Director of Career Counseling
Department: The Center for Career Services and Cooperative Education
Address: 1 Normal Avenue
Address: Stone Hall 2nd floor
City: Montclair
State: NJ
Zip: 07043
Telephone: 973.655.5194

Organization:
Contact Name: Dr. Jennifer Jones
Title: Director of Career Planning and Placement
Department: Career Planning and Placement
Address: 2039 John F Kennedy Boulevard
Address: Vodra Hall room 101
City: Jersey City
State: NJ
Zip: 07305
Telephone: 201.200.3005

Organization:
Contact Name: Tiffany N Austin
Title: Director of Career Services
Department: Career Services
Address: 1 South Blvd.

City: Nyack
State: NY
Zip: 10960
Telephone: 845.675.4584

Organization: State University of New York - College at Old Westbury
Contact Name: Jerilyn Marinan
Title: Director of Career Planning and Development
Department: Career Planning and Development
Address: 223 Store Hill Road
City: Old Westbury
State: NY
Zip: 12568
Telephone: 516.876.3053

Organization: State University of New York - Purchase College
Contact Name: Wendy Morosoft
Title: Director of Career Development center
Department: Career Development Center
Address: 735 Anderson Hill Road
City: Purchase
State: NY
Zip: 10577
Telephone: 914.251.6370

Organization: Stony Brook University
Contact Name: Marianna Savoca
Title: Director
Department: Career Center
Address: W 0550 Frank Melville Jr. Memorial Library
City: Stony Brook
State: NY
Zip: 11794
Telephone: 613.632.6818

Organization: University of Rhode Island
Contact Name: Audrey Tessier
Title: Assistant Director-Employer Relations
Department: Career Services and Employer Relations
Address: 90 Lower College Road
Address: 231 Roosevelt Hall
City: Kingston
State: RI
Zip: 02881
Telephone: 401.874.4012

Recruitment Website: wabcradio.com/jobs (all positions)

Recruitment Website: wplj.com/jobs (all positions)

Recruitment Website: nashfm947.com/jobs (all positions)

Recruitment Website: radio1039ny.com/jobs (all positions)

Recruitment Website: cumulus.com/careers

Recruitment Website: entertainmentcareers.net

Recruitment Website: tvandradijobs.com

Recruitment Website:	allaccess.com
Recruitment Website:	4entertainmentcareers.net
Recruitment Website:	indeed.com
Recruitment Website:	glassdoor.com
Recruitment Website:	simplyhired.com
Recruitment Website:	linkup.com
Recruitment Website:	radioinfo.com
Recruitment Website:	monster.com (sales positions only)
Recruitment Website:	linkedin.com (sales positions only)
Recruitment Website:	Craig's List (sales positions only)
Recruitment Website:	SBE.org (broadcast engineer positions only)

Cumulus Internal Job Posting