

EEO PUBLIC FILE REPORT - AMENDED

This Report covers full-time vacancy recruitment data for the period JANUARY 23, 2021 to JANUARY 22, 2022.

1) Employment Unit: GALAXY SYRACUSE LICENSEE LLC

2) Unit Members (Stations and Communities of License): WTKW(FM) – Bridgeport, NY
WTKV(FM) – Oswego, NY
WKRL(FM) - North Syracuse, NY
WKRH(FM) – Minetto, NY
WTLA(AM) – North Syracuse, NY
WSGO(AM) – Oswego, NY
WZUN(AM) – Sandy Creek, NY
WZUN(FM) – Phoenix, NY

3) EEO Contact Information for Employment Unit:

Mailing Address: Galaxy Media Partners 235 Walton Street Syracuse, NY 13202	Telephone Number: 315.472.9111
	Contact Person/Title: Dana Loucks/Chief Financial Officer
	E-mail Address: dloucks@galaxymediapartners.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

<u>Job Title</u>	<u>Recruitment Source Referring Hiree</u>
1.) Digital Specialist 1	Indeed
2.) Sales Executive 1	Employee Referral
3.) Digital Specialist 2	Galaxymediapartners.com
4.) Sales Executive 2	Employee Referral
5.) Sales Executive 3	Employee Referral
6.) Digital Strategist / Graphic Designer	On-Air Recruitment
7.) Videographer	Employee Referral

WTKW(FM), WTKV(FM), WKRL(FM), WKRH(FM), WTLA(AM), WSGO(AM), WZUN(AM) and WZUN(FM)

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5) Recruitment Sources by Vacancy

Job Title: Digital Specialist 1

Referral Source of Hiree: Indeed

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed.com	N/A	6433 Champion Grandview Way, Bldg 1, Austin, TX 78750	203-328-2691	3	No
Galaxymediapartners.com	Nick Maine	235 Walton St., Syracuse NY 13202	315-472-9111	0	No
Facebook	Nick Maine	235 Walton St., Syracuse NY 13202	315-472-9111	0	No
On-Air Recruitment (careers@galaxymediapartners.com)	Nick Maine	235 Walton St., Syracuse NY 13202	315-472-9111	0	No
Employee Referral	Nick Maine	NA	N/A	0	No

Job Title: Sales Executive 1

Referral Source of Hiree: Employee Referral

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed.com	N/A	6433 Champion Grandview Way, Bldg 1, Austin, TX 78750	203-328-2691	3	No
Galaxymediapartners.com	Nick Maine	235 Walton St., Syracuse NY 13202	315-472-9111	0	No
Facebook	Nick Maine	235 Walton St., Syracuse NY 13202	315-472-9111	0	No
On-Air Recruitment (careers@galaxymediapartners.com)	Nick Maine	235 Walton St., Syracuse NY 13202	315-472-9111	0	No
Employee Referral	Nick Maine	NA	N/A	1	No

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Job Title: Digital Specialist 2**Referral Source of Hiree: Galaxymediapartners.com**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed.com	N/A	6433 Champion Grandview Way, Bldg 1, Austin, TX 78750	203-328-2691	2	No
Galaxymediapartners.com	Nick Maine	235 Walton St., Syracuse NY 13202	315-472-9111	1	No
Facebook	Nick Maine	235 Walton St., Syracuse NY 13202	315-472-9111	0	No
On-Air Recruitment (careers@galaxymediapartners.com)	Nick Maine	235 Walton St., Syracuse NY 13202	315-472-9111	0	No
Employee Referral	Nick Maine	NA	N/A	0	No

Job Title: Sales Executive 2**Referral Source of Hiree: Employee Referral**

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed.com	N/A	6433 Champion Grandview Way, Bldg 1, Austin, TX 78750	203-328-2691	0	No
Galaxymediapartners.com	Nick Maine	235 Walton St., Syracuse NY 13202	315-472-9111	0	No
Facebook	Nick Maine	235 Walton St., Syracuse NY 13202	315-472-9111	0	No
On-Air Recruitment (careers@galaxymediapartners.com)	Nick Maine	235 Walton St., Syracuse NY 13202	315-472-9111	0	No
Employee Referral	Nick Maine	NA	N/A	1	No

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Job Title: Sales Executive 3**Referral Source of Hire: Employee Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Indeed.com	N/A	6433 Champion Grandview Way, Bldg 1, Austin, TX 78750	203-328-2691	2	No
Galaxymediapartners.com	Nick Maine	235 Walton St., Syracuse NY 13202	315-472-9111	1	No
Facebook	Nick Maine	235 Walton St., Syracuse NY 13202	315-472-9111	0	No
On-Air Recruitment (careers@galaxymediapartners.com)	Nick Maine	235 Walton St., Syracuse NY 13202	315-472-9111	0	No
Employee Referral	Nick Maine	NA	N/A	1	No

Job Title: Digital Strategist/Graphic Designer**Referral Source of Hire: On-Air Recruitment**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
On-Air Recruitment (careers@galaxymediapartners.com)	Nick Maine	235 Walton St., Syracuse NY 13202	315-472-9111	1	No
Employee Referral	Nick Maine	NA	N/A	0	No

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Job Title: Videographer**Referral Source of Hire: Employee Referral**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Employee Referral	Nick Maine	NA	N/A	1	No

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6) Total # of Interviewees Referred: For the period from January 23, 2021 to January 22, 2022 this Employment Unit interviewed 18 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives:

A.) Initiative: Internship Program

Galaxy Syracuse Licensee LLC participates in Internship Programs with local educational institutions. Interns interact with a variety of personnel and departments, including but not limited to Sales, Promotions, Programming, and Traffic. During the period of January 23, 2021 to January 22, 2022 this employment unit hosted 1 intern from Marist College, 2 interns from Syracuse University, and 1 intern from Morrisville Community College, which all are local educational institutions. Additionally, this employment unit participates in the paid internship program offered by the New York State Broadcasters Association and employed the interns from Marist College and Syracuse University through that program.

B.) Initiative: Manager Training

Galaxy Syracuse Licensee LLC Managers completed EEO Training courses at HRClassroom.com to stay current with methods of ensuring equal employment opportunity and preventing discrimination. Completed courses include, Code of Business Conduct and Ethics, Creating and Using Emergency Action Plans, Discipline of Employees Training, Diversity: Awareness to Action, Ergonomics in the Office, Fair Labor Standards Act (FLSA) Training, Hazard Communications Standard and Modifications by the GHS, Interviewing and Hiring Training, Performance Management – A Balanced Scorecard Approach, Termination of Employees Training, Workplace Violence Prevention Training, Pandemic Influenza, Drug-Free Work and Age Bias Prevention. All of these courses were completed between January 4, 2021 and January 14, 2022. The entire Galaxy staff both FT and PT took mandatory training on Sexual Harassment through HR Classroom in November 2021.

C.) Initiative: EEO Outreach

Stations in the employment unit aired announcements encouraging women, minority, educational, and other employment outreach centers in the community to contact the radio stations to be added to our list of job postings.

WKRL	53	15-second announcements
WTKW	50	15-second announcements
WTLA(AM)	72	15-second announcements
WZUN	50	15-second announcements

D.) Initiative: Hosting of Job Fairs

Hosting of Job Fair: On July 27, 2021, the employment unit hosted the Galaxy Media Partners Career Fair at the CNY Regional Market in Syracuse, NY. The career fair brought together job seekers and local businesses from the greater Syracuse area.

Hosting of Job Fair: On August 24, 2021, the employment unit held the Galaxy Media Partners Career Fair at the CNY Regional Market in Syracuse, NY. The career fair brought together job seekers and local businesses from the greater Syracuse area.

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Hosting of Job Fair: On September 21, 2021, the employment unit held the Galaxy Media Partners Career Fair at the CNY Regional Market in Syracuse, NY. The career fair brought together job seekers and local businesses from the greater Syracuse area.

Thirty-five businesses and 170 individuals attended these job fairs that were hosted by Galaxy Media Partners.

E.) Initiative: Participation in Job Fairs

Attendance at Job Fair: On July 27, 2021, the employment unit participated in the Galaxy Media Partners Career Fair at the CNY Regional Market in Syracuse, NY. Management from Sales and Promotions were on site to answer questions and accept resumes for employment and internships, and employees met with students as well.

Attendance at Job Fair: On August 24, 2021, the employment unit participated in the Galaxy Media Partners Career Fair at the CNY Regional Market in Syracuse, NY. Management from Sales and Promotions were on site to answer questions and accept resumes for employment and internships, and employees met with students as well.

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F.) Participation in Events/Activities Hosted by Educational Institutions

Guest Speaker at an Educational Institution: One of our unit's broadcast professionals was a speaker for the New York State Broadcasters Association's college outreach program. He spoke to approximately 19 college students from SUNY Fredonia, SUNY Brockport and Newhouse School at Syracuse University about careers in broadcasting and communications.

G.) Initiative: Internet Program

Galaxy Syracuse Licensee LLC uses its stations' websites and corporate website to provide general information about its job vacancies including what skills and qualifications are needed to fill specific positions

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