

**WSYR(AM), WHEN(AM), WYYY(FM), WWHT(FM), WBBS(FM),  
WWDG(FM), WPHR-FM & WSYR-TV**

**EEO PUBLIC FILE REPORT  
February 1, 2008 to January 31, 2009<sup>1</sup>**

**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 Hiree</b>
Sports Reporter (Television)	1-36, 41-42, 45-49, 51	31
Bookkeeper (Radio)	1-10, 12-16, 18-21, 23-28, 31-35, 38, 40, 42-43, 46, 49	40
Accountant (Radio)	1-29, 31-35, 38, 42-43, 46, 49	43
Sales Assistant (Radio)	1-10, 12-16, 18-21, 23-28, 31-35, 38, 42-43, 46, 49	32
Traffic Coordinator (Radio)	1-29, 31-35, 38, 42-43, 46, 49	34
Sales & Promotions Assistant (Radio)	1-29, 31-35, 38, 42-43, 46, 49	31
Account Executive (Radio)	1-29, 31-35, 38, 42-43, 46, 49	31
Bookkeeper (Radio)	1-29, 31-35, 38, 42-43, 46, 49	32
Account Executive (Radio)	1-29, 31-35, 38, 42-43, 46, 49	31
Broadcasting Engineer (Radio)	1-29, 31-35, 38, 42-43, 46, 49	31

<sup>1</sup> This Report was revised in April 2009 to address minor reporting issues. On March 15, 2008, television station WSYR-TV came under different ownership; full-time hiring activity for this station is included herein through this date. On July 30, 2008, the actions necessary to consummate the assignment of licenses for station WWDG(FM), DeRuyter, NY (Facility ID 22134) from CC Licenses, LLC ("CCL") to the Aloha Station Trust, LLC, as Trustee were completed (*see* file no. BALH-20070619AFG). Pursuant to the underlying trust agreement, WWDG(FM) continues to share employees with CCL's Syracuse, NY Station Employment Unit (Syracuse SEU).

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	<b>NAACP of Syracuse</b> P.O. Box 397, Colvin Elmwood Station Syracuse, NY 13205 Phone: 315-422-6933 Contact: Preston Fagan	Y	0
2	<b>National Organization for Women</b> P.O. Box 1234 Syracuse, NY 13202 Phone: 315-474-0688 Contact: Barbara Kirkpatrick / Wendy Yost Email: <a href="mailto:wendy_yost@msn.com">wendy_yost@msn.com</a>	Y	0
3	<b>Women's Information Center</b> 601 Allen Street Syracuse, NY 13210 Phone: 315-478-4636	Y	0
4	<b>Syracuse University</b> Center for Career Services 235 Schine Student Center Syracuse, NY 13244 Phone: 315-443-1870 Fax: 315-443-2805 Email: <a href="mailto:careers@syr.edu">careers@syr.edu</a>	Y	0
5	<b>Syracuse Model Neighborhood Facility</b> 401 South Avenue Syracuse, NY 13204 Phone: 315-671-5804 / 315-474-6823, Ext. 165 Fax: 315-472-9963 Contact: Mary Anne Ciccarelli / Cerissa Gaulden Email: <a href="mailto:mciccarelli@swccsyr.org">mciccarelli@swccsyr.org</a> / <a href="mailto:cgaulden@swccsyr.org">cgaulden@swccsyr.org</a>	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
6	<b>SI Newhouse School of Public Communications</b> 215 University Place, Bldg. 1, Room 20 Syracuse, NY 13244 Phone: 315-443-2301 / 315-443-3270 Fax: 315-443-3946 Contact: Jennifer Garrison / Bridget Lichtinger Email: <a href="mailto:jlgarris@syr.edu">jlgarris@syr.edu</a> / <a href="mailto:belichti@syr.edu">belichti@syr.edu</a>	Y	0
7	<b>Peace Inc. County West Family Residential Center</b> 52 Oswego Street Baldwinsville, NY 13027 Phone: 315-638-1051 Contact: Joy King Email: <a href="mailto:j.king@peace-caa.org">j.king@peace-caa.org</a>	Y	0
8	<b>Howard University</b> Career Services 525 Bryant Street NW Washington, DC 20059 Phone: 202-806-7513 Fax: 202-462-4267 Email: <a href="mailto:careersrhu@howard.edu">careersrhu@howard.edu</a>	Y	0
9	<b>The Native American JPTA</b> 312 Gifford Street Syracuse, NY 13204 Phone: 315-475-6417 Fax: 315-475-5307 Contact: Charlotte Tarbell Email: <a href="mailto:netsyrcharlotte@hotmail.com">netsyrcharlotte@hotmail.com</a>	Y	0
10	<b>Southside Community Center</b> 305 S. Plain Street Ithaca, NY 14858 Phone: 607-273-4190 Contact: Chana Perkins Email: <a href="mailto:cperkins@sccc-ithaca.org">cperkins@sccc-ithaca.org</a>	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
11	<b>Office of Minority Affairs</b> 201 E. Washington Street, City Hall Room 219 Syracuse, NY 13202 Phone: 315-448-8708 Fax: 315-448-8761 Contact: Bill Owens Email: <a href="mailto:bowens@ci.syracuse.ny.us">bowens@ci.syracuse.ny.us</a>	Y	0
12	<b>Dunbar Association Inc.</b> 1453 S. State Street Syracuse, NY 13205 Phone: 315-476-4269 Contact: Sharon Jack-Williams Email: <a href="mailto:sharcol56@aol.com">sharcol56@aol.com</a>	Y	0
13	<b>Displaced Homemakers Program</b> 770 James Street Syracuse, NY 13203 Phone: 315-446-0550 Contact: Kate Artessa Email: <a href="mailto:syrdhp@yahoo.com">syrdhp@yahoo.com</a>	Y	0
14	<b>Onondaga Community College</b> 4941 Onondaga Road Syracuse, NY 13215 Phone: 315-498-2622 Contact: Dave Pasiak Email: <a href="mailto:pasiakd@sunyocc.edu">pasiakd@sunyocc.edu</a>	Y	0
15	<b>Cayuga Community College</b> 197 Franklin Street Auburn, NY 13021 Phone: 315-255-1743 Contact: Karen Merritt / Pam Crowley Email: <a href="mailto:merritt@cayuga-cc.edu">merritt@cayuga-cc.edu</a> / <a href="mailto:crowley@cayuga-cc.edu">crowley@cayuga-cc.edu</a>	Y	0
16	<b>SUNY Oswego Career Services</b> 7060 State Route 104 Oswego, NY 13126 Phone: 315-312-2255 Fax: 315-312-5443 Contact: Gary Morris Email: <a href="mailto:gmorris@oswego.edu">gmorris@oswego.edu</a>	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
17	<b>Tompkins-Cortland Community College</b> 170 North Street, P.O. Box 139 Dryden, NY 13053 Phone: 607-844-8222 Contact: Jim Hull Email: <a href="mailto:hullj@sunytcc.edu">hullj@sunytcc.edu</a>	Y	0
18	<b>Onondaga-Madison Board of Cooperative Educational Services (BOCES)</b> P.O. Box 4754 Syracuse, NY 13290 Phone: 315-433-2634 Contact: Director of Job Placement Email: <a href="mailto:jjohnson@ocmboces.org">jjohnson@ocmboces.org</a>	Y	0
19	<b>Spanish Action League</b> 700 Oswego Street Syracuse, NY 13204 Phone: 315-475-6153 Contact: Roberto Jimenez / Maribel Diaz Email: <a href="mailto:rjimenez@laligaonline.com">rjimenez@laligaonline.com</a> / <a href="mailto:mdiaz@laligaonline.com">mdiaz@laligaonline.com</a>	Y	0
20	<b>Transitional Learning Services of Onondaga County</b> 420 E. Genesee Street Syracuse, NY 13202 Phone: 315-478-4151 Fax: 315-478-3118 Contact: Catherine Montpetit / Heidi Kwasniewski Email: <a href="mailto:cmontpetit@tls-onondaga.org">cmontpetit@tls-onondaga.org</a> / <a href="mailto:hkwasniewski@tls-onondaga.org">hkwasniewski@tls-onondaga.org</a>	Y	0
21	<b>National Association of Hispanic Journalists</b> 1000 National Press Bldg. 529 14 <sup>th</sup> Street NW Washington, DC 20045-2001 Phone: 202-662-7145 Fax: 202-662-7144 Contact: Ivan Roman Email: <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
22	<b>New York State Broadcasters Association</b> 1805 Western Avenue Albany, NY 12203-4601 Phone: 518-456-8888 Contact: Sandy Messineo Email: <a href="mailto:sandy@nysbroadcastersassn.org">sandy@nysbroadcastersassn.org</a>	Y	0
23	<b>New York State Division of Human Rights</b> 333 E. Washington Street, Room 401 Syracuse, NY 13202 Phone: 315-428-4633 Fax: 315-428-4638 Contact: Valerie Woods Email: <a href="mailto:ywoods@dhr.state.ny.us">ywoods@dhr.state.ny.us</a>	Y	0
24	<b>California Chicano News Media Association (CCNMA), USC Annenberg School of Journalism</b> 300 S. Grand Avenue, Suite 3950 Los Angeles, CA 90071-8110 Phone: 213-437-4408 Contact: Sylvia Wells Email: <a href="mailto:sylvia@ccnma.org">sylvia@ccnma.org</a>	Y	0
25	<b>Aurora of Central New York</b> 518 James Street Syracuse, NY 13203-2238 Phone: 315-422-2429 Fax: 315-422-4792 Contact: John Scala Email: <a href="mailto:auroracny@auroraofcny.org">auroracny@auroraofcny.org</a>	Y	0
26	<b>Association for Better Living</b> 4141 S. Salina Street Syracuse, NY 13205 Phone: 315-469-0469 Email: <a href="mailto:communitybuilder@hotmail.com">communitybuilder@hotmail.com</a>	Y	0
27	<b>ITT Technical Institute</b> 235 Greenfield Pkwy. Liverpool, NY 13088 Phone: 315-234-2711 Contact: Peter Calabro Email: <a href="mailto:pcalabro@itt-tech.edu">pcalabro@itt-tech.edu</a>	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
28	<b>Cornell University</b> 42-51 Campus Road Ithaca, NY 14850 Phone: 607-254-4636 / 607-221-5221 Email: <a href="mailto:nrc2@cornell.edu">nrc2@cornell.edu</a> / <a href="mailto:dd21@cornell.edu">dd21@cornell.edu</a>	Y	0
29	<b>Clear Channel Clear Careers Website</b> <a href="http://www.clearcareers.com">www.clearcareers.com</a>	N	0
30	<b>WSYR-TV Station Website</b> <a href="http://www.9wsyr.com">www.9wsyr.com</a>	N	1
31	<b>Non-Employee Referral</b>	N	10
32	<b>Employee Referral</b>	N	15
33	<b>Internal Posting</b>	N	1
34	<b>Walk-Ins/Self-Referral</b>	N	3
35	<b>Ithaca College</b> 953 Danby Road Ithaca, NY 14850 Phone: 607-274-3365 Email: <a href="mailto:careers@ithaca.edu">careers@ithaca.edu</a>	N	0
36	<b>New York State Department of Labor</b> 443 N. Franklin Street Syracuse, NY Phone: 315-477-6948 Fax: 315-477-6996	N	0
37	<i>[Intentionally Omitted]</i>	N	0
38	<b>Clear Channel Syracuse Radio Station Websites</b> <a href="http://www.570wsyr.com">www.570wsyr.com</a> <a href="http://www.sportsradio620.com">www.sportsradio620.com</a> <a href="http://www.y94fm.com">www.y94fm.com</a> <a href="http://www.hot1079.com">www.hot1079.com</a> <a href="http://www.b1047.net">www.b1047.net</a> <a href="http://www.newrock105.com">www.newrock105.com</a> <a href="http://www.power1069jamz.com">www.power1069jamz.com</a>	N	5
39	<b>Albany Times Union</b> P.O. Box 15005 Albany, NY 12212 Phone: 607-756-0246 Contact: Larry Oyer Email: <a href="mailto:loyer@timesunion.com">loyer@timesunion.com</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
40	<b>CR Fletcher Associates</b> 126 N. Salina Street Syracuse, NY 13202 Phone: 315-471-1000 Fax: 315-471-6500 Contact: Carol Fletcher	N	2
41	<b>Syracuse New Times</b> 1415 W. Genesee Street Syracuse, NY 13204 Phone: 315-422-7011, Ext. 134 Fax: 315-422-1721 Contact: Kim Contento / Deana Vigliotti Email: <a href="mailto:kcontento@syracusenewtimes.com">kcontento@syracusenewtimes.com</a>	N	0
42	<b>National Association of Broadcasters (NAB), The Employment Clearinghouse</b> Career Center 1771 N Street NW Washington, DC 20036 Phone: 202-429-5498 Email: <a href="mailto:careercenter@nab.org">careercenter@nab.org</a>	N	0
43	<b>Syracuse Post Standard</b> P.O. Box 4195 Syracuse, NY 13221 Phone: 315-470-2039 Fax: 315-470-3191 Contact: Mary Bill Email: <a href="mailto:mbill@syracuse.com">mbill@syracuse.com</a> <i>(also posted on syracuse.com)</i>	N	28
44	<b>Clear Channel Syracuse Radio Station On-Air Announcements (one or more SEU stations)</b>	N	0
45	<b>MediaLine – Television</b> P.O. Box 51909 Pacific Grove, CA 93950 Phone: 800-237-8073 Contact: Mark Shilstone Email: <a href="mailto:medialine@medialine.com">medialine@medialine.com</a>	Y <i>(TV only)</i>	0



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46	<b>Center for Community Alternatives</b> 115 E. Jefferson Street, Suite 300 Syracuse, NY 13202 Phone: 315-422-5638, Ext. 230 Fax: 315-471-4924 Contact: Norm Jones Email: <a href="mailto:njones@communityalternatives.org">njones@communityalternatives.org</a>	Y	0
47	<b>Collective Talent</b> 1721 Richardson Place Tampa, FL 33606 Phone: 813-254-9695 Contact: Michael Bille Email: <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a>	Y <i>(TV on-air positions only)</i>	0
48	<b>TVJobs.com Broadcast Employment Services</b> P.O. Box 4116 Oceanside, CA 92052 Phone: 800-374-0119 Fax: 760-754-2115 Contact: Mark Holloway Email: <a href="mailto:jobs@tvjobs.com">jobs@tvjobs.com</a>	Y <i>(TV only)</i>	1
49	<b>Electronic Media Communications Dept. – Onondaga Community College</b> 4941 Onondaga Road Syracuse, NY 13215 Phone: 315-498-2321 Contact: Nancy Kelley Licata Email: <a href="mailto:licatan@sunyocc.edu">licatan@sunyocc.edu</a>	Y	0
50	<b>Internal Promotion</b>	N	0
51	<b>TV News Gigs</b> 318 SE Jackson Street Lee's Summit, MO 64063 Contact: Stacey Chaloux Email: <a href="mailto:info@tvnewsgigs.com">info@tvnewsgigs.com</a>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			66

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**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program (WSYR-TV)	<p>During the reporting period, WSYR-TV hosted six interns from the following colleges and universities: Onondaga Community College, Syracuse University and The State University of New York (SUNY) – Oswego. The students received on-the-job training in the Sports and “Bridge Street” Departments. The internship program offers meaningful educational and work experiences designed to meet the academic and career goals of the intern.</p>
2	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting (WSYR-TV)	<p>On January 31, 2009, our Director of New Media participated in a career fair at Huntington Middle School and spoke to students about working in the broadcasting industry.</p> <p>On March 7, 2008, our Meteorologist gave a presentation at Levy Middle School and spoke to students about careers in meteorology.</p>
3	Internship Program (Radio)	<p>During the First Quarter 2008, our radio stations hosted an intern from Syracuse University to work on research projects for the Sales Department.</p> <p>During the Third Quarter 2008, our radio stations hosted two interns. One intern from LeMoyne College received hands-on training in the Production Department, and one intern from Syracuse University received hands-on training in the Sales, Traffic and Promotions Departments.</p> <p>The internship program offers meaningful educational and work experiences designed to meet the academic and career goals of the intern.</p>

4	Participate in Job Fair (Radio)	On April 14, 2008, our radio stations participated in the CNY Communications Consortium Career Fair held at Syracuse University, S.I. Newhouse School of Public Communications, which was attended by approximately 750 students. Station participants included our Sales Manager, who accepted resumes and discussed job opportunities at the stations with students interested in broadcasting careers.
5	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting (Radio)	On May 8, 2008, our Sales Manager gave a lecture to approximately 100 students interested in sales and broadcasting at The State University of New York (SUNY) – Oswego. He also accepted resumes and discussed job opportunities at the stations with the students.
6	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting (Radio)	In September 2008, our Sales Manager gave a lecture to approximately 75 students interested in sales and broadcasting at Syracuse University. He also accepted resumes and discussed job opportunities at the stations with the students.
7	Participate in Job Fair (Radio)	On October 15, 2008, our radio stations participated in a career and internship fair at The State University of New York (SUNY) – Oswego, which was attended by approximately 100 students. Station participants included our Sales Manager, who accepted resumes and discussed job opportunities at the stations with students interested in broadcasting careers.
8	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting (Radio)	On November 17, 2008, our Sales Manager gave a lecture to approximately 35 students in a broadcasting sales class at The State University of New York (SUNY) – Oswego. He also accepted resumes and discussed job opportunities at the stations with the students.
9	Participate in Event Sponsored by Educational Institution Relating to Career Opportunities in Broadcasting (Radio)	On November 17, 2008, our On-Air Announcer gave a lecture to approximately 40 students in a communications studies class at The State University of New York (SUNY) – Oswego. He also accepted resumes and discussed job opportunities at the stations with the students.