

WAIO, WDVI, WHAM, WHTK, WKGS, WNBL, WVOR
EEO PUBLIC FILE REPORT
February 1, 2015 - January 31, 2016

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Producer	1-70	70
Sales Assistant	1-20, 22-70	16
Account Executive	1-14, 16-20, 22-70	70
Account Executive	1-14, 16-20, 22-70	30
Account Executive	1-14, 16-20, 22-70	16
Events Manager	1-14, 17-20, 22-31, 33-37, 39-70	31

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Action For A Better Community 550 East Main Street Rochester, New York 14604 Phone : (585) 325-5116 x3400 Url : www.abcinfo.org Email : pclark@abcinfo.org Paula Clark	Y	0
2	Action Toward Employment Program Unity Health Sys PROS Program 81 Lake Ave Rochester, New York 14608 Phone : (585) 368-6605 Url : http://www.unityhealth.org Email : Mlewis@unityhealth.org Margaret Lewis	Y	0
3	Ad Council of Rochester 70 Linden Oaks 3rd Floor Rochester, New York 14625 Phone : (585) 383-5454 Url : www.adcouncilroch.org Email : katelin@adcouncilroch.org Katelyn Ryan	N	0
4	African American Chamber of Commerce PO Box 5488 Portland, Oregon 97228 Phone : 503-244-5794 Email : blackchamber@usa.net Roy Jay	N	0
5	Alfred State College 10 Upper College Drive SDC 204 Alfred, New York 14802 Phone : (607) 587-4385 Url : www.alfredstate.edu Email : antoniem@alfredstate.edu Elaine Antonioli	Y	0
6	Alfred University Career Development Center Saxon Drive Alfred, New York 14802 Url : www.alfred.edu Email : fgoodman@alfred.edu Robyn Goodman	Y	0

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7	AllAccess.com New York Url : www.allaccess.com Career Services Manual Posting	N	0
8	Baber AME Church 550 Meigs Street Rochester, New York 14607 Phone : (585) 461-1395 Url : http://www.ame-church.com Email : baberamechurch@frontiernet.net Melanie Trotter-Jiggetts	N	0
9	BOCES 2 Center for Workforce Development 3545 Buffalo Road Rochester, New York 14624 Phone : (585) 349-9130 Url : http://www.monroe2boces.org Email : bharte@monroe2boces.org Barbara Harte	N	0
10	Broadcast Image Group 7744 Broadway Suite 100 San Antonio, Texas 78209 Phone : (210) 828-6664 Url : www.broadcastimage.com Email : lrickel@broadcastimage.com Larry Rickel	N	0
11	Bryant & Stratton 845 Long Pond Rd Rochester, New York 14612 Phone : (585) 720-0660 ext. 239 Url : www.bryantstratton.edu Email : cdpanek@bryantstratton.edu Christine Panek	N	0
12	Career Systems Development Corp 96 College Ave Rochester, New York 14607 Phone : (585) 544-4880 Url : http://careersystems.com Email : questions@careersystems.com Steven Laiosa	N	0

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13	Cayuga Community College 197 Franklin Street Auburn, New York 13021 Phone : (315) 255-1743 ext. 2222 Url : www.cayuga-cc.edu Email : osbornem@cayuga-cc.edu Meg Osborne	N	0
14	Connecticut Schools of Broadcasting 377 Route 17 South Penthouse Hasbrouck Heights, New Jersey 07604 Phone : (201) 288-5800 Url : www.gocsb.com Email : efierstein@gocsb.com Erica Fierstein	Y	0
15	Coventry Job Club 2101 Lac De Ville Blvd Suite 2 Rochester, New York 14618 Phone : (585) 272-3500 Email : RochesterJobClub@hotmail.com Janet Nordman	N	0
16	Employee Referral	N	5
17	Erie Community College Career Resource Center 121 Ellicott Street Buffalo, New York 14203 Phone : (716) 851-1183 Url : www.ecc.edu Email : crc@ecc.edu Cheryl Wailand	Y	0
18	Everest Institute 1630 East Ridge Road Rochester, New York 14622 Phone : (585) 266-0430 x105 Url : www.rochester-institute.com Email : asif.khan1@cci.edu Asif Khan	Y	1
19	Finger Lakes Community College Career Services 4355 Lake Shore Drive Canandaigua, New York 14424 Phone : (585) 394-3500 Url : www.flcc.edu Email : careerservices@flcc.edu Catherine Petruccione	N	0

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20	Finger Lakes Works-Wayne 1519 Nye Rd Lyons, New York 14489 Phone : 315-946-7710 Url : www.fingerlakesworks.com Email : jdaniels@co.wayne.ny.us Jodie Daniels	Y	0
21	Former Employee	N	1
22	Genesee Community College Career & Transfer Center One College Road Batavia, New York Phone : (585) 343-0055 ext. 6262 Url : www.genesee.edu Email : jmmcgowan@genesee.edu John McGowan	N	0
23	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Online Source Manual Posting	N	1
24	Goods Entertainment PO Box 1266 Weston, Connecticut 6883 Phone : (203) 341-0111 Url : www.goodsentertainment.com Email : AGoodman@GoodsEntertainment.com Adam Goodman	Y	0
25	Hobart and William Smith Colleges Career Development Center C/O 300 Pulteney Street Geneva, New York 14456 Phone : (315) 781-3514 Url : www.hws.edu Email : cso@hws.edu Brandi Ferrara	N	0

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26	Howard University 525 Bryant Street NW Suite C-107 Washington, District of Columbia 20059 Phone : (202) 806-5806 Url : www.howard.edu Email : cdudley@howard.edu Carol Dudley	Y	0
27	Ibero-American Action League, Inc. 817 East Main Street Rochester, New York 14605 Phone : (585) 454-1430 x246 Url : www.iaal.org Email : information@iaal.org Elizabeth Robinson	Y	0
28	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
29	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	4
30	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source Manual Posting	N	8
31	Internal Posting 100 Chestnut Street Suite 1700 Rochester, New York 14604 Url : www.clearchannelrochester.com Career Services Manual Posting	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Ithaca College Roy H. Park School of Communications Ithaca, New York Phone : (607) 274-3331 Url : www.ithaca.edu Email : wenmouth@ithaca.edu Wenmouth Williams, Jr. Prong 2 Ended Date: 4/3/2015	N	0
33	Keuka College Center for Experiential Learning Keuka College Keuka Park, New York 14478 Phone : (315) 279-5274 Url : www.keuka.edu Email : experiential@mail.keuka.edu Caryanne Farley	N	0
34	Lifespan Employment Services 1900 South Clinton Avenue Rochester, New York 14618 Phone : (585) 244-8400 ext. 195 Url : www.lifespan-roch.org Email : info@lifespan-roch.org Bhagwan Gaur	Y	0
35	Livingston County Office of Workforce Development 6 Court Street Room #105 Geneseo, New York 14454 Phone : (585) 243-7047 Url : www.co.livingston.state.ny.us Email : dclark@co.livingston.ny.us Ryan Snyder	N	0
36	Metro Justice 167 Flanders Street Suite D12 Rochester, New York 14619 Phone : (585) 325-2560 Url : www.metrojustice.org Email : metroj@frontiernet.net William Appel	N	0

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37	Monroe Community College Career Center 1000 East Henrietta Road Rochester, New York Phone : (585) 292-2248 Url : www.monroecc.edu Email : jobconnection@monroecc.edu Michelle Mayo	Y	0
38	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell Prong 2 Ended Date: 4/9/2015	N	0
39	National Association of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30302 Phone : (404) 523-6136 Email : BCRMail@aol.com Lo Jelks	Y	0
40	National Association of Youth Service Consultants 101 N. 7th St. #250 Phoenix, Arizona 85034 Phone : (602) 312-7435 Url : www.naysc.org Email : Dave@naysc.org Dave Gaspar	Y	0
41	Native American Cultural Center 121 N Fitzhugh St Rochester, New York 14614 Phone : (585) 442-1100 Url : www.nacc-inc.org Email : netroc@frontiernet.net Wade Oliver	Y	0
42	Nazareth College Career Services 4245 East Avenue Rochester, New York Phone : (585) 389-2890 Url : www.naz.edu Email : mkahl6@naz.edu Michael Kahl	N	0

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43	New School University 65 Fifth Avenue, Room 214 New York, New York 10003 Phone : (212) 229-1324 Url : www.newschool.edu Email : careers@newschool.edu Anna Ogier-Bloomer	Y	0
44	New York State Broadcasters Assoc., Inc. 1805 Western Avenue Albany, New York 12203 Phone : (518) 456-8888 Url : www.nysbroadcasters.org Email : cjung@nysbroadcasters.org Carolyn Jung	Y	0
45	NYS Dept of Labor - Finger Lakes Region 276 Waring Rd Rochester, New York 14609 Phone : 585-258-8843 Email : rochesterjobbank@labor.ny.gov Jason Kirchoff	N	0
46	Ontario County Workforce Development 3010 County Complex Dr Canandaigua, New York 14424 Phone : 585-396-4020 Email : ontariowfd@dfa.state.ny.us Kathy Bailey	N	0
47	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Online Source Manual Posting	N	0
48	Roberts Wesleyan College 2301 Westside Drive Rochester, New York 14624 Phone : (585) 594-6540 Url : www.roberts.edu Email : flahertym@roberts.edu Mary Flaherty	N	0

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49	Rochester AudioVisual Association 92 Legacy Oak Trail Pittsford, New York 14534 Phone : (585) 586-5862 Url : www.rava.info Email : membership@rava.info Paul Tracy	Y	0
50	Rochester Institute of Technology Cooperative Education and Career Services 57 Lomb Memorial Drive Rochester, New York Phone : (585) 475-5479 Url : www.rit.edu Email : mjroce@rit.edu Maria Richart	N	0
51	RochesterWorks! Career Center 255 North Goodman Street Rochester, New York 14604 Phone : (585) 241-6046 Url : www.rochesterworks.org Email : hotjobs@rochesterworks.org Sandra Piccolo	N	0
52	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com Online Source Manual Posting	N	0
53	St. John Fisher College 3690 East Avenue Rochester, New York 14618 Phone : (585) 385-8143 Url : www.sjfc.edu Email : career@sjfc.edu Betsy McDermott	Y	0
54	SUNY College at Brockport 350 New Campus Drive Brockport, New York 14420 Phone : 585-395-2468 Url : www.brockport.edu Email : ccservicesreoc@brockport.edu Serina Brown	Y	0

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55	SUNY Cortland PO Box 2000 Cortland, New York 13045 Phone : (607) 753-2224 Url : www.cortland.edu Email : Johns@em.cortland.edu John Shirley	Y	0
56	SUNY Fredonia Career Development Office Fredonia, New York 14063 Phone : (716) 673-3327 Url : www.fredonia.edu Email : careers@fredonia.edu Christopher LaGrow	Y	0
57	SUNY Geneseo Blake A 104 1 College Circle Geneseo, New York 14454 Phone : (585) 245-5734 Url : www.geneseo.edu Email : jobs@geneseo.edu Contact Unknown	Y	0
58	SUNY Oswego 142 Campus Center Oswego, New York 13126 Phone : (315) 312-2255 Url : www.oswego.edu Email : career@oswego.edu Michele Miller	Y	0
59	SUNY Plattsburgh Kehoe 202 101 Broad Street Plattsburgh, New York 12901 Phone : (518) 564-2071 Url : www.plattsburgh.edu Email : career@plattsburgh.edu Maureen Lavigne	Y	0
60	SUNY REOC 161 Chestnut St Rochester, New York 14604 Phone : (585) 232-2730 Url : www.reoc.brockport.edu Email : awill@brockport.edu Amy Will	Y	0

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61	Syracuse University 303 University Place Suite 235 Syracuse, New York Phone : (315) 443-2009 Url : www.syr.edu Email : srclay01@syr.edu Sue Glayton	N	0
62	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams Prong 2 Ended Date: 6/24/2015	N	0
63	The Leadership Institute 1101 North Highland Street Arlington, Virginia Phone : (703) 647-3301 / (800) 82 Url : www.ConservativeJobs.com Email : jcromwell@limail.us Patricia Simpson	Y	0
64	University at Buffalo Career Planning & Placement 259 Capen Hall Buffalo, New York 14260 Phone : (716) 645-2231 Url : www.buffalo.edu Email : jobs@buffalo.edu Judy Applebaum	Y	0
65	University of Pittsburgh at Bradford 300 Campus Drive Bradford, Pennsylvania 16701 Phone : (814) 362-7587 Url : www.upb.pitt.edu Email : guterman@exchange.upb.pitt.edu Jeff Guterman	Y	0
66	University of Rochester 302 Meliora Hall PO Box 270028 Rochester, New York 14627 Phone : (585) 275-2366 Url : www.rochester.edu Email : recruit@mail.rochester.edu Amber Graham	Y	0

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67	Urban League of Rochester 265 North Clinton Avenue Rochester, New York 14605 Phone : (585) 325-6530 x3013 Url : www.ulr.org Email : communications@ulr.org Monet Evans	Y	0
68	Veterans Outreach Center, Inc. 457 South Avenue Rochester, New York 14620 Phone : (585) 546-4250 Url : veteransoutreachcenter.org Email : nena.siverd@veteransoutreachcenter.org Nena Siverd	Y	0
69	WE-MO-CO Career & Technical Education Center 3589 Big Ridge Road Spencerport, New York 14559 Phone : (585) 352-2759 Url : www.monroe2boces.org Email : acovella@monroe2boces.org Arlene Covella	Y	0
70	Website Posting (Station Websites) New York Url : www.clearchannelrochester.com Career Services Manual Posting	N	5
TOTAL INTERVIEWS OVER REPORTING PERIOD:			27

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/1/2015	Establishment of an intern program designed to assist members of the community	During the 2015 Spring Semester, our SEU hosted three local students for internships: One student (from St. Bonaventure University) participated in a Sports Department internship. He received training in production, news gathering and sports reporting and was supervised by the SEU's Sports Director. The other two students (both from SUNY Fredonia) participated in a Marketing internship. They received training in broadcast marketing and promotions and were supervised by the SEU's Promotions Manager.	4	Promotions Director Promotions Manager Sports Director Sports Producer
2	7/1/2015	Establishment of an intern program designed to assist members of the community	During the Summer of 2015, our SEU hosted three local students (one from Canisius College and two from Ithaca College) in a Broadcasting Industry Internship, sponsored by the NY State Broadcasters' Association. The interns received first-hand training in Programming, News, Production, Sales and Digital. The internship was coordinated by--and the students were supervised by--our Promotions Department.	3	Promotions Director Promotions Manager Promotions Dept.
3	10/19/2015	Participation in events or programs sponsored by educational institutions	On October 19, 2015 our SEU's Production Director served as a guest lecturer for a SUNY Geneseo broadcasting class led by Professor Mike Saffran. Our Production Director instructed the class about the style of writing and producing that results in effective advertising for broadcast clients. The lecture also addressed the skills needed to secure a career in the broadcasting industry.	1	Production Director
4	11/9/2015	Establishment of training programs for station personnel	On this date six of our employees attended the iHeart Media Regional Talent Summit in Boston, Massachusetts. Topics included "Strategies to Success", "Branding" and "Content Selection".	6	Program Directors Program Director Promotions Director Producers

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5	11/18/2015	Provision of training to management	On November 18, 2015 this SEU's Business Manager (who oversees the SEU's EEO compliance) provided an EEO training session for the SEU's managers. Attendees included the SEU's Regional Market President, General Sales Managers, Operations Manager, Program Directors and Controller. Topics included EEO recruitment notification efforts and EEO reporting requirements.	7	President Sales Managers Operations Director Program Directors