

WBBI, WBNW-FM, WENE, WINR, WKGB-FM, WMXW**EEO PUBLIC FILE REPORT****February 1, 2019 - January 31, 2020****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
Outside Sales	2-8, 10-11, 13-18	6
Vice President of Sales	1, 4-5, 7-9, 11-18	9

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access Website New York Career Services Manual Posting	N	0
2	Broome County Urban League 43-45 Carroll St Binghamton, New York 13901 Phone : 6077237303 Email : sdavis@bcul.org Fax : 1-607-723-5827 Career Services	N	0
3	Conneticut School of Broadcasting 130 Birdseye Road Media Park Farmington, Connecticut 6032 Phone : 8008872346 Fax : 1-210-288-7966 Tom DeFranco	N	0
4	Cornell University Ithaca, New York 14853 Email : jp326@cornell.edu Career Services	N	0
5	DirectEmployers Association (Wiley Rein) 9002 N. Purdue Rd. Suite 100 Indianapolis, Indiana 46268 Phone : 1-866-268-6206 A.J Selvey Manual Posting	N	0
6	Glassdoor-Not directly contacted by SEU	N	1
7	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
8	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	1

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9	Internal Promotion/Transfer New York Career Services	N	1
10	New York State Employment Center 2001 Perimeter Road East, Suite 3 Endicott, New York 13760 Phone : 6077782011 Email : mike.puglisi@labor.state.ny.us Fax : 1-607-778-3009 Michael Puglisi	N	0
11	Office of Vocational & Educational Services for Individuals with disabilities 44 Hawley St Binghamton, New York 13901 Phone : 6077218400 Email : dcarson@mail.nysed.gov Fax : 1-607-721-8390 Career Services	N	0
12	Partnership Employment Center 204 Court St Binghamton, New York 13901 Email : adevigili@swsinc.org Career Services	N	0
13	State University of New York Oneonta Ravine Parkway Oneonta, New York 13827 Phone : 6074362534 Email : career@oneonta.edu Colleen Bulgar	N	0
14	Syracuse University 215 University Place Syracuse, New York 13244 Phone : 3154433946 Email : desmit02@syr.edu Professor Dow Smith	N	0
15	University of Rochester-Office of Minority Affairs 310 Morey Hall Rochester, New York 14627 Phone : 5852750651 Fax : 1-585-473-6494 Career Services	N	0

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16	WIVT Station Website 203 Ingraham Hill Rd Binghamton, New York 13903 Phone : 6077713434 Url : http://www.newschannel34.com Fax : 1-607-723-1034 Career Services	N	0
17	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
18	YWCA Vocational/education Department 80 Hawley St Binghamton, New York 13901 Phone : 6077233300 Email : mcolleyywca@yahoo.com Career Services	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			3

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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	2/6/2019	Participation in events or programs sponsored by educational institutions	On this date the Market President lectured students at the State University of NY at Oswego. Highlighted were the skills and education needed to secure a career in the broadcasting industry.	1	Market President
2	2/15/2019	Establishment of training programs for station personnel	<p>In February,2019, managers of this SEU determined that one of its employees had the potential to become a Program Director, if provided with proper advanced training and mentoring. The Sr. VP of Programming developed a plan to provide the employee with mentors and specific skill development training in these areas:</p> <ul style="list-style-type: none"> • Plan and oversee station's programming, production, sound, website, online presence, and social media. • Partner with Market President and Sales in support of local and corporate business goals to increase market share, listeners, ratings, advertiser satisfaction, and revenue while aligning programming fit with client, station, and audience. • Determine and maintain creative vision for station to enhance station image and visibility within the community. • Ability to use tools to gather and analyze ratings data, make business decisions based on analysis • Knowledge of RCS products including GSelector and NexGen <p>The Market President and Sr VP of Programming consistently monitored the progress of the program and eventually determined that the employee was sufficiently prepared to serve as a Program Director, a position to which he was appointed shortly thereafter.</p>	6	Area President Market President Sr VP Programming Program Director

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3	4/17/2019	Participation in events or programs sponsored by educational institutions	On this date the Market President lectured students at the State University of NY at Oswego. Highlighted were the skills and education needed to secure a career in the broadcasting industry. In addition, he recruited for sales positions students that were graduating at the end of the semester and he encouraged them to apply online.	1	Market President
4	4/25/2019	Participation in Job Fairs	On this date the SEU participated in a Job Fair at the State University of New York at Broome Community College	2	Program Director On Air Host
5	10/2/2019	Participation in events or programs sponsored by educational institutions	On this date one of the SEU's Program Directors met with broadcasting students at her alma mater, the State University of New York at Brockport. She advised students on their future careers and demonstrated how their time at Brockport and its radio station can lead to opportunities within the broadcast industry.	1	Program Director
6	10/9/2019	Participation in events or programs sponsored by educational institutions	On this date the Market President lectured students at the State University of NY at Oswego. Highlighted were the skills and education needed to secure a career in the broadcasting industry.	1	Market President
7	11/2/2019	Participation in Job Fairs	On this date the SEU participated in a job fair hosted by the New York State Broadcasters' Association.	1	Area President
8	12/11/2019	Participation in events or programs sponsored by educational institutions	On this date the Market President lectured students at the State University of NY at Oswego. Highlighted were the skills and education needed to secure a career in the broadcasting industry. In addition, he recruited for sales positions students that were graduating at the end of the semester and he encouraged them to apply online.	1	Market President