

WNTQ(FM), WXTL(FM) (see footnote), WAQX-FM, & WSKO(AM)
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
Account Executive	1,4,7,8,10-13,15,19,20,24,30-33, 36	7
Account Executive	1,4,7,8,10-13,15,19,20,24,30-33, 36	30
Account Executive	1,4,7,8,10-13,15,19,20,24,30-33, 36	10
Account Executive	1,4,7,8,10-13,15,19,20,24,30-33, 36	10
Digital Sales Manager	1,4,7,8,10-12,24,30-33,36	7
Continuity Director	1,4,7,8,10-12,24,30-33,36	7

On May 31, 2019, Educational Media Foundation acquired Station WXTL(FM). See File No. BALH-20190213BB granted 5/13/19.

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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	Station Website Postings (<i>all SEU stations</i>) www.93Q.com; www.95X.com, wwwthescore1260.com; www.therebelrocks.com	No	0
2	New York State Dept. of Labor Job Placement 450 S. Salina St., Syracuse, NY 13202 315-479-3204	No	0
3	Career Builder Website www.careerbuilder.com	No	0
4	On-Air Announcements (<i>all SEU stations</i>) WNTQ, WXTL, WAQX, & WSKO	No	0
5	Todays-classifieds.com	No	0
6	Campus Special.com Contact: Allyson Chandler	No	0
7	Word-of-Mouth Referrals	No	3
8	Zip Recruiter Website www.ziprecruiter.com <i>(Internet-based job board and secondary posting service to more than 25 additional on-line job banks, eg. diversityjobs.com, monster.com and topusajobs.com)</i>	No	2
9	Craig’s List www.syracuse.craigslist.org	No	0
10	Indeed Website www.indeed.com	No	7
11	Internal Posting	No	2
12	SEU Job Fairs (<i>see Section III</i>)	No	10
13	S.U.N.Y. Oswego Job Fair Contact: Mallory Bower 7060 NY 104, Oswego, NY 13126 315-312-2255	No	5

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Bryant & Stratton College Alex Deveney 8687 Carling Rd, Liverpool, NY 13090, 315-652-6500	No	0
15	Syracuse University Job Fair Contact: Sue Clayton Skytop Office Building, Syracuse, NY 13244 315-443-2009	No	11
16	Cayuga Community College Contact: Meg Osborne 11 River Glen Dr., Fulton, NY 13069 (315) 592-4143	No	0
17	NYSBA Contact: Carolyn Jung 1805 Western Avenue, Albany, NY 12203 518-456-8888	No	0
18	On Point For College Contact: Melissa Menon 1654 W. Onondaga St., Syracuse, NY 13204 315-440-3366	No	0
19	Onondaga Community College Job Fair Contact: Michele Carey 4585 West Seneca Turnpike, Syracuse, NY 13128 315-498-2585	No	0
20	LeMoyne College Job Fair Contact: Patti Bevans 1419 Salt Springs Rd RH 344, Syracuse, NY 13214 315-445-4185	No	3
21	Spanish Action League 700 Oswego St., Syracuse, NY 13204 315-475-6153	No	0
22	Job Spider Website www.jobspider.com	No	0
23	Job-Ad-Venture Website www.Job-ad-venture.com	No	0
24	Monster Website www.monster.com	No	0
25	Baldwinsville Library 33 E Genesee St., Baldwinsville, NY 13027 315-635-5631	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Fayetteville Free Library 300 Orchard St., Fayetteville, NY 13066 315-637-6374	No	0
27	Lafayette Public Library 2577 Rt 11, North Lafayette, NY 13084 315-677-3782	No	0
28	Liverpool Public Library 310 Tulip St., Liverpool, NY 13088 315-457-0310	No	0
29	Skaneateles Library Nickie Marquis 49 East Genesee St., Skaneateles, NY 13152 315-685-5135	No	0
30	Cumulus Media Website www.cumulus.com/careers	No	5
31	Linked In	No	0
32	Glass Door (www.glassdoor.com)	No	0
33	Link Up (www.linkup.com)	No	0
34	Syracuse New Times	No	0
35	Facebook	No	0
36	Cumulus Business Managers BM@cumulus.com	No	0
37	St. John Fisher College Career@sjfc.edu	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			48

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fairs (5)	<p>On February 27, 2019, our SEU participated in a career fair held at Onondaga Community College. In this case SEU representatives spoke with students/attendees about career opportunities in broadcasting as well as job openings and internships within the SEU. SEU participants included our Director of Promotions.</p> <p>On February 14, 2019, our SEU participated in a career fair held at LeMoyne College. In this case SEU representatives spoke with students/attendees about career opportunities in broadcasting as well as job openings and internships within the SEU. SEU participants included our Director of Promotions.</p> <p>On March 6, 2019, our SEU participated in a career fair held at SUNY Oswego. In this case SEU representatives spoke with students/attendees about career opportunities in broadcasting as well as job openings and internships within the SEU. SEU participants included our Director of Promotions.</p> <p>On September 25, 2019, our SEU participated in a career fair held at Lemoyne College. In this case SEU representatives spoke with students/attendees about career opportunities in broadcasting as well as job openings and internships within the SEU. SEU participants included our Director of Promotions.</p> <p>On October 16, 2019 our SEU participated in a career fair held at SUNY Oswego. In this case SEU representatives spoke with students/attendees about career opportunities in broadcasting as well as job openings and internships within the SEU. SEU participants included our Director of Promotions.</p> <p>On September 18, 2019, our SEU participated in a career fair held at Syracuse University. In this case SEU representatives spoke with students/attendees about career opportunities in broadcasting as well as job openings and internships within the SEU. SEU participants included our Director of Promotions.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
2	Host Job Fair (2)	<p>On October 8, 2019, our SEU co-hosted a community job fair with Destiny USA at the Destiny Mall in Syracuse. Our SEU was responsible for soliciting local employers and assisted with organizing the logistical aspects of this event. Our SEU also participated as an exhibitor. Our Local Sales Manager, Assistant Business Manager, and Promotions Director occupied the Cumulus booth and spoke to interested attendees about career opportunities in broadcasting as well as job openings and internships within the SEU. This event was promoted on all of the SEU stations.</p> <p>On May 21, 2019, our SEU co-hosted a community job fair with Destiny USA at the Destiny Mall in Syracuse. Our SEU was responsible for soliciting local employers and assisted with organizing the logistical aspects of this event. Our SEU also participated as an exhibitor. Our Local Sales Manager, Assistant Business Manager, and Promotions Director occupied the Cumulus booth and spoke to interested attendees about career opportunities in broadcasting as well as job openings and internships within the SEU. This event was promoted on all of the SEU stations.</p> <p>For each of these events each SEU station promoted the events on air, on each station website, Press Release, and signage at Destiny USA. For the May event only print advertising with the Syracuse New Times.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	Our SEU's Public Affairs Director/Morning Show Hosts along with other radio personalities spoke with students at Fremont Elementary, Van Buren Elementary School, , Nate Perry Elementary School, Ray Middle School, Liverpool Elementary School, Long Branch Elementary, Frazer Elementary School, Bear Road Elementary School, New Haven Elementary School, Fitzhugh Elementary School, Syracuse City School District Summer School, and the Syracuse Science Academy about the importance of reading, vocabulary, and grammar when it comes to being a radio broadcaster. Those dates were 1/3, 1/17, 4/12, 4/24, 4/25, 5/6, 5/9, 5/25, 7/22 and 11/7, 2019.
4	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	On May 6 th , 2019 a group from the Advocates of Syracuse toured our facilities led by our SEU's Public Affairs Director/Morning Show Host during which they talked about how radio stations operate and the opportunities available for a future career in broadcasting.
5	Sponsor events in the community designated to inform and educate the public concerning employment opportunities in broadcasting	On July 11 th , 2019, our SEU's WNTQ morning show personalities delivered an address about #CuseKindness campaign and how it reflected on working in radio to a group of students at the Phoenix Public Library in Phoenix, NY.
6	Sponsor events in the community designated to inform and educate the public concerning employment opportunities in broadcasting	On May 7 th , 2019 a group from a radio station from Azerbaijan through International Center of Syracuse, toured our facilities led by our SEU's Public Affairs Director/Morning Show Host during which they talked about how radio stations operate and the opportunities available for a future career in broadcasting.
7	Sponsor events in the community designated to inform and educate the public concerning employment opportunities in broadcasting	On May 30 th , 2019, a student from Plattsburg University toured our facilities led by our SEU's Public Affairs Director/Morning Show Host during which they talked about how radio stations operate and the opportunities available for a future career in Broadcasting.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Sponsor events in the community designated to inform and educate the public concerning employment opportunities in broadcasting	On June 6th, a group from Tully High School Communications class toured our facilities led by our SEU's Public Affairs Director/Morning Show Host during which they talked about how radio stations operate and the Opportunities available for a future career in broadcasting.
9	Sponsor events in the community designated to inform and educate the public concerning employment opportunities in broadcasting	On June 12 th , 2019 a student from Lemoyne College interviewed our morning show hosts to be featured on the "Faces of Syracuse", which is a podcast focusing on different careers in our community
10	Sponsor events in the community designated to inform and educate the public concerning employment opportunities in broadcasting	On September 24 th , 2019, our SEU's WNTQ morning show personality and Public Affairs Directors spoke to two Current Events classes at SUNY Oswego about the career of a radio personality and importance of current events.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
11	Internship Program	<p>During this reporting period, our SEU hosted ten (6) student interns, all of whom received class credit, from the following schools: LeMoyne College (1), State University of New York at Oswego (4), Syracuse University (1).</p> <p>Four (4) of these interns worked in our Promotions and Marketing department and were supervised by our Promotions Director. They received hands-on job training setting up for live broadcasts and occupying our SEU's booth at concerts and promotions.</p> <p>Two (2) interns worked in our Programming department. They were supervised by the WAQX Program Director. These interns assisted the Program Director with preparations for the WAQX morning show and occasionally could be heard live on this Show.</p>
12	Participation in job banks, Internet Programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notices of specific job vacancies)	<p>In 2019 Eric Roberts is an advisor at the LeMoyne College Radio Station. He does not run the station, but he is advising the students; and provides them information regarding any job openings.</p>