

WNTQ(FM), WAQX-FM, WSKO(AM)
EEO PUBLIC FILE REPORT
February 1, 2022 – January 31, 2023

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	1-48	1
Account Executive	1-48	1
Director of Sales	1-48	1
Account Executive	1-48	1
Digital Sales Manager	1-49	49

WNTQ(FM), WAQX-FM, WSKO(AM)
EEO PUBLIC FILE REPORT
February 1, 2022 – January 31, 2023

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	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	N	11
2	Adzuna Website www.adzuna.com/	N	0
3	Job Is Job Website www.jobisjob.com/	N	0
4	MyJobHelper Website www.myjobhelper.com/	N	0
5	Oodle Website www.jobs.oodle.com/careers/careers/	N	0
6	The Job Spider www.jobspider.com/	N	0
7	Trovit Website www.trovit.com/	N	0
8	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	2
9	Glassdoor Website <i>(not directly contacted by SEU)</i> www.glassdoor.com/index.htm	N	0
10	LinkedIn Website <i>(not directly contacted by SEU)</i> www.linkedin.com/jobs/	N	0
11	Abilities in Jobs www.abilitiesinjobs.com	N	0
12	Asian in Jobs www.asianinjobs.com	N	0
13	Black In Jobs www.blackinjobs.com	N	0
14	Hispanic In Jobs www.hispanicinjobs.com	N	0
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Diversity in Jobs www.diversityinjobs.com	N	0
17	Seniors in Jobs www.seniorsinjobs.com	N	0
18	Women in Jobs www.womeninjobs.com	N	0
19	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
20	Disabled Person www.disAbledperson.com	N	0
21	Hire Black Now www.hireblacknow.com	N	0
22	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
23	African American Job Search www.africanamericanjobsearch.com	N	0
24	Asian Job Search www.asianjobsearch.com	N	0
25	LGBT Job Search www.lgbtjobsearch.com	N	0
26	Disabled Job Seekers www.disabledjobseekers.com	N	0
27	US Diversity Job Search www.usdiversityjobsearch.com	N	0
28	Veteran Career Center www.veterancareercenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	CNY Works Incorporated Veterans Center 960 James Street 315-477-6908 brian.cappon@labor.ny.gov lbush@cnyworks.com	N	0
31	Finger Lakes Works - Geneva 70 Elizabeth Blackwell Street (315) 539-1905	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Oswego County One-Stop Center 200 North Second Street 315-591-9000 weaver@oswegocounty.com	N	0
33	Oneida Working Solutions 1006 Oneida Plaza Drive 315-363-2400 kimberly.haley@labor.ny.gov mfay@workingsolutionsrome.org	N	0
34	Community Options 216 W. Manlius Street 315-431-9859 cynthia.barnaby@comop.org	N	0
35	Syracuse-Onondaga NAACP Branch #2825 PO Box 397 (315) 422-6933 fagan.preston@syr.sysco.com	N	0
36	Refugee Assisance Program 501 Park Street (315) 435-4991 marykane9@aim.com	N	0
37	Bryant & Stratton College 953 James Street 315-472-6603 slschmidt@bryantstratton.edu	N	0
38	Jewish Federation of CNY 5655 Thompson Road (315) 445-0161 jstander@jewishfederationcny.org	N	0
39	Dunbar Association 1453 S State Street (315) 476-4269 sre4u@hotmail.com	N	0
40	Job Corps 224 Harrison Street (315) 478-5529 dfowler@chpinternational.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	Syracuse Housing Authority 312 Gifford Street (315) 470-4429 dnencetti@syrhousing.org	N	0
42	Catholic Charities 527 N. Salina Street 315-474-7428 rjneid@ccoc.us vevans@ccoc.us	N	0
43	National Tractor Trailer School 4650 Buckley Road 800-243-9300 jsather@ntts.edu	N	0
44	Carr Recruiting 15 E. Genesee Street 315-579-0384 jdardaris@carr-recruiting.com	N	0
45	Labor Ready 1920 Teall Avenue 315-434-9499 drucker@laborready.com	N	0
46	VA Behavioral Health Outpatient Center 620 Erie Boulevard W. 315-425-4400 ernest.bullock@va.gov	N	0
47	OCM BOCES 110 Elwood Davis Road 315-453-4466 mtarolli@ocmboces.org	N	0
48	Madison County Workforce Center 133 N. Court Street 315-363-2400 donasia.holmes@csd.ny.gov karen.jones@dec.ny.gov	N	0
49	Internal Transfer/Promotion	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			14

WNTQ(FM), WAQX-FM, WSKO(AM)
EEO PUBLIC FILE REPORT
February 1, 2022 – January 31, 2023

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On May 24, 2022, our Market and Business Managers as well as our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.’s Executive Vice President and General Counsel as well as its Vice President, Human Resources entitled, “The FCC’s Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers, Business Managers & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the months of April and May of 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed three segments entitled “Unconscious Bias,” which addressed the meaning of Unconscious Bias – what it is, the types of Unconscious Bias, and how to overcome it.
3	Management-level training regarding Diversity, Equity, and Inclusion	During the month of August 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a ThinkZoom course on-line which included five separate segments dealing with Anti-Racism entitled: the Anti-Racism Continuum; Color-Blindness and Why it Doesn’t Work; Calling In vs. Calling Out People; Learning to Listen and Listening to Learn; and, Keeping the Momentum going. Each session is designed to offer specific ways every individual can contribute to the ongoing fight against racism.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding Diversity, Equity, and Inclusion	During the months of November/December 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a Think Mineral course on-line titled: <i>Your Role in Workplace Diversity</i> . This training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concepts of allyship and how to advocate for diversity, equity, and inclusion.
5	Host an Open House	On May 18, 2022, our SEU hosted an open house at our studios in Syracuse. Attendees were given a tour of our facilities, and our Market Manager, Director of Sales, Promotions Manager, and several Account Executives spoke with attendees about the company, career opportunities in radio broadcasting, and job openings within the SEU. This event was promoted on all SEU stations.
6	Participate in Virtual Job Fair	On July 27, 2022, our SEU's Promotions Manager participated in a virtual job fair hosted by The Women in Apprenticeship and Nontraditional Occupations (WANTO) which focused on women, during which she was available to speak with interested participants about career opportunities in radio as well as job openings within the SEU.
7	Participate in Job Fair	On August 10, 2022, our SEU's Promotions Manager attended the Get Hired Job Fair hosted by Destiny USA and sponsored by the New York Army National Guard, Helio Health, and CNY Central. She spoke with interested attendees about career opportunities in radio as well as job openings within the SEU.
8	Participate in Job Fair	On September 13, 2022, our SEU's Promotions Manager attended the Celebrate-CNY Small Business Expo 2022, which took place at the Regional Market F Shed in Syracuse, during which she spoke with attendees about career opportunities in radio as well as job openings within the SEU.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
9	Host an Open House	On September 20, 2022, our SEU hosted an open house at our studios in Syracuse. Attendees were given a tour of our facilities, and our Market Manager, Director of Sales, Promotions Manager, and several Account Executives spoke with attendees about the company, career opportunities in radio broadcasting, and job openings within the SEU. This event was promoted on all SEU stations.