

**WGRF(FM), WEDG(FM), WHTT-FM, WHLD(AM), WBBF(AM)
EEO PUBLIC FILE REPORT
February 1, 2018-January 31, 2019¹**

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
Sales Representative	1-31	22
Sales Representative	1-31	25
Sales Assistant	1-22, 24-31	22
Promotions Director – WEDG/WHTT	1-22, 24-31	22
Chief Engineer	2, 3, 6, 9, 12, 21-22, 24-31	22
Digital Sales Manager	1-20, 22, 24-31	22

WGRF(FM), WEDG(FM), WHTT-FM, WHLD(AM), WBBF(AM)
EEO PUBLIC FILE REPORT
February 1, 2018-January 31, 2019

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	City Hall 2201 City Hall Buffalo, NY 14202 Contact: Modesto Canderlario 716-851-4200	N	0
2	Native American Community Service Inc 1005 Grant Street Buffalo, NY 14202 Contact: Rhonda Whitlow 716-874-4460	Y	0
3	Buffalo Urban League 15 Genesee St. Buffalo, NY 14202 Contact: Joan King 716-854-7625	N	0
4	Niagara County Community College 3111 Saunders Settlement Road Sanborn, NY 14132 Contact: Cindy Oberjosh 716-614-6290	N	0
5	ECC North Campus 6205 Main Street Williamsville, NY 14221 Contact: Joan Eustace-Reeverts 716-851-1414	N	0
6	NAACP 1490 Jefferson Avenue Buffalo, NY 14208 Contact: Frank Mesiah 716-884-7242	N	0
7	EEO Office 95 Franklin St. Buffalo, NY 14202 716-858-7542	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	State Univ & Dev Program – Buffalo State Robert Spaner 1695 Elmwood Avenue Buffalo, NY 14222 Contact: Robert Spaner 716-878-5811	N	0
9	NYS Dept of Labor 81 Walnut St. Lockport, NY 14094 Contact: Mitchell D. Pukajto 716-851-2694	N	0
10	Medaille College 18 Agassiz Circle Buffalo, NY 14214 Contact: Carol Cullinan 716-880-2000	N	0
11	Langston Hughes Ctr. 25 High Street Buffalo, NY 14203 Contact: Dorothy Hill 716-895-6968	N	0
12	Black Student Union - SUNY at Buffalo 350 Student Union Buffalo, NY 14260 Contact: Nicole Booker 716-878-6511	N	0
13	Hispanics United of Buffalo 254 Virginia St. Buffalo, NY 14201 Contact: Terry Dabney 716-856-7110	N	0
14	ECC South Campus 4041 Southwestern Blvd. Orchard Park, NY 14127 Contact: Michael Bolbiewski 716-851-1684	N	0
15	Canisius College 2001 Main Street Buffalo, NY 14208 Contact: James Jones 716-883-7000	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Buffalo HR Solutions 2350 North Forest, Suite 10A Getzville, NY 14068 Contact: Diane Westbrook 716-884-9120	N	0
17	SUNY at BUFFALO 259 Capen Hall Buffalo, NY 14260 Contact: Melissa Ruggiero 716-645-3232	N	0
18	Niagara University PO Box 2041 Niagara, NY 14109 Contact: Martha Troia 716-286-8500	N	0
19	Bryant & Stratton 200 Red Tail Road Orchard Park, NY 14127 Contact: Stephen Mokosy 716-677-9500	N	0
20	Career Development Office SUNY College at Fredonia Central Avenue Fredonia, NY 14063 Contact: Tracy Collingwood 716-673-3327	N	0
21	New York State Job Bank (posting on on-line message board)	N	0
22	Station Website Posting (one or more SEU stations)	N	27
23	On-Air Recruitment Ad (one or more SEU stations)	N	0
24	Indeed.com – (posting on on-line message board)	N	19
25	Employee Referral	N	2
26	Job Fair (see Section III)	N	0
27	Linked In (business/professional Network site)	N	0
28	Zip Recruiter (www.ziprecruiter.com)	N	0
29	Glass Door (www.glassdoor.com)	N	0
30	Link Up (www.linkup.com)	N	0
31	Monster.com (posting on on-line message board)	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			49

**WGRF(FM), WEDG(FM), WHTT-FM, WHLD(AM), WBBF(AM)
 EEO PUBLIC FILE REPORT
 February 1, 2018-January 31, 2019**

III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Host Job Fair	<p>On March 6, 2018, our SEU hosted the “Putting Buffalo Back to Work” Career Fair. Our SEU solicited local businesses and organizations to participate in the Expo, coordinated the event location, and advertised the Expo through online postings to our SEU websites and on-air announcements. Approximately 59 local businesses/employers participated in the full-day event held at a local hotel. Sales Managers from our SEU also set up a booth at the event to collect resumes and conducted preliminary screening interviews of attendees who were interested in employment with our company.</p>

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
2	Internship programs (3)	<p>During the Winter 2018 semester, our SEU hosted five student interns from local colleges. The interns received hands-on training in programming, promotions, sales, and production (both in studio and on location). The internship program was supervised by our SEU's Promotions Director and Program Director.</p> <p>During the Spring 2018 semester, our SEU hosted one student intern from local college. The interns received hands-on training in programming, promotions, sales, and production (both in studio and on location). The internship program was supervised by our SEU's Promotions Director and Program Director.</p> <p>During the Summer 2018 semester, our SEU hosted eight student interns from local colleges and high schools. The interns received hands-on training in programming, promotions, sales, and production (both in studio and on location). The internship program was supervised by our SEU's Promotions Director and Program Director.</p> <p>Over the course of the reporting period, interns at our SEU came from a variety of local colleges and high schools, including: Medaille College, University at Buffalo, Suny Oswego, Buffalo State College, Erie Community College, St. Bonaventure University, Niagara University.</p>

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
3	Host Job Fair	<p>On September 25, 2018, our SEU hosted the “Putting Buffalo Back to Work” Career Fair. Our SEU solicited local businesses and organizations to participate in the Expo, coordinated the event location, and advertised the Expo through online postings to our SEU websites and on-air announcements.</p> <p>Approximately 55 local businesses/employers participated in the full-day event held at a local hotel. Sales Managers from our SEU also set up a booth at the event to collect resumes and conducted preliminary screening interviews of attendees who were interested in employment with our company.</p>