

**WNTQ(FM), WAQX-FM, WSKO(AM)
EEO PUBLIC FILE REPORT
February 1, 2024 – January 31, 2025**

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
Digital Account Executive	1 – 40	1

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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	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/ https://jobs.cumulusmedia.com/careers	N	7
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	0
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 Job Center www.veteranjobcenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	CNY Works Incorporated 960 James Street 315-473-8250 info@cnyworks.com william.burns@labor.ny.gov	N	0
31	Oswego County Workforce New York 200 North Second Street 315-591-9000 ocwny@oswegocounty.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Madison County Career Center 133 N. Court Street 315-363-2400 ellen.bowe@madisoncounty.ny.gov	N	0
33	Madison Cortland ARC 701 Lenox Avenue 315-363-3315 jim.thompson@madisoncortlandarc.org	N	0
34	Spanish Action League 700 Oswego Street (315) 475-6153 acabrera@laligaupstate.ny.org	N	0
35	Onondaga Case Management Services INC 220 Herald Place bcappon@ocmsinc.org	N	0
36	Buffalo Urban League 15 E Genesee Street (716) 854-7625 jking@buffalourbanleague.org	N	0
37	Cayuga Works Career Center 199 Franklin Street (315) 253-1590 matthew.brennan@labor.state.ny.us	N	0
38	CNY WORKS 443 N. Franklin Street LL (315) 477-6927 lbush@cnyworks.com	N	0
39	Onondaga Case Management Services Employment Network 620 Erie Boulevard West, Suite 302 (315) 472-7363 bcappon@ocmsinc.org	N	0
40	YWCA Women's Residence Program 401 Douglas Street (315) 424-0040 hwhalen@ywca-syracuse.org	N	0
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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of March and April of 2024, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete a series of sessions prepared by the Health & Safety Institute (HSI) entitled, <i>Understanding Harassment and Anti-Harassment – Managers</i> (6 sessions for staff and 9 for managers). The sessions explained: what harassment is; provided tips to help understand offenders and targets; offered bystander training; described warning signs; and instructed viewers about how to create a healthy workplace culture. There was additional training for managers about supervisory responsibilities and how to conduct investigations regarding claims of harassment. In order to obtain a certificate of participation, all employees were required to take a quiz following their completion of each session.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the months of March and April of 2024, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course presented in three segments entitled, <i>Isms: Avoiding Isms in the Workplace; Exploring Isms in the Workplace; and Overcoming Isms in the Workplace</i> . These segments defined Isms, explained how they originated, and provided methods to avoid and overcome the behaviors described.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Management-level training regarding Diversity, Equity, and Inclusion	<p>During the last two weeks of April 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the Diversity, Equity, and Inclusion advisory firm, H3C, entitled, Managing through the Lens of Inclusion. This session was designed as a Leadership Lab—a 60-minute session—to briefly discuss the meaning of “managing through the lens of inclusion” and introduce tools, techniques, and methods associated with this topic. Specifically, this session focused on: assessing the culture of the organization/department/team; developing an appreciation of the differences among and between groups so we can value diversity; managing the dynamics of difference to learn to respond appropriately and effectively to the issues that arise in a diverse environment; changing and adopting new policies and practices that support diversity and inclusion; and institutionalizing cultural knowledge so we can drive the changes into the systems of the organization.</p>
4	Management-level training regarding Diversity, Equity, and Inclusion	<p>During the last two weeks of May 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the Managing through the Lens of Inclusion session attended in April 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the DEI-related techniques introduced in the April session to discuss which were tried, which worked well, and where adjustments could be made.</p>
5	Management-level training regarding Diversity, Equity, and Inclusion	<p>During the last half of July 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the Diversity, Equity, and Inclusion advisory firm, H3C, entitled, Empathetic Leadership. This session was designed as a Leadership Lab—a 60-minute session—to discuss the meaning of “Empathetic Leadership: Cultivating Trust & Inclusion,” and introduce tools, techniques, and methods associated with this topic. Specifically, the session focused on equipping leaders with the skills and insights necessary to foster an inclusive and trusting organizational culture. Participants explored the core principles of empathetic leadership and its impact on team dynamics, inclusion, and overall organizational success. By understanding and valuing the perspectives and experiences of others, leaders can build stronger, more cohesive teams and drive positive change.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
6	Management-level training regarding Diversity, Equity, and Inclusion	Between August 12 th and August 23 rd , 2024, our SEU’s VP/Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the Empathetic Leadership session attended in July 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the DEI-related techniques introduced in the July session to discuss which were tried, which worked well, and where adjustments could be made.
7	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 14, 2024, our SEU’s VP/Market Manager 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 & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
8	Management-level training regarding Diversity, Equity, and Inclusion	During the months of November and December of 2024, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course presented in two segments entitled, <i>A Change Can Start With You & What Is In Group and Out Group Membership?</i> These segments defined “In Group” and “Out Group,” and how people can be placed in Groups. It also went on to discuss how Inclusivity starts with You and the changes you can make to impact others and make them feel more included.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
9	Management-level training regarding Diversity, Equity, and Inclusion	<p>During the first half of December 2024, our SEU’s Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the Diversity, Equity, and Inclusion advisory firm, H3C, entitled, Perpetuating Allyship. This session was designed as a Leadership Lab—a 60-minute session—to discuss the meaning of “Perpetuating Allyship” and introduce tools, techniques, and methods associated with this topic. Specifically, this session will focus on: how one becomes an ally; the importance of not practicing performative allyship; the active, consistent, and arduous practice of how persons in a position of privilege and power can unlearn and re-evaluate how to support marginalized individuals; how to understand the needs of others without assuming what they want; how to be more intentional as an ally; and several key do’s and don’ts about allyship</p>
10	Management-level training regarding Diversity, Equity, and Inclusion	<p>Between December 16th and 20th, 2024, our SEU’s VP/Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the Perpetuating Allyship session attended in early December 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the DEI-related techniques introduced in the early December session to discuss which were tried, which worked well, and where adjustments could be made.</p>
11	Participate in Job Fair	<p>On February 7, 2024, our SEU’s Promotions Manager and Promotions Asistants attended a job fair hosted by Syracuse University, which took place at the school’s Schine Student Center in Syracuse, New York. They spoke with attendees about the company, career opportunities in radio broadcasting, and job openings within the SEU.</p>
12	Participate in Job Fair	<p>On February 15, 2024, our SEU’s Promotions Manager and Promotions Assistants attended a job fair hosted by Le Moyne College, which took place at the school’s recreation center in Syracuse, New York. They spoke with attendees about the company, career opportunities in radio broadcasting, and job openings within the SEU.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
13	Host Job Fair	<p>On May 21, 2024, our SEU hosted a job fair at Destiny USA – Canyon Wing. Our SEU organized this event, solicited local employers, was involved in all aspects of this Fair, and participated as one of the local employers. Our Sales Director, Promotions Manager, and Promotion Assistants were available to welcome and talk with interested attendees about the company, careers opportunities in radio broadcasting, and current job openings. This event was promoted on all SEU stations and websites as well as on social media.</p>
14	Host Job Fair	<p>On September 24, 2024, our SEU hosted a job fair at Driver's Village in Cicero, NY. Our SEU organized this event, solicited local employers, was involved in all aspects of this Fair, and participated as one of the local employers. Our Promotions Manager and Promotion Assistants were available to welcome and talk with interested attendees about the company, careers opportunities in radio broadcasting, and current job openings. This event was promoted on all SEU stations and websites as well as on social media.</p>