

**WGRF(FM), WEDG(FM), WHTT-FM, WHLD(AM), WBBF(AM)  
EEO PUBLIC FILE REPORT  
February 1, 2020-January 31, 2021<sup>1</sup>**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Business Manager	22, 24, 29, 32-36	22

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<sup>1</sup> This Report was revised in April 2021 to address reporting issues.

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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	<b>City Hall</b> 2201 City Hall Buffalo, NY 14202 Contact: Modesto Canderlario 716-851-4200	N	0
2	<b>Native American Community Service Inc</b> 1005 Grant Street Buffalo, NY 14202 Contact: Rhonda Whitlow 716-874-4460	Y	0
3	<b>Buffalo Urban League</b> 15 Genesee St. Buffalo, NY 14202 Contact: Joan King 716-854-7625	N	0
4	<b>Niagara County Community College</b> 3111 Saunders Settlement Road Sanborn, NY 14132 Contact: Cindy Oberjosh 716-614-6290	N	0
5	<b>ECC North Campus</b> 6205 Main Street Williamsville, NY 14221 Contact: Joan Eustace-Reeverts 716-851-1414	N	0
6	<b>NAACP</b> 1490 Jefferson Avenue Buffalo, NY 14208 Contact: Frank Mesiah 716-884-7242	N	0
7	<b>EEO Office</b> 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	<b>State Univ &amp; Dev Program – Buffalo State</b> Robert Spaner 1695 Elmwood Avenue Buffalo, NY 14222 Contact: Robert Spaner 716-878-5811	N	0
9	<b>NYS Dept of Labor</b> 81 Walnut St. Lockport, NY 14094 Contact: Mitchell D. Pukajto 716-851-2694	N	0
10	<b>Medaille College</b> 18 Agassiz Circle Buffalo, NY 14214 Contact: Carol Cullinan 716-880-2000	N	0
11	<b>Langston Hughes Ctr.</b> 25 High Street Buffalo, NY 14203 Contact: Dorothy Hill 716-895-6968	N	0
12	<b>Black Student Union - SUNY at Buffalo</b> 350 Student Union Buffalo, NY 14260 Contact: Nicole Booker 716-878-6511	N	0
13	<b>Hispanics United of Buffalo</b> 254 Virginia St. Buffalo, NY 14201 Contact: Terry Dabney 716-856-7110	N	0
14	<b>ECC South Campus</b> 4041 Southwestern Blvd. Orchard Park, NY 14127 Contact: Michael Bolbiewski 716-851-1684	N	0
15	<b>Canisius College</b> 2001 Main Street Buffalo, NY 14208 Contact: James Jones 716-883-7000	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
16	<b>Buffalo HR Solutions</b> 2350 North Forest, Suite 10A Getzville, NY 14068 Contact: Diane Westbrook 716-884-9120	N	0
17	<b>SUNY at BUFFALO</b> 259 Capen Hall Buffalo, NY 14260 Contact: Melissa Ruggiero 716-645-3232	N	0
18	<b>Niagara University</b> PO Box 2041 Niagara, NY 14109 Contact: Martha Troia 716-286-8500	N	0
19	<b>Bryant &amp; Stratton</b> 200 Red Tail Road Orchard Park, NY 14127 Contact: Stephen Mokosy 716-677-9500	N	0
20	<b>Career Development Office</b> SUNY College at Fredonia Central Avenue Fredonia, NY 14063 Contact: Tracy Collingwood 716-673-3327	N	0
21	<b>New York State Job Bank</b> ( <i>posting on on-line message board</i> )	N	0
22	<b>Cumulus Jobs Website</b> www.cumulus.com/careers	N	3
23	<b>On-Air Recruitment Ad</b> ( <i>one or more SEU stations</i> )	N	0
24	<b>Indeed.com</b> ( <i>www.indeed.com</i> )	N	0
25	<b>Employee Referral</b>	N	0
26	<b>Job Fair</b> ( <i>see Section III</i> )	N	0
27	<b>LinkedIn</b> ( <i>www.linkedin.com</i> )	N	0
28	<b>ZipRecruiter</b> ( <i>www.ziprecruiter.com</i> )	N	0
29	<b>Glassdoor</b> ( <i>www.glassdoor.com</i> )	N	0
30	<b>LinkUp</b> ( <i>www.linkup.com</i> )	N	0
31	<b>Monster.com</b> ( <i>www.monster.com</i> )	N	0
32	<b>Job is Job</b> ( <i>www.jobisjob.com</i> )	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
33	<b>Job Spider</b> ( <i>www.jobspider.com</i> )	N	0
34	<b>MyJobHelper</b> ( <i>www.myjobhelper.com</i> )	N	0
35	<b>Oodle</b> ( <i>www.jobs.oodle.com</i> )	N	0
36	<b>Trovit</b> ( <i>job.trovit.com</i> )	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>3</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Host Job Fair	On March 10, 2020, our SEU hosted the “716 Job Fair.” Our SEU solicited local businesses and organizations to participate, coordinated the event location, and advertised the job fair over the air as well as on our station websites. Approximately 30 local businesses/employers participated in the full-day event held at Galleria Mall. 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.
<b>2</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020, our Market Manager participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media Inc. entitled, “The FCC’s Equal Employment Opportunity Rules, Your Guide to Compliance.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
3	Host Virtual Job Fair	From September 13 through Septemebr 27, 2020, our SEU hosted the “716 Virtual Job Fair.” Our SEU solicited local businesses and organizations to participate, coordinated the event, and advertised the job fair over the air as well as on our station websites. Approximately 13 local businesses/employers participated in this event. Sales Managers from our SEU collected resumes from a position posted on the career fair website and conducted preliminary screening interviews of attendees who were interested in employment with our company.
4	Host Job Fair	Our SEU planned to host the “716 Job Fair” on June 24, 2020. Unfortunately the event had to be cancelled due to the Coronavirus pandemic.
5	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of September 2020 and January 2021, our SEU participated in harassment prevention training. Our SEU’s Business, Market, General Sales, and Digital Sales Managers as well as our Chief Engineer and WHTT and WGRF/WHLD Program Directors completed a course prepared by ThinkHR entitled, “Workplace Harassment Prevention,” designed to address sexual harassment with a focus on the forms of harassment prohibited by federal law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The Managers were required to take a quiz following completion of the tutorial.