

WNTQ(FM), WAQX-FM, WSKO(AM)
EEO PUBLIC FILE REPORT
February 1, 2023 – January 31, 2024

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 – 67	1
Account Executive	1 – 67	1
Digital Account Executive	1 – 67	1
Account Executive	1 – 67	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/	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	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 Career Center www.veterancareercenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Employee Referral	N	8
31	CNY Works Incorporated 960 James Street 315-477-6908 brian.cappon@labor.ny.gov lbush@cnyworks.com	N	0
32	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
33	Oswego County One-Stop Center 200 North Second Street 315-591-9000 weaver@oswegocounty.com	N	0
34	Oneida Working Solutions 1006 Oneida Plaza Drive 315-363-2400 kimberly.haley@labor.ny.gov mfay@workingsolutionsrome.org	N	0
35	Community Options 216 W. Manlius Street 315-431-9859 cynthia.barnaby@comop.org	N	0
36	Syracuse-Onondaga NAACP Branch #2825 PO Box 397 (315) 422-6933 fagan.preston@syr.sysco.com	N	0
37	Refugee Assistance Program 501 Park Street (315) 435-4991 marykane9@aim.com	N	0
38	Bryant & Stratton College 953 James Street 315-472-6603 slschmidt@bryantstratton.edu	N	0
39	Jewish Federation of CNY 5655 Thompson Road (315) 445-0161 jstander@jewishfederationcny.org	N	0
40	Dunbar Association 1453 S State Street (315) 476-4269 sre4u@hotmail.com	N	0
41	Job Corps 224 Harrison Street (315) 478-5529 dfowler@chpinternational.com	N	0
42	Syacuse Housing Authority 312 Gifford Street (315) 470-4429 dnencetti@syrhousing.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	Catholic Charities 527 N. Salina Street 315-474-7428 rjneid@ccoc.us vevans@ccoc.us	N	0
44	National Tractor Trailer School 4650 Buckley Road 800-243-9300 jsather@ntts.edu	N	0
45	Carr Recruiting 15 E. Genesee Street 315-579-0384 jdardaris@carr-recruiting.com	N	0
46	Labor Ready 1920 Teall Avenue 315-434-9499 drucker@laborready.com	N	0
47	VA Behavioral Health Outpatient Center 620 Erie Boulevard W. 315-425-4400 ernest.bullock@va.gov	N	0
48	OCM BOCES 110 Elwood Davis Road 315-453-4466 mtarolli@ocmboces.org	N	0
49	Madison County Workforce Center 133 N. Court Street 315-363-2400 donasia.holmes@esd.ny.gov karen.jones@dec.ny.gov	N	0
50	Madison Cortland ARC 701 Lenox Avenue 315-363-3315 jim.thompson@madisoncortlandarc.org	N	0
51	Spanish Action League 700 Oswego Street (315) 475-6153 acabrera@laligaupstate.ny.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
52	Syracuse Jewish Family Service 4101 E Genesee Street (315) 445-0820 kristinav@sjfs.org robh@sjfs.org	N	0
53	ARISE Inc 635 James Street (315) 472-3171 sbharrison@ariseinc.org	N	0
54	Syracuse Brick House 121 Green Street (315) 472-4442 anthonyw@sch.com	N	0
55	Onondaga Case Management Services Inc 220 Herald Place bcappon@ocmsinc.org	N	0
56	ACCESS CNY 420 E. Genesee Street 315-218-0868 lalexander@accesscny.org	N	0
57	Syracuse VA Outpatient Clinic 620 Erie Blvd West 315-425-4400 patricia.godfrey@va.gov	N	0
58	Aurora of CNY, Inc. 518 James Street Suite 100 (315) 422-7263 cashworth@auroraofcny.org	N	0
59	Buffalo Urban League 15 E Genesee Street (716) 854-7625 jking@buffalourbanleague.org	N	0
60	Cayuga Works Career Center 199 Franklin Street, Suite 204 (315) 253-1590 employed@cayugacounty.us akubarek@cayugacounty.us	N	0
61	CNY Works 960 James Street, First Floor (315) 473-8250 tsmith@ci.syracuse.ny.us	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
62	CNY Works 443 N. Franklin Street LL (315) 477-6927 emcdonald@cnyworks.com	N	0
63	Community Action for Wyoming County 6470 State Rt. 20A, Suite 1 (585) 237-2600 Lschaller@WCCAinc.org	N	0
64	Finger Lakes Works - Seneca 1 Di Pronio Drive 315-539-1905 jvrabel@co.seneca.ny.us mgranger@co.seneca.ny.us	N	0
65	Onondaga Case Management Services Employment Network 620 Erie Boulevard West Suite 302 (315) 472-7363 bcappon@ocmsinc.org	N	0
66	YWCA Women's Residence Program 401 Douglas Street (315) 424-0040 hwhalen@ywca-syracuse.org	N	0
67	Onondaga-Cortland BOCES 6820 Thompson Road (315) 433-2260 sjohnson@cnyric.org	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			19

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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 2023, 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 (HIS) entitled, <i>Understanding Harassment</i> and <i>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 2023, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and 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>Microaggressions</i> and <i>Tokenism</i> . The segments defined these terms, explained how they originated, and provided methods to overcome these behaviors.
3	Management-level training regarding Diversity, Equity, and Inclusion	On April 20, 2023, our SEU’s Market Manager participated in a facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions</i> . This session included group discussions, activities, new tools/techniques for everyday interpersonal behaviors that support DEI, and a “DEI Practice Lab” that focused on Bias and Barriers.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 20, 2023, our 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 Director of Centralized HR Operations & Talent Acquisition 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.
5	Management-level training regarding Diversity, Equity, and Inclusion	On July 28, 2023, our SEU's Market Manager participated in another facilitated session and presentation conducted by the Diversity, Equity, and Inclusion ("DEI") advisory firm, H3C, entitled, <i>Privilege & Access Roundtable</i> . This session included group discussions, activities, new tools/techniques for everyday interpersonal behaviors that support DEI, and a "DEI Practice Lab" that focused on Privilege and Access.
6	Management-level training regarding Diversity, Equity, and Inclusion	During the months of October and November 2023, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager and Operations Managers—as well as the entire staff were required to complete a Health & Safety Institute (HSI) on-line course entitled, <i>Privilege</i> . This training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concept of Privilege: what it is, scenarios where privilege is seen/experienced, and how to use privilege to advocate for diversity, equity, and inclusion.
8	Host Job Fair	On May 17, 2023, our SEU hosted the CNY Career Expo/Cumulus Media Job Fair at Destiny USA, New York State's largest shopping center, in Syracuse, NY. This event was heavily promoted on social media as well as all SEU stations and websites. Our SEU organized this event, solicited local employers, was involved in all aspects of this Expo, and participated as one of the local employers. Our Market Manager and Promotions Director represented our SEU and were available to speak with interested attendees about the company, career opportunities in radio, and job openings within the SEU.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
9	Participate in Job Fair	On September 21, 2023, our SEU's Promotion Director participated in the Le Moyne College Job and Internship Fair which took place on its campus in Syracuse, NY. The Promotions Director spoke with interested students and other attendees about the company, career opportunities in radio and job openings within the SEU.
10	Participate in Job Fair	On September 27, 2023, our SEU participated in Syracuse University's Fall 2023 Business & Communications Fair hosted by its Martin J. Whitman School of Management and S.I. Newhouse School of Public Communications. This event took place in the JMA Wireless Dome on the University's campus. Our Promotions Director attended and spoke with interested students and other attendees about the company, career opportunities in radio and job openings within the SEU.