

WGRF(FM), WHLD(AM), WEDG(FM), WHTT-FM, WBBF(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
Digital Sales Manager	1 – 54	30
On-Air Personality/Assistant Programming Director	1 – 29, 31 - 54	1
Account Executive	1 – 10, 30 - 54	30
Digital Account Executive	1 – 54	30
Account Executive	1 – 10, 30 - 54	30
Account Executive	1 – 10, 30 - 54	30
Account Executive	1 – 54	1
Account Executive	1 – 54	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	9
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
16	Diversity in Jobs www.diversityinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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	6
31	Buffalo Employment & Training Center 77 Goodell Street, First Floor 716-856-5627 betc@wdcinc.org dlloyd@wdcinc.org	N	0
32	Erie Community College One-Stop Center 6205 Main Street 716-270-4444 onestop@ecc.edu pdepronio@wdcinc.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	Genesee County Career Center -Batavia 587 East Main Street, Suite 100, Easttown Plaza 585-344-2042 benjamin.cooper@labor.ny.gov jdb@co.genesee.ny.us	N	0
34	Buffalo Employment and Training Center 284 Main Street 716-851-2600 buffalo.dews@labor.ny.gov carolyn.bright@labor.state.ny.us	N	0
35	Lockport WorkforceOne Center 272 South Transit 716-433-6766 deborah.arbutina@labor.ny.gov ian.bone@labor.ny.gov	N	0
36	Empire State College 617 Main Street (716) 853-7706 eric.bridges@esc.edu roe.liedke@esc.edu	N	0
37	Villa Maria College 240 Pine Ridge Road (716) 896-0700 dhandzlik@villa.edu	N	0
38	ACCES-VR/Buffalo District Office 508 Main Street 716-848-8015 dmartine@mail.nysed.gov i.foley.innovative.placements@gmail.com	N	0
39	Horizon Career Opportunity Ctr 699 Hertel Avenue (716) 836-3247 kbrodzinski@outlook.com sjust@horizon-health.org	N	0
40	Chautauqua Works 4 East 3rd Street 716-661-9553 ClementE@co.chautauqua.ny.us Daniel.Culbreth@labor.ny.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	Statler Center for Careers in Hospitality Service 1170 Main Street 716-888-4632 eporter@statlercenter.org jskelton-hawkins@olmstedcenter.org	N	0
42	Isaiah 61 Project PO Box 255 716-634-7670 roger.amati@yahoo.com	N	0
43	ACCESS-VR NYS Office of Adult Career & Continuing Educational Services 125 Main Street 800-222-5627 dennis.martinez@nysed.gov	N	0
44	Express Employment Professional 3140 Sheridan Dr 719-833-3348 Jenny.harris@expresspros.com	N	0
45	Bryant & Stratton College 465 Main Street, 4 th Floor 716-884-9120 dwestbrook@bryantstratton.edu	N	0
46	Bethel Head Start Inc 1490 Jefferson Avenue (716) 878-0220 jhartley@bethelheadstart.org	N	0
47	Erie Community College One-Stop Center 3176 Abbott Road (716) 270-4444 onestop@ecc.edu	N	0
48	Everywoman Opportunity Center, Inc 237 Main Street, Suite 30 (716) 847-1120 ewocbuf@everywoman.org	N	0
49	Goodwill Industries of WNY 1119 William Street (716) 854-3494 barbara@goodwillwny.org	N	0
50	National Statler Center 1160 Main Street (716) 882-5690 chinton@statlercenter.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
51	Phoenix Frontier Inc 100 Leroy Avenue (716) 833-3231 rrimbeck@phoenixfrontier.org	N	0
52	Restoration Society, Inc. 66 Englewood Avenue, 2nd Floor (716) 832-2141 mhovey@restoration-societyinc.org	N	0
53	Williamsville Career Center 4175 Transit Road, Transitown Plaza (585) 268-9240 matejka.baumgardner@labor.ny.gov	N	0
54	Native American Community Service Inc 1005 Grant Street 585-514-3984 hboots@nacswny.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 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 (HSI) 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 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 August 4, 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.
7	Management-level training regarding Diversity, Equity, and Inclusion	On November 15, 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>Advocacy & Allyship Leadership</i> . During this Roundtable, participants explored what it means to be an ally and how to advocate for others. The presentation also provided two important tools for interrupting bias in the moment and intervening after the moment.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
8	Host Job Fair	<p>On April 19, 2023, our SEU hosted the 716 Job Fair & Networking Event at Buffalo Riverworks. 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 Fair, and participated as one of the local employers. Our Sales 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.</p>