

WNTQ (FM), WAQX-FM, & WSKO (AM)
EEO PUBLIC FILE REPORT
February 1, 2020 – January 31, 2021

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, 3-4, 7-8, 10-11, 13, 15, 17, 20, 22-24, 30-33, 35	4
Account Executive	1, 3-4, 7-8, 10-11, 13, 15, 17, 20, 22-24, 30-33, 35	10

WNTQ (FM), WAQX-FM, & WSKO (AM)
EEO PUBLIC FILE REPORT
February 1, 2021 – January 31, 2021

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	Station Website Postings (<i>all SEU stations</i>) www.93Q.com; www.95X.com, wwwthescore1260.com; www.therebelrocks.com	No	0
2	New York State Dept. of Labor Job Placement 450 S. Salina St., Syracuse, NY 13202 315-479-3204	No	0
3	Career Builder Website www.careerbuilder.com	No	0
4	On-Air Announcements (<i>all SEU stations</i>) WNTQ, WAQX, & WSKO	No	1
5	Todays-classifieds.com	No	0
6	Campus Special.com Contact: Allyson Chandler	No	0
7	Word-of-Mouth Referrals	No	0
8	Zip Recruiter Website www.ziprecruiter.com	No	1
9	Craig’s List www.syracuse.craigslist.org	No	0
10	Indeed Website www.indeed.com	No	2
11	Internal Posting	No	0
12	SEU Job Fairs (<i>see Section III</i>)	No	0
13	S.U.N.Y. Oswego Job Fair Contact: Mallory Bower 7060 NY 104, Oswego, NY 13126 315-312-2255	No	0
14	Bryant & Stratton College Alex Deveney 8687 Carling Rd, Liverpool, NY 13090, 315-652-6500	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Syracuse University Job Fair Contact: Sue Clayton Skytop Office Building, Syracuse, NY 13244 315-443-2009	No	0
16	Cayuga Community College Contact: Meg Osborne 11 River Glen Dr., Fulton, NY 13069 (315) 592-4143	No	0
17	NYSBA Contact: Carolyn Jung 1805 Western Avenue, Albany, NY 12203 518-456-8888	No	0
18	On Point For College Contact: Melissa Menon 1654 W. Onondaga St., Syracuse, NY 13204 315-440-3366	No	0
19	Onondaga Community College Job Fair Contact: Michele Carey 4585 West Seneca Turnpike, Syracuse, NY 13128 315-498-2585	No	0
20	LeMoyne College Job Fair Contact: Patti Bevans 1419 Salt Springs Rd RH 344, Syracuse, NY 13214 315-445-4185	No	0
21	Spanish Action League 700 Oswego St., Syracuse, NY 13204 315-475-6153	No	0
22	Job Spider Website www.jobspider.com	No	0
23	Job-Ad-Venture Website www.Job-ad-venture.com	No	0
24	Monster Website www.monster.com	No	0
25	Baldwinsville Library 33 E Genesee St., Baldwinsville, NY 13027 315-635-5631	No	0
26	Fayetteville Free Library 300 Orchard St., Fayetteville, NY 13066 315-637-6374	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Lafayette Public Library 2577 Rt 11, North Lafayette, NY 13084 315-677-3782	No	0
28	Liverpool Public Library 310 Tulip St., Liverpool, NY 13088 315-457-0310	No	0
29	Skaneateles Library Nickie Marquis 49 East Genesee St., Skaneateles, NY 13152 315-685-5135	No	0
30	Cumulus Media Website www.cumulus.com/careers	No	21
31	Linked In www.linkedin.com	No	0
32	Glass Door www.glassdoor.com	No	0
33	Link Up www.linkup.com	No	0
34	Facebook	No	0
35	Cumulus Business Managers BM@cumulus.com	No	0
36	St. John Fisher College Career@sjfc.edu	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			25

WNTQ (FM), WAQX-FM, & WSKO (AM)
EEO PUBLIC FILE REPORT
February 1, 2021 – January 31, 2021

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On February 19, 2020, our SEU participated in a career fair held at LeMoyne College. SEU representatives spoke with students/attendees about career opportunities in broadcasting as well as job openings and internships within the SEU. SEU participants included our Director of Promotions.
2	Participate in Job Fair	On March 4, 2020, our SEU participated in a career fair held at SUNY Oswego. SEU representatives spoke with students/attendees about career opportunities in broadcasting as well as job openings and internships within the SEU. SEU participants included our Director of Promotions.
3	Participate in Job Fair	On September 23, 2020, our SEU participated in a career fair held at Lemoyne College. SEU representatives spoke with students/attendees about career opportunities in broadcasting as well as job openings and internships within the SEU. SEU participants included our Director of Promotions. This took place through a virtual college platform.
4	Participate in Job Fair	On September 29, 2020, our SEU participated in the Syracuse University Newhouse Intern Fair. SEU representatives spoke with students/attendees about career opportunities in broadcasting as well as job openings and internships within the SEU. SEU participants included our Director of Promotions. This took place through a virtual college platform.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	Participate in Job Fair	On September 30, 2020, our SEU participated in a career fair held at Syracuse University. SEU representatives spoke with students/attendees about career opportunities in broadcasting as well as job openings and internships within the SEU. SEU participants included our Director of Promotions. This took place through a virtual college platform.
6	Host Job Fair	Our SEU was scheduled to host a job fair at Destiny USA on May 12, 2020. The event was cancelled due to Covid 19 restrictions put in place in New York State.
7	Host Job Fair	Our SEU was scheduled to host a job fair at Destiny USA on November 10, 2020. The event was cancelled due to Covid 19 Restrictions put in place in New York State.
8	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting (6)	Our SEU's Public Affairs Director/Morning Show Hosts, along with other radio personalities, spoke with students at Holy Family, Ray Middle School, Van Buren Elementary School, Latin School, Nate Perry Elementary, and Cicero North Syracuse about the importance of reading, vocabulary, and grammar when it comes to being a radio broadcaster. These presentations occurred on 2/4, 2/13, 2/20, 3/6, 4/3 and 5/14, 2020. The last two presentations were conducted virtually.
9	Participate in event or program sponsored by educational institutions relating to career opportunities in broadcasting.	On May 7, 2020, our SEU's WNTQ morning show personality took part in a Virtual Media Panel, sponsored by Public Relations Society of America – Central New York Chapter, to talk about covering news during a pandemic. It was open to journalists and students from around the Central New York area.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
10	Participate in events or programs sponsored by educational institution/community organization relating to career opportunities in broadcasting.	On May 16, 2020, our SEU's WNTQ morning show personality was a panelist on a virtual panel to talk to students from the Canteen, an after school program for teens located in Cicero, NY, to discuss future careers in broadcasting.
11	Internship Program	<p>During this reporting period, our SEU hosted one (1) student intern who received class credit, from Syracuse University.</p> <p>This intern worked in our Promotions and Marketing department and was supervised by our Promotions Director. Aside from learning about radio station operations in general, the student received hands-on training about setting up for live broadcasts and occupying our SEU's booth at events and promotions.</p>
12	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020, our Market, Operations, Local Sales, Digital Sales, and Business Managers as well as our Program Director and Chief Engineer 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.
13	Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notices of specific job vacancies).	In 2020 Eric Roberts, an advisor to students who volunteer at the LeMoyne College radio station, provided students with information about job openings in the industry, including the positions available within the Cumulus-Syracuse station employment unit.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
14	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of January 2021, this SEU participated in harassment prevention training. All hiring managers—Market, Operations, Local Sales, Digital Sales, and Business Managers as well as Program Director and Chief Engineer—were required to complete a course prepared by ThinkHR entitled, “Harassment Prevention for New York State & New York City Managers.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.