

**WABC (AM), WPLJ (FM), WNSH (FM) and WNBM (FM)
EEO PUBLIC FILE REPORT
February 1, 2016 – January 31, 2017**

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, 2, 3, 4, 9, 10, 11, 12, 13, 14	4
Account Executive	1, 2, 3, 5, 8, 9, 10, 11, 12, 13, 14	5
Producer	1, 2, 3, 4, 9, 10, 11, 12, 13, 14, 15	1
Continuity Director	1, 2, 3, 4, 9, 10, 11, 12, 13, 14, 15, 16, 25	2
On-Air Talent	30	30
Digital Producer	1, 2, 3, 9, 10, 11, 12, 13, 14, 15, 16, 18	18
Digital Program Manager	1, 2, 3, 7, 9, 10, 11, 12, 13, 14, 15, 16	7
Account Executive	1, 2, 3, 5, 9, 10, 11, 12, 13, 14	5
Account Executive	1, 2, 3, 4, 9, 10, 11, 12, 13, 14	4
On-Air Talent	6	6

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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	Internal Cumulus Posting	N	3
2	SEU Websites (wabcradio.com, 955plj.nyc, radio1039ny.com, nashfm947.com)	N	3
3	CMP Business Managers (CMPBusinessManagers@cumulus.com)	N	0
4	Employee Referral	N	5
5	Non-Employee Referral	N	7
6	Re-Hire (Former Employee)	N	1
7	Internal Company Transfer	N	1
8	Letter of General Inquiry / Self-Referral	N	1
9	Cumulus Careers (cumulus.com/careers)	N	1
10	Indeed (indeed.com)	N	5
11	Simply Hired (simplyhired.com)	N	0
12	Glassdoor (glassdoor.com)	N	0
13	Linked In (linkedin.com)	N	6
14	Link Up Job Search (linkup.com)	N	0
15	All Access Job Forum (allaccess.com)	N	1
16	Entertainment Careers (entertainmentcareers.net)	N	0
17	Handshake (joinhandshake.com)	N	0
18	Craig’s List Jobs (craigslist.com)	N	5
19	Brooklyn College Career Services	N	0
20	Baruch College Career Services	N	0
21	City University of New York Career Services	N	0
22	Fordham University Career Services	N	0
23	Wagner College Center For Academic & Career Engagement	N	0
24	Job Fair Attended By SEU	N	0
25	New York State Broadcasters Association Job Board	N	0
26	NYMRAD Job Board	N	0
27	Word-of-Mouth	N	0
28	Former SEU Intern	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Unknown Source	N	0
30	Exigent Circumstances	N	1
31	Station On-Air Announcements: The SEU broadcasts a 30-second announcement inviting the community of license residents to apply for jobs at the SEU. Total aired: WABC: on-air spots 45 / 70 in-stream spots WNBM: on-air spots 46 / 70 in-stream spots WNSH: on-air spots 46 / 70 in-stream spots WPLJ: on-air spots 46 / 66 in-stream spots	N	0
32	Station On-Air Announcements: The SEU broadcasts a 30-second announcement inviting community groups and educational institutions that have job banks or provide career services to ask to receive the SEU's job listings. Total aired: WABC: on-air spots 45 / 70 in-stream spots WNBM: on-air spots 45 / 70 in-stream spots WNSH: on-air spots 46 / 70 in-stream spots WPLJ: on-air spots 46 / 66 in-stream spots	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			40

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in a job fair	On April 16, 2015, the SEU participated in a job fair held at Pace University / New York City Campus. It was attended by the Recruitment Specialist.
2	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	On April 22, 2016, on-air talent from the SEU took part in the PS 333 (NYC) Career Day for 7 th grade students about her job and careers in radio broadcasting.
3	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	On August 19, 2016, the SEU's Digital Media Producer was invited to address incoming freshmen at Dunellen High School in New Jersey about his education path, job and media careers.
4	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	On April 2, 2016 an on-air host at the SEU traveled to Syracuse University (WJPZ-FM) to mentor students, review air-checks and provide career advice.
5	Participate in career event / program sponsored by a broadcasting organization	On March 3, 2016, the SEU's Creative Services Director hosted high school and college students attending Intercollegiate Broadcasting System Conference in New York City. He took them through a typical workday, demonstrated the various equipment and software in his studio, discussed careers in production and radio, the importance of internships, and how to get into the business.
6	Establish training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	The SEU and Cumulus Media encourages employees to become experts in the field and to push beyond their job descriptions to learn new skills and more about the various career paths available to them. Internal promotion is readily available to top-performing employees who show initiative and the desire to grow within the industry.
7	College Internship Program During the period of this report, the SEU hosted 44 interns from the following educational institutions: Baruch College (CUNY) Brooklyn College (CUNY) Coastal Carolina University Dominican College Fordham University Hamilton College Hofstra University Iona College Kings College Montclair State University Ohio University Pace University	The SEU's ongoing internship program is designed to assist undergraduate and graduate students acquire the skills needed for broadcast employment as well as the various career paths available within the radio industry. Interns work closely with mentors in sales, digital media, news, programming and promotions. They are also given the opportunity to shadow on-air talent as they work in the studios at the SEU.

	<p> Pennsylvania State University Ramapo College of New Jersey Rutgers University St. Joseph's University St. Thomas Aquinas College Seton Hall University State University of New York / Albany State University of New York / New Paltz Syracuse University Towson University Tulane University University of Kansas University of Michigan University of Scranton University of South Florida William Paterson University </p>	
8	Baldwin High School Internship / Shadow Program	During the school year, the SEU worked with a faculty advisor to give one senior class student the opportunity to shadow and intern with the host and producer of the SEU's Drive At Five program, as part of the school's career exploration program.
9	Horace Greeley High School Internship Program	Summer 2016 Internship Program set up by the high school to allow students to explore careers, learn about broadcasting and basic job skills. The SEU hosted one student who was paired with the SEU's Bernie & Sid Show.
10	Job Training / Scholarship Program	Neptune Marketing Technologies provides a scholarship for one student from St. Benedict's Preparatory School to receive broadcast career training at the SEU. The student spends 25 hours each week at the SEU. The program runs from July 2016 to July 2017. The student is paired with the producer and on-air talent of the SEU's Curtis & Kuby Show to learn all aspects of presenting a daily radio show.
11	Sponsor events in the community designed to inform and educate the public concerning employment opportunities in broadcasting	An on-air host mentors former interns of the SEU and college students met through SAG / AFTRA by providing career counseling, demo critiques and holding air check sessions throughout the reporting period.
12	Provide training to management-level personnel concerning methods of ensuring equal employment opportunity and preventing discrimination	On June 14, 2016, this SEU participated in a training seminar for management-level personnel designed to ensure equal employment opportunity and prevent employment discrimination in the workplace. The seminar was conducted by Cumulus' Senior Vice President and General Counsel. The SEU's VP/Market Manager and Business Manager were active attendees in that seminar.