

**WGRF(FM), WEDG(FM), WHTT-FM, WHLD(AM), WBBF(AM)**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2016-January 31, 2017<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>
Sales Representative	1-29	25
Sales Representative	1-29	27
Sales Representative	1-29	27
Sales Representative	1-29	27

---

<sup>1</sup> This Report provides recruitment data collected from February 1, 2016 through January 31, 2017.

**WGRF(FM), WEDG(FM), WHTT-FM, WHLD(AM), WBBF(AM)  
EEO PUBLIC FILE REPORT  
February 1, 2016-January 31, 2017**

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<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>
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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>Erie Dept. Of Social Services</b> 478 Main Street Buffalo, NY 14202 Contact: William Graczyk 716-858-8619	N	0
22	<b>New York State Job Bank</b> Division of Employment & Workforce Solutions Harriman Campus, Bldg. 12, Room 436 Albany, NY 12240 1-888-469-7365	N	0
23	<b>Station Website Posting</b> (one or more SEU stations)	N	6
24	<b>On-Air Recruitment Ad</b> (one or more SEU stations)	N	0
25	<b>ZipRecruiter.com</b> – (posting on on-line message board)	N	3
26	<b>Indeed.com</b> – (posting on on-line message board)	N	0
27	<b>Word-of-Mouth Referral</b>	N	7

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	<b>Job Fair</b> (see Section III)	N	0
29	<b>LinkIn</b> (business/professional Network site)	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			16

**WGRF(FM), WEDG(FM), WHTT-FM, WHLD(AM), WBBF(AM)**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2016-January 31, 2017<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>
General Sales Manager	1-27	26

---

<sup>1</sup> This Report provides recruitment data collected from February 1, 2016 through January 31, 2017

**WGRF(FM), WEDG(FM), WHTT-FM, WHLD(AM), WBBF(AM)  
EEO PUBLIC FILE REPORT  
February 1, 2016-January 31, 2017**

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<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>
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	<b>EEO Office</b> 95 Franklin St. Buffalo, NY 14202 716-858-7542	N	0
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



<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>
15	<b>Canisius College</b> 2001 Main Street Buffalo, NY 14208 Contact: James Jones 716-883-7000	N	0
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> Division of Employment & Workforce Solutions Harriman Campus, Bldg. 12, Room 436 Albany, NY 12240 1-888-469-7365	N	0
22	<b>Station Website Posting</b> (one or more SEU stations)	N	4
23	<b>On-Air Recruitment Ad</b> (one or more SEU stations)	N	0
24	<b>ZipRecruiter.com</b> – (posting on on-line message board)	N	0
25	<b>Indeed.com</b> – (posting on on-line message board)	N	3
26	<b>Word-of-Mouth Referral</b>	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	<b>Job Fair</b> (see Section III)	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			8

**WGRF(FM), WEDG(FM), WHTT-FM, WHLD(AM), WBBF(AM)  
EEO PUBLIC FILE REPORT  
February 1, 2016-January 31, 2017<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>
Sales Assistant	1-28	26

---

<sup>1</sup> This Report provides recruitment data collected from February 1, 2016 through January 31, 2017

**WGRF(FM), WEDG(FM), WHTT-FM, WHLD(AM), WBBF(AM)  
EEO PUBLIC FILE REPORT  
February 1, 2016-January 31, 2017**

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<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>
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	<b>EEO Office</b> 95 Franklin St. Buffalo, NY 14202 716-858-7542	N	0
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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	<b>Canisius College</b> 2001 Main Street Buffalo, NY 14208 Contact: James Jones 716-883-7000	N	0
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> Division of Employment & Workforce Solutions Harriman Campus, Bldg. 12, Room 436 Albany, NY 12240 1-888-469-7365	N	0
22	<b>Station Website Posting</b> (one or more SEU stations)	N	0
23	<b>On-Air Recruitment Ad</b> (one or more SEU stations)	N	0
24	<b>ZipRecruiter.com</b> – (posting on on-line message board)	N	0
25	<b>Indeed.com</b> – (posting on on-line message board)	N	0
26	<b>Word-of-Mouth Referral</b>	N	2

<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>
27	<b>Job Fair</b> (see Section III)	N	0
28	<b>Buffalo News (newspaper) &amp; BuffaloJobFinder.com</b> One News Plaza, PO Box 100 Buffalo, NY 14240 716-849-5438 Attn: Renee Miller	N	6
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			8

**WGRF(FM), WEDG(FM), WHTT-FM, WHLD(AM), WBBF(AM)  
 EEO PUBLIC FILE REPORT  
 February 1, 2016-January 31, 2017**

**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Host Job Fair	<p>On March 8, 2016, our SEU hosted the “Putting Buffalo Back to Work” Career Fair. Our SEU solicited local businesses and organizations to participate in the Expo, coordinated the event location, and advertised the Expo through online postings to our SEU websites and on-air announcements. Over 56 local businesses/employers participated in the full-day event held at a local hotel. 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.</p>



	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
2	Internship programs (3)	<p>During the Winter 2016 semester, our SEU hosted four student interns from local colleges. The interns received hands-on training in programming, promotions, sales, and production (both in studio and on location). The internship program was supervised by our SEU's Promotions Director and Program Director.</p> <p>During the Spring 2016 semester, our SEU hosted three student interns from local colleges. The interns received hands-on training in programming, promotions, sales, and production (both in studio and on location). The internship program was supervised by our SEU's Promotions Director and Program Director.</p> <p>During the Summer 2016 semester, our SEU hosted two student interns from local colleges and high schools. The interns received hands-on training in programming, promotions, sales, and production (both in studio and on location). The internship program was supervised by our SEU's Promotions Director and Program Director.</p> <p>During the Fall 2016 semester, our SEU hosted two student interns from local colleges. The interns received hands-on training in programming, promotions, sales, and production (both in studio and on location). The internship program was supervised by our SEU's Promotions Director and Program Director.</p> <p>Over the course of the reporting period, interns at our SEU came from a variety of local colleges and high schools, including: Medaille College, Hilbert College, Nazareth College, University at Buffalo, Williamsville South High School, Iroquois High School, John Carroll University, Niagara Community College, .</p>

