

**WABC(AM), WPLJ(FM), WNSH(FM) and WNBM(FM)**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2015 – January 31, 2016**

**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>
Market Manager	1, 2, 3, 5, 8, 9, 10, 11, 13, 16	5
Continuity Director	1, 3, 4, 7, 8, 9, 10, 11, 13	5
Account Executive (Melissa)	1, 2, 3, 5, 8, 9, 10, 11, 12, 13	4
Account Executive (James)	1, 2, 3, 5, 8, 9, 10, 11, 12, 13	5
Staff Announcer / Production Manager	1, 3, 4, 8, 9, 10, 11, 13, 14	4
Transmitter Supervisor	1, 3, 4, 5, 8, 9, 10, 11, 12	4
General Sales Manager WABC(AM)	4, 13	4
Account Executive (Kevin S)	1, 2, 3, 5, 8, 9, 10, 11, 12, 13	5
Account Executive (Angela)	1, 2, 3, 5, 8, 9, 10, 11, 12, 13	5
Account Executive (Jessica)	1, 2, 3, 5, 8, 9, 10, 11, 12, 13	4
Digital Producer	1, 3, 5, 8, 9, 10, 11, 13, 17	5
Digital Sales Director	1, 3, 5, 8, 9, 10, 11, 13	10
On-Air Talent WABC(AM)	4, 5	4

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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	5
2	SEU Websites (wabcradio.com, wplj.com, radio1039ny.com, nashfm947.com)	N	0
3	CMP Business Managers (CMPBusinessManagers@cumulus.com)	N	0
4	Employee Referral	N	9
5	Non-Employee Referral	N	29
6	Re-Hire (Former Employee)	N	0
7	Letter of General Inquiry / Self-Referral	N	0
8	Cumulus Careers (cumulus.com/careers)	N	0
9	Indeed (indeed.com)	N	5
10	Simply Hired (simplyhired.com)	N	0
11	Glassdoor (glassdoor.com)	N	0
12	Linked In (linkedin.com)	N	1
13	LinkUp Job Search (linkup.com)	N	0
14	All Access Job Forum (allaccess.com)	N	3
15	Job Fair Attended By SEU	N	0
16	Word-of-Mouth	N	1
17	Former SEU Intern	N	2
18	Unknown Source	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>55</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in Job Fair	On February 25, 2015, the SEU participated in a job fair held at Marymount Manhattan College. It was attended by the Recruitment Specialist.
<b>2</b>	Participate in Job Fair	On March 25, 2015, the SEU participated in a job fair held at Nyack College. It was attended by the Recruitment Specialist.
<b>3</b>	Participate in Job Fair	On April 9, 2015, the SEU participated in a job fair held at Pace University / Pleasantville NY Campus. It was attended by the Recruitment Specialist.
<b>4</b>	Participate in Job Fair	On June 27, 2015, the SEU participated in a job fair held at the New York College of Technology. It was attended by the Recruitment Specialist.
<b>5</b>	Participate in Job Fair	On September 10, 2015, the SEU participated in the Hiring Our Heroes Job Fair in New York City. It was attended by the Recruitment Specialist.
<b>6</b>	Participate in Career Workshop	On March 7, 2015, the SEU participated in Intercollegiate Broadcasting System Conference in New York City. It was attended by one of the SEU's Program Directors.
<b>7</b>	Participate in Career Workshop	On June 15/16, 2015 the SEU participated in career workshops at the New Jersey Broadcasters Association Convention for current college students and professionals working in smaller NJ/PA/DE markets. It was attended by an on-air host.
<b>8</b>	Participate in Career Workshop	On December 4, 2015, the SEU participated in the IRTS Multicultural Career Workshop in New York City. It was attended by the Digital Ad Operations Manager, who receives an annual invitation to attend.
<b>9</b>	Participate in event / program sponsored by an educational institution related to careers in broadcasting	On January 11, 2016, the SEU's Digital Media Producer was invited to address 7 classes of students at Dunellen High School about his job and media careers.
<b>10</b>	Participate in event / program sponsored by a community group related to careers in broadcasting	On April 11, 2016 an on-air host spoke at the Radio Rampa Polish Gala about careers in broadcasting and the importance of mentoring young people. Radio Rampa is a community-based broadcaster in Brooklyn that airs

		Polish language content.
11	<p>Establish training program designed to enable station personnel to acquire skills that could qualify them for higher level positions</p>	<p>The SEU 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.</p>
12	<p>College Internship Program</p> <p>During the period of this report, the SEU hosted 35 interns from the following educational institutions:</p> <p>American University  Arizona State University  Boston College  Boston University  College of New Jersey  Connecticut School of Broadcasting  Dominican College  Fairfield University  Fashion Institute of Technology  Indiana University of Pennsylvania  Kean University  King's College  Long Island University – Post  Marymount Manhattan College  Montclair State University  Nassau Community College  Northwestern University  Pace University  Pennsylvania State University  Quinnipiac University  Ramapo College of New Jersey  St. Thomas Aquinas College  State University of New York – Purchase  University of Maryland  University of Pennsylvania – East Stroudsburg  University of Rhode Island  University of South Florida  University of Wisconsin  Wagner College</p>	<p>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 digital media, news, programming and promotions.</p>
13	Mentor Program	<p>An on-air host at the SEU meets weekly with a group of young men at the Queens Academy in Flushing, NY. During the mentoring sessions, media, life skills and other topics are addressed.</p>
14	Mentor Program	<p>On February 28, 2015 and October 17, 2015 an on-air host at the SEU traveled to Syracuse University (WJPZ-FM) to mentor students, review air-checks and provide career advice.</p>
15	Mentor Program	<p>On April 11, 2015 an on-air host at the SEU attended the</p>

		SAG AFTRA Spring Mentoring Program for recent college graduates and graduating seniors.
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