

**WQHT (FM), WEPN-FM, WBLs (FM), WLIB (AM)
EEO PUBLIC FILE REPORT**

February 1, 2018 – January 31, 2019

(Note: 12-month period determined by FCC license renewal filing date and not on calendar basis)

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
[Insert name of job title, e.g. Account Executive]	[Insert numbers corresponding to RS's in the MRSL, e.g., 1-10, 15, 18-23]	[Insert number corresponding to RS in the MRSL, e.g., 23]
Receptionist	1-4,6-10, 12-22,24,27, 29-32,34,39,41-46,49-56,59-65,67-73,75-78,88,89	88
Account Executives	1-4,6-10, 12-22,24,27, 29-32,34,39,41-46,49-56,59-65,67-73,75-78,89	8
Account Executives	1-4,6-10, 12-22,24,27, 29-32,34,39,41-46,49-56,59-65,67-73,75-78,89	8
Digital Content Manager	1-4,6-10,12-22,24,27,29-32,34,39, 41-46,48-56,59-73,75-78,89	8
Senior Video Producer/Editor	1-4,6-8,10,12-14,16-21,24,27,29-32,34,39,41-46,49-55,59-65,67-73, 75-78,86,89	86
Digital Coordinator	1-4,6-10,12-21,24,27,29-32,34,39,41-46,49-56,59-65,68-73,75-78,89	6
Executive Producer –PM Drive	1,10,13,16-17,19-20,24,27,29-32,34,39,41,43-46,78,86,89	86
Brand Strategist	1-4,6-10,12-21,24,27,29-32,34,39,41-46,49-56,59-65,67-73,75-78,89	8
Account Manager	1-4,6-10,12-21,24,27,29-32,34,39,41-46,49-56,59-65,67-73,75-78,89	6
Account Coordinator	1-4,6-10,12-21,24,27,29-32,34,39,41-46,49-56,59-65,67-73,75-78,89	6
NYC Government Specialist- Account Executive	1-4,6-10,12-21,24,27,29-32,34,39,41-46,49-56,59-65,67-73,75-78,89	6
General Sales Manager-National Sales/Agency Partnerships	1-4,6-8,10,12-14,16-21,24,27,29-32,34,39,41-46,49-56,59-65,67-73, 75-78,89	6
WBLs Promotion Director	1-4,6-8,10,12-14,16-21,24,27,29-32,34,39,41-46,49-56,59-65,67-73, 75-78,89	8

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II. MASTER RECRUITMENT SOURCE LIST (MRS�)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	<p>Wagner College – Center for Academic and Career Engagement (CACE) Attn: Barbara Bellesi – Assistant Director One Campus Road Staten Island, NY 10301-9831 Phone : 718-390-3430 Barbara.bellesi@wagner.edu</p>	Y	0
2	<p>Queensborough Community College 222-05 56th Avenue LA29 Bayside, NY 11364 Tel: 718-631-6262 Attn: Constance Peluso Email: careerservices@cuny.edu lumberto@qcc.cuny.edu</p>	N	0
3	<p>Congress of Racial Equality P.O. Box 264 New York, NY 10276 Attn: Brian McLaughlin- Executive Director Email: bmclaughlin@core-online.org Phone :212- 598-4000</p>	N	0
4	<p>Emma L. Bowen Foundation for Minority Interests in Media SVP, Eastern Region and National Recruitment Emma L. Bowen Foundation 30 Rockefeller Plaza (Campus 1221 Avenue of the Americas #28A41) New York, NY 10112 Email: Sandra.Rice@NBCUNI.com Phone: 212-664-3773</p>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
5	Alliance for Women In Media 1760 Old Meadow Road- Suite 500 McLean, VA 22102 Attention: Career Center Phone: 703-506-3290 Fax: 703-506-3266 Website posting: http://www.allwomeninmedia.org/	N	0
6	Emmis Communications – Career Portal 40 Monument Circle, Suite 700 Indianapolis, IN 46204 Attn: Staffing Phone: 317- 266-0100 https://careers-emmis.icims.com/jobs/search?ss=1&searchLocation=12781-12816-New+York	N	52
7	Internal Posting/Candidate	N	8
8	Word-Of-Mouth Referral	N	11
9	National Association of Broadcasters 1771 N Street NW Washington, DC 20036 Attn: Erin Johnson, Marketing & Events Manager Email: ejohnson@nab.org Phone : 202- 429-5428 www.nab.org	N	0
10	Connecticut School of Broadcasting Attn: Erica Fierstein- Campus Coordinator, Career Services 611 Route 46 West Suite 102 Hasbrouck Heights, NJ 07604 Phone: 201-288-7900 / Fax :201-288-7901 Email: efierstein@gocsb.com	Y	0
11	Advertising Women of New York 25 West 45 th Street, Suite 1001 New York, NY 10036 Attn: Lynn Branigan, Executive Director Phone: 212- 221-7969 Email: lynn.branigan@awny.org www.awny.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
12	National Coalition of 100 Black Women 1925 Adam C. Powell Boulevard, Suite 1L New York, NY 10026 Attn: Shirley Poole, Executive Director Email: nc100bwslp@aol.com Phone: 212- 222-5660	N	0
13	Kingsborough Community College Attn: Marisa Joseph-Associate Director of Career Services 2001 Oriental Boulevard Brooklyn, NY 11235 Email: marisa. Joseph@kbcc.cuny.edu Phone: 718-368-5115 /Fax : 718- 368-5366	Y	0
14	NYC College of Technology 300 Jay Street, NG - 08 Brooklyn, NY 11201-2983 Attn: Adrian Griffith Email: agriffith@citytech.cuny.edu Phone: 718- 260-5050	N	0
15	New York State Broadcasters Association 1805 Western Avenue Albany, NY 12203 Phone : 518- 456-8888 Attn: Carolyn Jung cjung@nysbroadcasters.org www.nysbroadcasters.org	N	0
16	CUNY College of Staten Island 2800 Victory Boulevard, Bldg. 1A, Room 105 Staten Island, NY 10314 Attn: Caryl Watkins, Director – Career & Scholarship Center Phone : 718- 982-2300 Fax: 718- 982-2308 Email: careers@csi.cuny.edu	Y	0
17	The WISE Center New York City College of Technology 300 Jay Street, Brooklyn, NY 11201 Room G-511, Solange Castellar-Coordinator T. (718) 260-5391 E. Scastellar@citytech.cuny.edu	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
18	Opportunities for a Better Tomorrow Terri Saucier -Director of Employment Services 25 Thornton Street Brooklyn, NY 11206 P: (718) 387-1600 x 28 / F: (718) 387-1914 Email: Tsaucier@obtjobs.org www.obtjobs.org	N	0
19	Berkeley College Attn: Anna Yee, Director-Career Services & Quality Control 99 Church Street White Plains, NY 10601 Phone: 914- 694-1122 –Ext 13401 Ay@berkeleycollege.edu	Y	0
20	Goodwill of New York and Northern New Jersey 25 Elm Place, 6 th Floor Brooklyn, NY 11201 Attn: Beatrice Baldwin, Job Developer Phone: 718-702-5900 Email : nbryan@goodwillny.org	Y	0
21	Walk –In/Self Referral	N	0
22	New York Market Radio (NYMRAD) 261 Madison Avenue, 23 rd Floor New York, NY 10016 Attn: Deborah Beagan Phone: 212- 808-4330 Phone :212- 986-3242 www.nymrad.org	N	0
23	Inside Radio 81 Main Street, Suite 2 Littleton, NH 03561 Attn: Gene McKaye Phone: 800- 248-4242 Fax : 603- 444-2872	N	0
24	The College of Saint Rose Attn: Katherine A. Wolanin Asst Director of The Career Center 432 Western Avenue Albany, NY 12203-1490 Phone: 518-454-5141 /Fax: 518- 458-5330 Email: jobs@strose.edu	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
25	Media Bistro 475 Park Avenue South New York, NY 10016 Attn: Carrie Rons Phone: 212-547-7899 carrie@mediabistro.com www.mediabistro.com	N	0
26	Dice Inc. 4101 NW Urbandale Drive Urbandale, IA 50322 Attn: Cori Bangs Phone: 866- 333-4705 www.dice.com	N	0
27	AARP Attn: Jay Gordon AARP New York Director of Finance & Operations 750 Third Avenue -31 st Floor New York, NY 10017 T) 212-407-3706 C) 917-744-8427 Email: jgordon@aarp.org	Y	0
28	Medialine P.O. Box 51909 Pacific Grove, CA 93950 Attn: Mark Shilstone, Manager Phone: 800-237-8073 www.medialine.com	N	0
29	The Center for Employment Opportunities 32 Broadway, 5 th Floor New York, NY 10004 Attn: Jessica Centeno Phone: 212- 422-4430 Fax: 212- 785-4677 jcenteno@ceoworks.org	Y	0
30	New York State Department of Labor 9 Bond Street – 4 th Floor Brooklyn, NY 11201 Attn: Job Bank Phone: 718-780-9499 Email: nyc.jobbank@labor.ny.gov	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
31	Berkeley College, NYC Campus ATTJ: Jairo Borja, MBA Berkeley College 3 E 43 rd Street New York, NY 10017 jib@berkeleycollege.edu (212)986-4343 ext. 4171 (201)364-1711 cell	Y	0
32	Lexington Vocational Services Center, Inc. 30 th Avenue & 75 th Street Jackson Heights, NY 11370 Attn: Rhada Murphy, Supervisor Job Development Phone: 718- 350-3111 Fax: 718- 350-3133 Email: rmurphy@lexnyc.org	Y	0
33	Radio Online 3500 Tripp Avenue Amarillo, TX 79121 Attn: Ron Chase Phone: 806-352-7503 Ext. 3 Fax: 800- 352-3677 www.radioonline.com	N	0
34	Iona College – Hagan School of Business Attn: Fredrica Rudell, Ph.D., Chair, Department of Marketing and International Business 715 North Avenue New Rochelle, NY 10801 Phone : 914- 637-2748 frudell@iona.edu ;	Y	0
35	TV and RadioJobs.com c/o Living Waters Enterprises 270 34 Helmond Drive Calabasas, CA 91301 Attn: Michael Madden Phone: 888-307-2346 http://tvandradijobs.com/	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
36	All Access Music Group 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 Attn: Matt Parvis, Marketing Manager Phone: 310- 457-6616 Fax: 310- 457-8058 Email: mparvis@allaccess.com www.allaccess.com	N	0
37	Advancing Women P.O. Box 6642 321 Kampmann Avenue San Antonio, TX 78209 Phone: 866-477-3571 Fax: 210-568-4995 www.advancingwomen.com	N	0
38	Coroflot.com 561 Broadway, 6 th Floor New York, NY 10012 Attn: Deanna Dumbrys Phone: 212- 965-1998 Fax: 917- 591-8682 www.coroflot.com	N	0
39	National Hispanic Media Coalition, Inc. 101 Avenue of the Americas, Suite 494-5 New York, NY 10013 Attn: Marta Garcia, Founder/Co-Chair, New York Chapter Phone: 212- 965-9758 MediaCoalition@aol.com	Y	0
40	Linked In Website 1840 Embarcadero Road Palo Alto, CA 94303 Attn: Candy Mielke www.linkedin.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
41	Five Towns College Career Services 305 N. Service Road Dix Hills, NY 11746-5871 Attn: Krysti O'Rourke, Director of Career Services Attn: Ronnie Lee MacDonald, Associate Dir of Career Services Phone: 631- 656-2163 Fax: 631- 656-2191 Email: Kryst.ourourke@ftc.edu or Career.services@ftc.edu	Y	0
42	500 Men The Pilgrim Cathedral of Harlem PO Box D500 Pomona, NY 10970 Attn: Otis Cruse Phone: 516-967-7323 Email: ocruse@aol.com	N	0
43	Medgar Evers College Karen Abel-Bey, Senior Director Career Mgmt Services 1637 Bedford Avenue, S 302 Brooklyn, NY 11236 Tel: 718.270.6055 / Fax: 718.270.6189 Email: KBey@mec.cuny.edu	Y	0
44	The Osborne Association Attn: Ben Tallerson- Senior Career Specialist 175 Remsen Street- 6 th Floor Brooklyn, NY 11201 Phone: 718- 637-6594 btallerson@osborneny.org	Y	0
45	Ohio/Illinois Centers for Broadcasting 9000 Sweet Valley Drive Valley View, OH 44125 Attn: Don Clark- National Director of Recruitment Phone: 216- 447-9117 dclark@beonair.com	Y	0
46	Brooklyn College Latino Alumni Advisory Committee Attn: Barbara Pimentel Phone : 718-926-7117 Brp1105@gmail.com	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
47	The Society of Broadcast Engineers Tom Ray- Chairman of SBE 15 (WOR Radio) 111 Broadway New York , NY 10006 Phone: 212- 642-4462 tomray@wor710.com www.sbe15.com	N	0
48	NYU Center for Career Development Attn: Trudy Steinfeld 133 East 13 th Street – 2 nd Floor New York, NY 10003 Phone :212- 998-4730 http://www.nyu.edu/careerdevelopment/	N	0
49	School of Visual Arts 209 East 23 rd Street New York, NY 10010 Attn: Susan Moses Phone: 212- 592-2370 Fax : 212- 725-3587 Email: cd@sva.edu www.collegecentral.com/sva	N	0
50	Fashion Institute of Technology 227 West 27th Street New York, NY 10001-5492 Phone: 212-217-3012 Attention: Career Center Email: career_internship@fitnyc.edu	N	0
51	Flatbush Development Corp. 1616 Newkirk Avenue Brooklyn, NY 11226 Attn: Robin Redmond Phone: 718-859-3800 Email: rredmond@fdconline.org	N	0
52	East Harlem Talent Network 240 East 123rd Street 3rd Floor New York, NY 10035 Lakythia Ferby-VP of Programs O-(646)335-0801 Email: lferby@striveinternational.org	N	0

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53	Newark City Hall 920 Broad Street Newark, NJ 07102 Attn: Carrie Velez- Personnel Phone: 973-733-8008 Email: velizc@ci.newark.nj.us	N	0
54	Workforce Development Center Henry Street Settlement Attn: Jeanie Tung, Director of Employment Services 99 Essex Street, 3rd floor New York, NY 10002 Phone: 212-478-5400 Ext 206/ 646-265-0003 Email: jtung@henrystreet.org	N	0
55	Touro College, NYSCAS Attn: Adriana Jimenez Director of Career and Placement 27-33 West 23rd Street #554 New York, NY 10010-4202 Phone: 212-463-0400- Ext 5449 Fax: 646-638-1278 Email: adriana.jimenez-garcia@touro.edu	N	0
56	The Door-A Center of Alternatives, Inc. 121 Avenue of the Americas, 3rd Floor New York, NY 10013 Attn: Charles Downs Phone: 212-941-9090 ext. 3318 Email: charles@door.org	N	0
57	Entertainment Careers Website 914 S Barrington Ave Los Angeles, CA 90049 http://entertainmentcareers.net/employers/ Phone: 310-441-9963 Fax: 310-475-8985	N	0
58	Craigslist Website http://newyork.craigslist.org/	N	0
59	New York Urban League, Inc. 204 West 136th Street New York, NY 10030 Phone: 212-926-8000, Ext. 127 Email: pscarborough@nyul.org Attn: Patricia Scarborough: Director of Employment Services	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
60	St. Johns University- Center for TV, Film and Radio Marillac Room 436 8000 Utopia Parkway Jamaica, NY 11439 Phone: 718-990-5985 Email: bogartg@stjohns.edu Attn: Craig Bogart	N	0
61	Career Network Center for Urban Community Services Career Network 14 East 28th Street New York, NY 10016 Phone: 212-471-0757 Email: jhorowitz@cucs.org	N	0
62	South Bronx Overall Economic Development Corp. (SOBRO) 555 Bergen Avenue, 3 rd Floor Bronx, NY 10455 Phone: 201-451-8888 Attn: Vicki Hirschfeld Email: vhirschfeld@sobro.org	N	0
63	Rutgers University Attn: Cheryl Egan, Assistant Director/Intern Coordinator Rutgers University 360 Martin Luther King Jr. Blvd. Hill Hall, Room 112 Newark, NJ 07102 Phone: 973-353-5312 Email: cegan@newark.rutgers.edu	N	0
64	Hunter College 695 Park Avenue New York, NY 10065 Phone: 212-772-4850 Susan McCarthy- Director of Career Center Email: smccarty@hunter.cuny.edu	N	0
65	Lehman College 250 Bedford Park Boulevard West Bronx, NY 10468 Phone: 718-960-8000 Nancy Ann Cintron- Director of Career Center Email: alan.fuentes@lehman.cuny.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
66	Queens College Office of Career Development & Internships 65-30 Kissena Blvd Flushing, NY 11367 Phone: 718-997-5000 Tesfaye Asfaw – Director of Career Center	N	0
67	Cooper Union -The Cooper Union for the Advancement of Science & Art 30 Cooper Square, 6th Floor New York , NY 10003-7120 Phone: 212-353-4130 Attn: Toni Perlow Email: burrell@cooper.edu http://www.myinterfase.com/cooper/employer/	N	0
68	York College 94-20 Guy R. Brewer Blvd. Jamaica, NY 11451 Phone : 718-262-2000 Career@york.cuny.edu	N	0
69	Parsons School 66 Street 5th Avenue New York, NY 10011 Phone: 212-229-8940 Attn: Tiffany Bennette Email: Bennett@newschool.edu	N	0
70	Marymount Manhattan Attn: Matthew French 221 East 71th Street New York, NY 10021 Phone: 212-774-0786 / 212-517-0599 Email: kcastro2@mmm.edu	N	0
71	Staten Island YMCA New Americas Welcome Center 285 Vanderbilt Avenue Staten Island, NY 10304 Phone : 718-981-4382 Rachel Rinaldo, Program Coordinator Email: rreynaldo@ymcanyc.org	N	0

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72	New York University Attn: Craigh Barboza, Career Services Specialist Arthur L. Carter Journalism Institute 20 Cooper Square, Room 647 New York, NY 10003 Phone: 212-998-3837 / Fax: 212-995-3837 Email: craigh.barboza@nyu.edu	N	0
73	Colgate University Center for Career Services Attn: Scott Phillips – Employer Relations 13 Oak Drive Hamilton, NY 13346 Phone: 315-228-6588 Email: SPhillips1@colgate.edu	N	0
74	Radio Ink 2090 Palm Beach, FL 33409 Post on line at www.radioink.com Phone: 561-655-8778-EXT 205	N	0
75	Columbia University Center for Career Education Ashley Kera- Coordinator- On Campus Recruiting 435 West 116th Street New York 10027 Phone: 212-854-9167 / Fax: 212-854-5640 Email: cce@columbia.edu	N	0
76	NYU Office of Career Development Attn: Melissa Levine- Director 726 Broadway , 2 nd Floor NY NY 10003 Phone: 212-998-1916 Email: tisch.career@nyu.edu	N	0
77	Hostos Community College/CUNY Latavia Brown Career Services Office Employment Coordinator 500 Grand Concourse Savoy Building, D-210 Bronx, NY 10451 Phone: 718-518-4427 Fax: 718- 518-4252 lbrown@hostos.cuny.edu www.hostos.cuny.edu/cso	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
78	Bronx Community College/ CUNY Attn: Alan Fuentes – Career & Internship Coordinator 2155 University Avenue - Loew Hall, Room 330 Bronx, NY 10453 Phone :718-289-5100 Email: Alan.Fuentes@bcc.cuny.edu	Y	0
79	Digital Knack 1595 Ryder Cup Dr, Westlake Village, CA 91362 Attn: Cassie Needels, Director Talent Acquisition Phone: 805.288.6169 Email : cassie@digitalknack.com www.digitalknack.com	N	0
80	Media Match Media Match Magazine P. O. Box 48220 Los Angeles, CA 90048 www.media-match.com Email: usa-media@media-match.com	N	0
81	The Cause Marketing Forum 63 Overlook Pl, Rye, NY 10580 Phone:(914) 921-3914 www.causemarketingforum.com	N	0
82	Boston College Center for Citizen Corporate Citizenship Chestnut Hill Address: 55 Lee Rd, Chestnut Hill, MA 02467 Phone:(617) 552-4545 www.ccc.bc.edu	N	0
83	Talent Zoo 1736 Defoor Pl NW, Atlanta, GA 30318 Phone:(404) 607-1955 www.talentzoo.com	N	0
84	Idealist.Org Action Without Borders/Idealist.org 302 Fifth Avenue, 11th Floor New York, NY 10001 United States Phone: 646-786-6886 www.idealist.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
85	Association of Fund Raising Professionals 4300 Wilson Blvd, Suite 300, Arlington, VA 22203 Phone: 703-684-0410 www.afpnet.org	N	0
86	Internal Transfers/Promotions	N	2
87	Job/ Career Fairs (See Section III)	N	0
88	Emmis NY Internship Program	N	1
89	Fedcap Career Design School Jackie Kosloski: Job Placement Specialist 119 West 19 th Street New York, NY 10011 Phone: 212-727-4200 – Ext 252 Fax: 212-727-4390 Email: JKosloski@fedcap.org	Y	0
90	East Harlem Building for the Community, Inc. 150 Bruckner Blvd Bronx, NY 10473 Attn: Ebony Thomas, Career Counselor Phone: 718-665-1300 cwiggins@safehorizon.org	N <i>Ceased to be an Entitled source as Of 3/12/2018</i>	0
91	Institute of Audio Research 64 University Place New York, NY 10003 Attn: Ryan Chimmenti Phone: 646-274-8860 Email: rchimmenti@iar.edu	N <i>Ceased to be an Entitled source as Of 3/12/2018</i>	0
92	Access For Women 300 Jay Street Brooklyn, NY 11201 Attn: Nona Smith Email: nsmith@City.Tech.Cuny.Edu	N <i>Ceased to be an Entitled source as Of 4/11/2018</i>	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			74

**WQHT (FM), WEPN-FM, WBLs (FM), WLIB (AM)
EEO PUBLIC FILE REPORT
2/1/2018– 1/31/2019**

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participated in event or program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting.	On February 1, 2018, the Director of Operations/HR participated in a career mentoring panel at St. John's University. She shared career guidance focused on careers in broadcasting and women working in the genre of hip hop culture.
2	Hosted an event or program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting.	On February 8, 2018, our SEU provided a station tour for students from East Side House Settlement Success. The Director of Operations/HR, Program Directors for WQHT, and Production Director spent the day mentoring and offering career guidance in broadcasting.
3	Participated in event or program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting.	On March 4, 2018, the Director of Operations/HR participated in a speaking forum for New Jersey Institute of Technology for a Sports & Entertainment event. The Director of Operations/HR shared professional insight into the careers in the broadcast industry, and the importance of education.
4	Participated in event or program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting.	On March 14, 2018, our SEU participated a program hosted by NYPD and Dept. of Education called "My School Has Rhythm Not Violence." Our WBLs Program Director, Hot 97 DJ/Mixer spent the day to mentor to students competing in music arts presentations.
5	Participated in an event or program sponsored by or on behalf of a community organization relating to career opportunities in broadcasting.	On March 16, 2018, our Director of Operations/HR participated in a financial literacy education seminar/award ceremony-"Black Tech Matters". The program focused on careers arts, music, technology and finance. The Director of Operations spoke on a panel relevant to careers in broadcasting.
6	Participated in event or program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting.	On March 27, 2018, the Director of Operations/HR served as a speaker at Public School 45 for a young ladies empowerment seminar. The Director of Operations/HR shared professional insight into the careers in the broadcast industry, and the importance of education.
7	Participated in event or program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting.	On March 28, 2018, the Director of Operations/HR participated at Murry Bergtraum High School Career Day. The day was spent sharing information about the careers in the music industry, careers in broadcasting and goals of business.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
8	Participated in event or program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting.	On March 29, 2018, our SEU participated a program hosted by NYPD and Dept. of Education called "My School Has Rhythm Not Violence" finale school competition with Frederick Douglas HS, AP Randolph HS, George Washington Campus HS, and Norman Thomas HS. Our WBSL Program Director, Hot 97 DJ/Mixer and Director of Operations, spent the day to serve as judges and mentor to students competing in music arts presentations.
9	Hosted an event or program sponsored by, or on behalf of an educational institution relating to career opportunities in broadcasting.	On March 29, 2018, our SEU provided a station tour for young adults who were interning at Boom 103.9 FM in Philadelphia. The Director of Operations/HR, Program Directors for WQHT, and VP of Digital spent the day mentoring and offering career guidance in broadcasting.
10	Participated in an event or program sponsored by or on behalf of a community organization relating to career opportunities in broadcasting.	On March 31, 2018, the Director of Operations/HR served as speakers for a Women's History month panel hosted by Delta Alpha Zeta Phi Beta Sorority, Incorporated. The day was spent mentoring and sharing insights to careers in broadcasting.
11	Hosted an event or program sponsored by, or on behalf of an educational institution relating to career opportunities in broadcasting.	On April 13, 2018, our SEU provided a station tour for NYC Together, a program for students focused on social justice, education and career development. Our Director of Operations/HR, WQHT On Air Personality, Program Director WQHT, and Digital Sales planner discussed careers in broadcasting.
12	Hosted an event or program sponsored by or on behalf of a community organization relating to career opportunities in broadcasting.	On April 26, 2018, our SEU provided a station tour and day of mentoring, for three high school students selected by Tuesday's Children. This is a partnership with recognized leaders in the field of child development, family advocacy and mentoring initiatives designed to address the ongoing needs of children coping with the events of 9/11. Participating students were impacted by the events of 9/11 and are interested in radio careers. The Director of Operations/HR, Production Director, Creative Imaging Director, Digital Sales Planner, and Promotion's Assistant spent the day mentoring and offering career guidance in broadcasting.
13	Participated in event or program sponsored by or on behalf of a professional organization relating to career opportunities in broadcasting.	On April 26, 2018, the Director of Operations/HR participated in professional networking panel seminar to support local businesses. Director of Operations/HR spoke to group of entrepreneurs to discuss WBSL's Circle of Sisters platform. Also shared information about opportunities specifically relating to sales careers in broadcasting.
14	Participated in event or program sponsored by or on behalf of a professional organization relating to career opportunities in broadcasting.	On April 27, 2018, our SEU took our interns on a tour to ABC TV Studios for a day of mentoring and insight into careers into television broadcasting. The Receptionist and Director of Operations/HR and students spent the day with professionals learning about television broadcasting.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
15	Participated in an event or program sponsored by or on behalf of a community organization relating to career opportunities in broadcasting.	On April 29, 2018, the Director of Operations/HR participated on a panel/awards ceremony hosted by Kids Who Bank. This program focused on sharing insight about careers in Finance and Arts and Music. The day was spent sharing insight about broadcasting careers and leadership mentoring.
16	Hosted an event or program sponsored by, or on behalf of an educational institution relating to career opportunities in broadcasting.	On April 30, 2018, our SEU provided a station tour for Black Star Grove Initiative. The Program Director WBLS, Sales Planner, Music Director WBLS and Director of Operations/HR, hosted 16 college students on the premises and spent the day mentoring them on the importance of education, offering career guidance and leadership strategies.
17	Hosted an event or program sponsored by, or on behalf of an educational institution relating to career opportunities in broadcasting.	On May 11, 2018, our SEU provided a station tour for PS 811X – a special education school serving students with physical and cognitive disabilities. The Program Director-WBLS, Board Operator and Digital Sales Planner spent the day mentoring the students on the importance of education and offering career guidance in the area of broadcasting.
18	Hosted an event or program sponsored by, or on behalf of an educational institution relating to career opportunities in broadcasting.	On June 19, 2018 our SEU hosted 15 students from Nassau Community College. The Program Director- WBLS and the Promotions Coordinator spent time mentoring students and sharing insight into planning for various careers in the broadcasting field.
19	Participated in an event or program sponsored by or on behalf of a community organization relating to career opportunities in broadcasting	On June 23, 2018, the Director of Operations/HR served as a panel judge and mentor speaker at the Caribbean American Cultural Group for the 2018 Miss New York Continental Cultural Pageant. The day was spent providing feedback and coaching to music and arts presentations as a part of the event, and offering career guidance in the area of broadcasting.
20	Hosted an event or program sponsored by, or on behalf of a community organization relating to career opportunities in broadcasting.	On June 25, 2018, our SEU provided a station tour for a Partnership for Drug Free Kids .The Program Directors for WQHT, and WBLS, and Promotions Coordinator spent the day on discussing the importance of education and offering career guidance in the area of broadcasting.
21	Hosted an event or program sponsored by, or on behalf of an educational institution relating to career opportunities in broadcasting.	On July 12 2018, our SEU provided a tour for the Rutgers University Scholars Program- “Owning Your Brilliance”. The Director of Operations/HR, WBLS Personality, Video Imaging Director, Sales Project Manager spent the day mentoring students, sharing insight into the broadcasting field, and discussing leadership strategies.
22	Participated in event or program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting.	On July 17, 2018, the Director of Operations/HR served as a speaker on the E-School For Girls Panel for Professionals. The Director of Operations/HR attended a panel session to discuss broadcasting experience in the workforce, and mentor students on leadership strategies.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
23	Hosted an event or program sponsored by, or on behalf of an educational institution relating to career opportunities in broadcasting.	On July 27, 2018, our SEU provided a station tour for E-School for Girls at New York University. Our Director of Operations/HR, On Air Personality, VP of Digital and Sales Account Executive spoke to students on planning for various careers in the broadcasting field.
24	Hosted an event or program sponsored by, or on behalf of an educational institution relating to career opportunities in broadcasting.	On July 30, 2018, our SEU provided a tour for the Rutgers University Scholars Program- "Owning Your Brilliance". The Director of Operations/HR, WBLS Personality, Sales Account Executive, Sales Project Manager spent the day mentoring students, sharing insight into the broadcasting field, and discussing leadership strategies.
25	Hosted an event or program sponsored by, or on behalf of an educational institution relating to career opportunities in broadcasting.	On August 3, 2018, our SEU provided a tour for Metropolitan College of New York. Our Production Director, Program Director- WBLS, hosted several college students to discuss careers in broadcasting.
26	Hosted an event or program sponsored by, or on behalf of a community organization relating to career opportunities in broadcasting.	On August 9, 2018 our SEU provided a tour for APEX for Youth program. An On Air Personality, and Director of Operations/HR spent the day mentoring students and sharing insight into the various careers in the broadcasting field.
27	Hosted an event or program sponsored by or on behalf of a community organization relating to career opportunities in broadcasting	On August 17, 2018 our SEU hosted 2 students from "The Door" a career readiness program. Director of Operation/HR, Program Director- Hot 97, Digital Sales Manager, and Promotions Assistant spent time mentoring students and offering career guidance in the area of broadcasting.
28	Hosted an event or program sponsored by or on behalf of a community organization relating to career opportunities in broadcasting	On August 17, 2018 our SEU hosted 10 students from "The Tallom Foundation" a career readiness program. Director of Operation/HR, WBLS Program Director, and Promotions Coordinator spent time mentoring students and offering career guidance in the area of broadcasting.
29	Participated in an event or program sponsored by or on behalf of a community organization relating to career opportunities in broadcasting.	On October 12, 2018 the Director of Operations/HR participated on a music career panel hosted by Assembly Member Clyde Vanel. The day was spent mentoring students on careers in the music business, and the importance of education.

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30	Participated in event or program sponsored by or on behalf of a professional organization relating to career opportunities in broadcasting.	On November 1, 2018, Emmis New York participated in the New York Market Radio (NYMRAD) Community Leaders Day, which included discussions of personal and professional concerns related to careers in the broadcasting industry. Station participants included Director of Operations/HR and Community Show Producer.
31	Participated in event or program sponsored by or on behalf of a professional organization relating to career opportunities in broadcasting.	On November 10, 2018, our Director of Engineering/IT participated in the Intercollegiate Broadcasting System Conference at Nassau Community College. The day was spent sharing insight as to careers in technology/engineering in the broadcasting area.
32	Participated in job fair.	On November 29 th & November 30, 2018 our SEU participated in New York Market Radio Multicultural Career Workshop. The Director of Operations/HR and Receptionist spoke to college students about opportunities in the broadcast arena.
33	Hosted an event or program sponsored by, or on behalf of an educational institution relating to career opportunities in broadcasting.	On December 12, 2018, our SEU hosted 10 college students from Montclair State University. The Director of Operations/HR, Promotions Coordinator, On Air Personality-WBLS spent time mentoring students on media communications and careers in the broadcast arena.
34	Internship Program	Beginning December 18, 2017 – March 1, 2018, our SEU hosted 5 students from Young Adult Internship Program, Opportunities for a Better Tomorrow and The Door – for a 14 week paid internship in various departments. The program allowed the students to gain business experience in the field of radio broadcasting from the age of 17-24.
35	Internship Program	Beginning April 2, 2018 – June 20, 2018, our SEU hosted 4 students from the ages of 17-24 from Young Adult Internship Program, Opportunities for a Better Tomorrow and The Door – for a 14 week paid internship in various departments . The program allowed the students to gain business experience in the field of radio broadcasting from the ages of 17-24.
36	Internship Program	Beginning August 21, 2018 – October 26, 2018, our SEU hosted 5 students from DYCD Summer Program, Young Adult Internship Program, Opportunities for a Better Tomorrow and The Door for a 12 week paid internship in various departments. The program allowed the students to gain business experience in the field of radio broadcasting from the ages of 17-24.
37	Internship Program	Beginning December 11, 2018 - February 15, 2019, our SEU hosted 3 students from Young Adult Internship Program and Opportunities for a Better Tomorrow – for a 12 week paid internship in various departments. The program allowed the students to gain business experience in the field of radio broadcasting from the ages of 17-24.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
38	Internship program.	<p>Our SEU sponsors an on-going internship program for college students. Undergraduate students enrolled in a for-credit program are given the opportunity to gain hands-on experience at one of our radio stations. Every effort is made to assign interns to a station department that matches his or her career aspirations of focus of study. Interns assist the station staff in most areas of the radio station. Students are regularly monitored and evaluated by station staff.</p> <p>During the reporting period a total 32 of students interned, as follows:</p> <p>During Summer semester, 11 students interned in a number of station departments. including Programming (3), Promotions (2), Digital (3), and Sales (3).</p> <p>During the Fall semester, 11 students interned in a number of station departments, including Programming (2), Promotions (3), Digital (3), Sales (2).</p> <p>During Winter/Spring 2019 semester, 10 students interned in a number of station departments, including Programming (2), Promotions (3), Digital (2), and Sales (3).</p> <p>Interns were recruited from the following colleges/universities:</p> <ol style="list-style-type: none"> 1. St. John's University 2. William Paterson University 3. Brooklyn College 4. College of Staten Island 5. Lehman College 6. Baruch College 7. City College of New York 8. Nyack College 9. Delaware State University 10. State University of New York at New Paltz 11. Montclair State University 12. Nassau Community College 13. Medgar Evers College 14. Butler University 15. Norfolk State University 16. Stockton University 17. Elon University 18. Howard University 19. State University of New York at Cortland 20. University of New Haven 21. Purchase College 22. University of Albany- SUNY 23. High Point University