

**WQHT(FM), WEPN- FM, WBLS(FM), WLIB(AM)
EEO PUBLIC FILE REPORT
February 1, 2015 to January 31, 2016**

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

| 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 www.collegecentral.com/queensborough</p> | N | 0 |
| 3 | <p>Congress of Racial Equality P.O. Box 264 New York, NY 10276 Attn: Diane Addison, Job Development & Placement Core Email: daddison@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 |

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| 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 40 Monument Circle, Suite 700 Indianapolis, IN 46204 Attn: Staffing Phone: 317- 266-0100 www.emmis.com | N | 87 |
| 7 | Internal Posting/Candidate | N | 13 |
| 8 | Word-Of-Mouth Referral | N | 68 |
| | National Association of Broadcasters 1771 N Street NW Washington, DC 20036 Attn: Isabelle Tilghman, Marketing & Events Manager Email: itilghman@nab.org Phone : 202- 429-5428 www.nab.org | N | 0 |
| 10 | Job Central (US.jobs) Direct Employers Association, Inc. 9002 N. Purdue Road, Suite 100 Indianapolis, IN 46268 Attn: Peggy Golz Phone: 518- 457-2174 http://www.jobcentral.com/ | N | 0 |
| 11 | 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 |

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| 12 | 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 |
| 13 | National Coalition of 100 Black Women 1925 Adam C. Powell Boulevard, Suite 1L New York, NY 10026 Attn: Shirley Poole, Executive Director Email: nc100bwsip@aol.com Phone: 212- 222-5660 | N | 0 |
| 14 | 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 |
| 15 | 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 |
| 16 | New York State Broadcasters Association 1805 Western Avenue Albany, NY 12203 Phone : 518- 456-8888 Attn: Carolyn Jung cjung@nysbroadcasters.org sandy@nysbroadcasters.org www.nysbroadcasters.org | N | 0 |
| 17 | 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 | Y | 0 |

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| 18 | Monster Job Board 500 E. 96 th Street, Suite 200 Indianapolis, IN 46240 Attn: Eric Hepler Phone: 317- 616-5672 www.monster.com | N | 0 |
| 19 | 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 |
| 20 | Access For Women 300 Jay Street Brooklyn, NY 11201 Attn: Nona Smith Email: NSmith@CityTech.Cuny.Edu Phone: 718- 552-1132 | Y | 0 |
| 21 | Workforce #1 Career Center 215 West 125th Street New York, NY 10027-4426 Attn: Andrea Bernard Email: abernard@edsisolutions.com Phone: 917-493-7054 | N | 0 |
| 22 | 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 |

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| 23 | 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 |
| 24 | Goodwill of New York and Northern New Jersey 25 Elm Place, 6 th Floor Brooklyn, NY 11201 Attn: Corliss Taylor , Job Developer Phone: 718-702-6925 ctaylor@goodwillny.org | Y | 0 |
| 25 | Walk –In/Self Referral | N | 0 |
| 26 | 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 |
| 27 | Inside Radio 81 Main Street, Suite 2 Littleton, NH 03561 Attn: Gene McKaye Phone: 800- 248-4242 Fax : 603- 444-2872 | N | 0 |
| 28 | 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 |

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| 29 | 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 |
| 30 | Dice Inc. 4101 NW Urbandale Drive Urbandale, IA 50322 Attn: Cori Bangs Phone: 866- 333-4705 www.dice.com | N | 0 |
| 31 | AARP 103 E. 125 th st., Suite 604 New York, NY 10035 Attn: Joseph Dirac Email: jdirac@aarp.org Phone: 212-423-9922 Fax: 212- 644-6390 | Y | 0 |
| 32 | Medialine P.O. Box 51909 Pacific Grove, CA 93950 Attn: Mark Shilstone, Manager Phone: 800-237-8073 www.medialine.com | N | 0 |
| 33 | 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 |
| 34 | New York State Department of Labor 250 Schermerhorn Street, 1 st Floor Brooklyn, NY 11201 Attn: Leslie Nathaniel Phone: 718- 780-9342 NYCjobbank@labor.ny.gov | Y | 0 |

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| 35 | Berkeley College, NYC Campus 3 E. 43 rd Street, 6 th Floor New York, NY 10017 Attn: Katherin Bradshaw Phone: 212- 986-4343 –Ext 4164 srr@berkeleycollege.edu | Y | 0 |
| 36 | Lexington Vocational Services Center, Inc. 30 th Avenue & 75 th Street Jackson Heights, NY 11370 Attn: Abby Waldman, Supervisor Job Development Phone: 718- 350-3111 Fax: 718- 350-3133 awaldman@lexnyc.org | Y | 0 |
| 37 | 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 |
| 38 | 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 |
| 39 | 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 |
| 40 | New York Times 229 W. 43 rd Street New York, NY 10036 Attn: Customer Service Phone: 866-238-4637 | N | 0 |

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| 41 | 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 |
| 42 | Radio and Records 10100 Santa Monica Boulevard Los Angeles, CA 90067 Attn: Lisa Linaes Email: joblisting@radiorecords.com Phone: 323-954-3400 | N | 0 |
| 43 | 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 |
| 44 | Media Recruiter Attn: Art Scott, Sales/Recruitment Director Phone: 303- 400-5150 Email: art@mediarecruiter.com www.mediarecruiter.com | N | 0 |
| 45 | Career Builder Website 8044 Montgomery Road Cincinnati, OH 45241 Attn: Andrew Carpenter Phone: 773-353-2617 www.careerbuilder.com | N | 0 |
| 46 | 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 |

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| 47 | Media Staffing Network 150 East Huron Chicago, IL 60611 Attn: Patty Kincaid Phone: 602-971-9382 | N | 3 |
| 48 | 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 |
| 49 | Linked In Website 1840 Embarcadero Road Palo Alto, CA 94303 Attn: Candy Mielke www.linkedin.com | N | 0 |
| 50 | Adweek 2382 Suite 350 Faraday, Carlsbad, Ca 92008 Attn: Maria Sternlicht Phone: 760- 692-4191 bmcdonald@adicio.com www.adweek.com | N | 0 |
| 51 | Five Towns College Career Services 305 N. Service Road Dix Hills, NY 11746-5871 Attn: Krysti O'Rourke, Director of Career Services Phone: 631- 656-2163 Fax: 631- 656-2192 korourke@ftc.edu | Y | 0 |
| 52 | Advertising Age Talent Works 711 Third Avenue, 2 nd Floor New York, NY 10017 Attn: Veronica Otten Phone: 212- 210-0100 galtieri@adage.com www.adage.com | N | 0 |

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| 53 | Creative Hotlist 110 Constitution Drive Menlo Park CA 94025 Attn: Valerie Pippin Phone: 650-815-4290 Fax : 650-326-1648 Website posting: www.creativehotlist.com | N | 0 |
| 54 | Institute of Audio Research 64 University Place New York, NY 10003 Attn: Ryan Chimmenti Phone: 646-274-8860 email: rchimmenti@iar.edu | Y | 0 |
| 55 | 500 Men The Pilgrim Cathedral of Harlem PO Box D500 Pomona, NY 10970 Attn: Otis Cruse Phone: 516-967-7323 Email: ocruse@aol.com <i>Updated: 2/1/2013</i> | N | 0 |
| 56 | 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 |
| 57 | 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 |
| 58 | RAB 1320 Greenway Drive Suite 500 Irving, TX 75038 Attn: John Potter Phone: 972- 753-6756 Fax: 972-753-6727 jpotter@rab.com | N | 0 |

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| 59 | 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 |
| 60 | Brooklyn College Latino Alumni Advisory Committee 325 East 92 nd Street Apt 2C New York, NY 10125 Attn: Rachel Strauss Rstrauss718@aol.com | Y | 0 |
| 61 | Media Financial Management Association 550 W. Frontage Road, Ste. 3600, Northfield, IL 60093 Attn: Mary Collins Phone: 847- 716-7000 Phone :847-716-7004 www.mediafinance.org | N | 0 |
| 62 | SHRM' s HR Jobs 1800 Duke Street Alexandria, Virginia 22314 Phone: 800-283-7476 Fax : 703- 535-6490 www.jobs.shrm.org | N | 0 |
| 63 | Music Jobs USA 714 N. LaBrea Hollywood, CA 90038 Phone: 323- 284-5589 http://us.music-jobs.com | N | 0 |
| 64 | JournalismJobs.com Equest 2010 Crow Canyon Place San Ramon, CA 94583 Attn: Kristi Michaud Phone: 303- 399-1043 kmichaud@equest.com www.JournalismJobs.com | N | 0 |

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| 65 | Google Base Equest 2010 Crow Canyon Place San Ramon, CA 94583 Attn: Kristi Michaud Phone: 303- 399-1043 kmichaud@equest.com www.google.com/base | N | 0 |
| 66 | Indeed Equest 2010 Crow Canyon Place San Ramon, CA 94583 Attn: Kristi Michaud Phone : 303- 399-1043 kmichaud@equest.com www.Indeed.com | N | 0 |
| 67 | Jobster Equest 2010 Crow Canyon Place San Ramon, CA 94583 Attn: Kristi Michaud Phone : 303- 399-1043 kmichaud@equest.com www.jobster.com | N | 0 |
| 68 | MyCRMcareer.com Equest 2010 Crow Canyon Place San Ramon, CA 94583 Attn: Kristi Michaud Phone: 303- 399-1043 kmichaud@equest.com www.myermcareer.com | N | 0 |
| 69 | Simply Hired Equest 2010 Crow Canyon Place San Ramon, CA 94583 Attn: Kristi Michaud Phone: 303- 399-1043 kmichaud@equest.com www.simplyhired.com | N | 0 |

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| 70 | 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 |
| 71 | 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 |
| 72 | 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 |
| 73 | Fashion Institute of Technology 227 West 27th Street New York, NY 10001-5492 Phone: 212-217-3012 Attn: Felix Rivera-Perez, Resource Associate Email: riveraperez@fitnyc.edu | N | 0 |
| 74 | Puerto Rico Federal Affairs Administration Attn: Rosa Cruz- Community Officer 135 West 50 th Street- 22 nd floor New York, NY 10020 Phone: 212-252-7300 Email: rcruz@prfaa.pr.gov | N | 0 |

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| 75 | Tufts University Career Services Dowling Hall, Suite 740 419 Boston Avenue Madford, MA 02155 Phone: 617-627-2304 Attn: Christian Cosasanto | N | 0 |
| 76 | Flatbush Development Corp. 1616 Newkirk Avenue Brooklyn, NY 11226 Attn: Robin Redmond Phone: 718-859-3800 Email: rredmond@fdconline.org | N | 0 |
| 77 | The Lighthouse Inc. 111 E 59th Street New York, NY 10022 Phone: 212-821-9275 Email: mshaw@lighthouse.org Attn: Marsha Shaw, Career Services | N | 0 |
| 78 | East Harlem Talent Network 240 East 123rd Street 3rd Floor New York, NY 10035 Adriane Mack - Project Coordinator O-(646)335-0828 Email: amack@striveinternational.org | N | 1 |
| 79 | Newark City Hall 920 Broad Street Newark, NJ 07102 Attn: Carrie Velez- Personnel Phone: 973-733-8008 Email: velize@ci.newark.nj.us | N | 0 |
| 80 | 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 |

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| 81 | Long Island University – Brooklyn Campus Office of Career Services 510 Pratt Building 1 University Plaza Brooklyn, NY 11201 https://mycareerkey.brooklyn.liu.edu/liu-brooklyn/employer AND nanette.fuenes@liu.edu | N | 0 |
| 82 | ASA College of Advanced Technology 81 Willoughby Street, 3rd Floor Brooklyn, NY 11201 Phone: 718-522-9800 ext 2109 Attn: Job Development (Mathew Fiorentino) Email: mfiorentino@asa.edu | N | 0 |
| 83 | Urban In Site Website Email: webmaster@urbaninsite.com | N | 0 |
| 84 | East Harlem Council Community of Improvement – NY Bilingual Institute 413 East 120th Street, 3rd Floor New York, NY 10035 Phone: 212-410-7707 | N | 0 |
| 85 | Essex County College Student Development Center 303 University Avenue Newark, NJ 07104 Attn: Sybil B. Wormley, Resource Specialist Phone: 973-280-8209 Email: swormley@essex.edu | N | 0 |
| 86 | 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: ajimenez@touro.edu | N | 0 |

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| 87 | 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 |
| 88 | Syracuse University – S.I. Newhouse School of Public Communications 215 University Place Syracuse, NY 13244 Phone: 315-443-1913 Attn: Career Development Center Email: belichti@syr.edu | N | 0 |
| 89 | Fedcap Career Design School Jackie Kosloski: Job Placement Specialist 119 West 19th Street New York, NY 10011 Phone: 212. 727.4200- Ext 252 Fax: 212.727.4390 Email: JKosloski@fedcap.org | Y | 0 |
| 90 | 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 |
| 91 | Kean University 1000 Morris Avenue Union, NJ 07083 Phone: 908-737-5326 Email: lcaytuer@kean.edu Attn: Lorena Caytuero | N | 0 |
| 92 | Art Institute of New York 11-17 Beach Street New York, NY 10013 Phone: 212-625-6024 Email: GKepner@aia.edu Attn: Gordon Kepner: Career Services Advisor | N | 0 |

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| 93 | University of Pennsylvania Career Services McNeil Building, Suite 20 3718 Locust Walk Philadelphia, PA 19104 Phone: 215-898-4827 Fax: 215-898-2687 Email: Nkershner@upenn.edu Attn: Neil Kershner Associate Dir of Career Services | N | 0 |
| 94 | Craigslist Website http://newyork.craigslist.org/ | N | 0 |
| 95 | 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 |
| 96 | The College of Westchester Career Services Department 325 Central Park Avenue White Plains, NY 10606 Phone: 914-831-0400 Email: AZuckerman@cw.edu Attn: Ashley Zuckerman | N | 0 |
| 97 | Community Access Unlimited 80 West Grand Street Elizabeth, NJ 07202 Phone: 908-354-3040, Ext.274 Email: DWoodliff@caunj.org Attn: Darrell Woodliff, Director | N | 0 |
| 98 | WBMB 87.9 FM – Baruch College Radio Attn: Career Services 55 Lexington Avenue, Suite 3-280 New York, NY 10010 Phone: 646-312-4722 Attn: Makala Rose | N | 0 |

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| 99 | St. Johns University- Center for TV, Film and Radio Marillac Room 436 8000 Utopia Parkway Jamaica, NY 11439 Phone: 718-990-5985 Email: bogartc@stjohns.edu Attn: Craig Bogart | N | 0 |
| 100 | Civic Association Serving Harlem Inc. 356 West 123rd Street New York, NY 10027 Phone: 212-864-5850 Attn: Robert Kinnery, Job Developer | N | 0 |
| 101 | Get Music Jobs.com 128 N. Pitt St, Suite 2, Alexandria, VA 22314 Must go directly to online post (Posts to this website are also posted on indeed.com, Lycos.com, Simplyhired.com, Myspace.com, JuJu.com, Edgeio, Washington Post Express, Jobalot, Facebook, Jobster and Jobvolume.) | N | 0 |
| 102 | WorkLink 60 Evergreen Place, Suite 401 Eat Orange, NJ 07018 Phone: 973-395-1000, Ext. 413 Attn. Lenette Shears | N | 0 |
| 103 | The Women's Center at CCM – County College Of Morris Student Community Center 115 214 Center Grove Road Randolph, NJ 07869 Phone: 973-328-5025 Email: Womenscenter@ccm.edu | N | 0 |
| 104 | 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 |

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| 105 | Pratt Institute 144 West 14th Street New York, NY Phone: 212-647-7199 Website: http://www.myinterfase.com/pratt/employer Attn: Rhonda Schaller- Career Services | N | 0 |
| 106 | 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 |
| 107 | Radio and Television Business Report P.O. Box 6633 Woodbridge, VA 22195 Attn : April McLynn Phone : 703-490-3099 http://www.rbr.com/ | N | 0 |
| 108 | Focus Hispanic Center for Community Development Inc. 441-443 Broad Street Newark, NJ 07102 Phone: 973-624-2528 Attn: Career Services Kathy Hernandez khernandez@focus411.org | N | 0 |
| 109 | Rutgers University Attn: Cheryl Egan, Assistant Director/Intern Coordinator Rutgers Univerxsity 360 Martin Luther King Jr. Blvd. Hill Hall, Room 112 Newark, NJ 07102 Phone: 973-353-5312 Email: cegan@newark.rutgers.edu | N | 0 |
| 110 | Liberal Arts Career Network Employer Development Committee http://www.lacnjobs.org lacnjobs@gmail.com | N | 0 |

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| 111 | Brooklyn College 2900 Bedford Avenue Brooklyn, NY 11210 Attn: Director of Career Center Robert M. Olivia fbaslsam@brooklyn.cuny.edu Phone: 718-951-5000 | N | 0 |
| 112 | Hunter College 695 Park Avenue New York, NY 10065 Phone: 212-772-4000 Susan McCarthy- Director or Career Center Email: smccarty@hunter.cuny.edu | N | 0 |
| 113 | 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 |
| 114 | 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 |
| 115 | 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 |
| 116 | York College 94-20 Guy R. Brewer Blvd. Jamaica, NY 11451 Phone : 718-262-2000 Career@york.cuny.edu | N | 0 |

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| 117 | Parsons School 66 Street 5th Avenue New York, NY 10011 Phone: 212-229-8940 Attn: Tiffany Bennette Email: Bennett@newschool.edu | N | 0 |
| 118 | Marymount Manhattan Attn: Matthew French 221 East 71th Street New York, NY 10021 Phone: 212-774-0786 / 212-517-0599 Email: mfrench@mmm.edu | N | 0 |
| 119 | Staten Island YMCA New Americas Welcome Center 285 Vanderbilt Avenue Staten Island, NY 10304 Phone : 718-981-4382 Rachel Rinaldo, Program Coordinator Email: rreynaldo@ymcany.org | N | 0 |
| 120 | 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 |
| 121 | Colgate University Center for Career Services 13 Oak Drive Hamilton, NY 13346 Keith Watkins – Recruiting Coordinator Phone: 315-228-7000 kwatkins@colgate.edu | N | 0 |
| 122 | Radio Ink 2090 Palm Beach, FL 33409 Post on line at www.radioink.com Phone: 561-655-8778-EXT 205 | N | 0 |

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|-----------|---|---|---|
| 123 | 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 |
| 124 | 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 |
| 125 | Help USA Richard Rolon 383 E. 143 rd Street – Suite 16F Phone: 917-340-7063 F:ax 212-289-2726 rrolon@helpusa.org ; richierichbx@yahoo.com | N | 0 |
| 126 | Hostos Community College/CUNY Idelsa Méndez Career Services Office Employment Coordinator 500 Grand Concourse Savoy Building, D-210 Bronx, NY 10451 Phone: 718-518-4427 Fax: 718- 518-4252 Imendez@hostos.cuny.edu www.hostos.cuny.edu/cso | N | 0 |
| 127 | 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 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|-----------|--|---|---|
| 128 | Locke Careers Inc. 380 Lexington Avenue- 17 th Floor New York, NY 10168 Attn: Jessica Gilman Phone: 212-551-7802 Fax: 212-551-7898 Email: jgilman@lockecareers.com www.lockecareers.com | N | 0 |
| 129 | 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 | 3 |
| 130 | Media Match Media Match Magazine P. O. Box 48220 Los Angeles, CA 90048 www.media-match.com Email: usa-media@media-match.com | N | 2 |
| 131 | The Cause Marketing Forum 63 Overlook Pl, Rye, NY 10580 Phone:(914) 921-3914 www.causemarketingforum.com | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|-----------|--|---|---|
| 132 | 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 |
| 133 | Talent Zoo 1736 Defoor Pl NW, Atlanta, GA 30318 Phone:(404) 607-1955 www.talentzoo.com | N | 0 |
| 134 | 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 |
| 135 | Association of Fund Raising Professionals 4300 Wilson Blvd, Suite 300, Arlington, VA 22203 Phone: 703-684-0410 www.afpnet.org | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS over 12-month period |
|--|--|---|---|
| 136 | Internal Transfers/Promotions | N | 5 |
| 137 | Job/ Career Fairs <i>(See Section III)</i> | N | 0 |
| 138 | Emmis NY Internship Program | N | 0 |
| TOTAL INTERVIEWEES OVER 12-MONTH PERIOD | | | 182 |

WQHT(FM),WEPN-FM, WBLS(FM), WLIB(AM)
EEO PUBLIC FILE REPORT
February 1, 2015 to January 31, 2016

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 |
|------------------------------|--|--------------------|
| ACCOUNT EXECUTIVES | 1-4,6-11,13-17,19-26,28,31,33-38,41,47-48,51,54-60,74-82,84-93,95-97,99,103-106,107-121,124-128 | 8 |
| ACCOUNT EXECUTIVES | 1-4,6-11,13-17,19-26,28,31,33-38,41,47-48,51,54-60,74-82,84-93,95-97,99,103-106,107-121,124-128 | 8 |
| ACCOUNT EXECUTIVES | 1-4,6-11,13-17,19-26,28,31,33-38,41,47-48,51,54-60,74-82,84-93,95-97,99,103-106,107-121,124-128 | 8 |
| ACCOUNT EXECUTIVES | 1-4,6-11,13-17,19-26,28,31,33-38,41,47-48,51,54-60,74-82,84-93,95-97,99,103-106,107-121,124-128 | 6 |
| ACCOUNT EXECUTIVES | 1-4,6-11,13-17,19-26,28,31,33-38,41,47-48,51,54-60,74-82,84-93,95-97,99,103-106,107-121,124-128 | 6 |
| DIGITAL SALES MANAGER | 1-4,6-11,13-17,19-21,23-25,28,31,33-36,38,48,51,54-57,59-60,72-77,79-82,85-89,91-93,95-97,99,103,105-106,108,109,111-113,115-121,123-127,129,136 | 136 |
| DIGITAL SALES PLANNER | 1-4,6-9,11,13-17,19-26,28,31,33-36,38,48,51,54-57,59-60,72-74,76-82,85-89,91-93,95-97,99,103-104,106,108-109,111-113,115-121,123-127,129 | 8 |
| SENIOR SYSTEMS ADMINISTRATOR | 1-4,6-9,11,13-17,19-26,28,31,33-36,38-39,48,51,54-60,70,72-74,76-82,85-89,91-93,95-97,99,103-104,106,108-109,111-113,115-121,123-127,130 | 6 |
| NATIONAL SALES COORDINATOR | 1-4,6-9,11,13-17,19-26,28,31,33-36,38-39,48,51,54-60,70,72-74,76-82,85-89,91-93,95-97,99,103-104,106,108-109,111-113,115-121,123-127,136 | 136 |
| SALES PROJECT MANAGER | 1-4,6-9,11,13-17,19-25,28,31,33-36,38,48,51,54-57,59-60,74,76-81,85-89,91,93,95-97,99,103-104,106-113,115-121,123-127 | 8 |

| Job Title | Recruitment Sources (RS) Used to Fill Vacancy | RS Referring Hiree |
|--------------------------------|---|--------------------|
| SALES PROJECT MANAGER | 1-4,6-9,11,13-17,19-25,28,31,33-36,38,48,51,54-57,59-60,74,76-81,85-89,91,93,95-97,99,103-104,106-113,115-121,123-127 | 8 |
| WQHT ON AIR PERSONALITY | 1,6-8,11,14,17,19-20,23-25,28,30,31,33-36,38,48,51, 54, 56-57,59-60,89,127 | 6 |
| ENTRY LEVEL ACCOUNT EXECUTIVES | 1-4,6-9,11,13-17,19-26,28,31,33-36,38-39,48,51,54-60,70,72-74,76-82,85-89,91-93,95-97,99,103-104,106,108-109,111-113,115-121,123-127, 130,136 | 136 |
| ENTRY LEVEL ACCOUNT EXECUTIVES | 1-4,6-9,11,13-17,19-26,28,31,33-36,38-39,48,51,54-60,70,72-74,76-82,85-89,91-93,95-97,99,103-104,106,108-109,111-113,115-121,123-127, 130,136 | 136 |
| ENTRY LEVEL ACCOUNT EXECUTIVES | 1-4,6-9,11,13-17,19-26,28,31,33-36,38-39,48,51,54-60,70,72-74,76-82,85-89,91-93,95-97,99,103-104,106,108-109,111-113,115-121,123-127, 130,136 | 136 |
| NY INCITE DIRECTOR | 1-4,6-9,11,13-17,19-25,28,31,33-36,38,48,51,54-57,59-60,74,76-81,85-89,91,93,95-97,99,103-104,106-113,115-121,123-127,130-135 | 8 |
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WQHT(FM), WEPN- FM, WBLs(FM), WLIB(AM)
EEO PUBLIC FILE REPORT
 2/1/15 – 1/31/2016

III. RECRUITMENT INITIATIVES

| | TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION) | BRIEF DESCRIPTION OF ACTIVITY |
|---|--|---|
| 1 | Participated in an event or program sponsored by, or on behalf of an educational institution relating to career opportunities in broadcasting. | On February 19 th 2015, the Director of HR participated at the Spring 2015 Career Seminar hosted by Access for Women. She spoke to several college students regarding careers in careers for women in the media industry. |
| 2 | Participated in an event or program sponsored by, or on behalf of a community organization relating to career opportunities in broadcasting. | On March 11 th 2015, the Director of HR participated in a panel discussion hosted by the New York City Department of Youth and Community Development. Topics discussed included best practice employer engagement strategies to support job opportunity in private companies, including media companies. |
| 3 | Participated in an event or program sponsored by, or on behalf of an educational institution relating to career opportunities in broadcasting and Marketing. | On March 17 th 2015, our Promotions Director was a guest speaker at The Institute of Audio Research for their Marketing Program. Topics discussed were careers in Media. |
| 4 | Participated in an event or program sponsored by, or on behalf of a community organization relating to career opportunities in broadcasting. | On March 27 th and March 28 th 2015, the Director of HR, participated in a speaking panel at Year Up, a program that provides urban young adults with the skills, experience, and support that will empower them to reach professional success. The Director of HR shared with them about various careers in the broadcasting industry. |

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| 5 | Participated in an event or program sponsored by, or on behalf of an educational institution relating to career opportunities in broadcasting. | On March 28 th 2015, the Director of HR, participated in a speaking panel for East Harlem Talent Network, a program that provides urban young adults with the skills, experience, and support that will empower them to reach professional success. The Director of HR shared with them about various careers in the broadcasting industry. |
| 6 | Internship Program. | Beginning April 14 th - June 26 th 2015 Two students from the YAIP Employment Program The Door, and OBT hosted by the NYC Department of Youth and Community Development to work for 12 weeks with in various departments. The program allowed the students to gain business experience in the field of radio broadcasting from the age of 17-24. |
| 7 | Hosted an event or program sponsored by, or on behalf of an educational institution relating to career opportunities in broadcasting. | On April 23, 2015, our SEU provided a station tour and mentoring for three high school students selected by Tuesday's Children, 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 HR, Program Director – Hot 97, Music Director- Hot 97, Program Director- WBLS and Promotions Director spent the day mentoring and offering career guidance in broadcasting. |
| 8 | Participated in an event or program sponsored by, or on behalf of a professional organization relating to career opportunities in broadcasting. | On April 29 th 2015, Emmis New York attended and 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 our Community Affairs Director. |
| 9 | Participated in event or program sponsored by, or behalf of an educational institution relating to career opportunities in broadcasting. | On May 15 th 2015, the Director of HR participated in the Mott Hall IV Middle School Career Day. The day was spent giving students some insight as to careers in the broadcasting field. |
| 10 | Hosted an event or program sponsored by, or behalf of an educational institution relating to career opportunities in broadcasting. | On July 16, 2015 our SEU provided a station tour for students from the Rutgers University Future Scholars Program. The Director of Community Affairs, The Director of HR and Senior Account Executive spent time mentoring the students and sharing information about careers in broadcasting. |

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| 11 | Participated in an event or program sponsored by, or on behalf of an educational institution relating to career opportunities in broadcasting. | On July 28, 2015 and July 30 th 2015, our SEU provided a station tour for a group of college students from New York University's Broadcasting Program. The Program Director, Music Director and several On Air personalities spent the day mentoring the college students regarding careers in broadcasting. |
| 12 | Participated in event or program sponsored by, or on behalf of a professional organization relating to career opportunities in broadcasting. | On September 18th 2015, our SEU participated in a Best Practice in Employer Engagement panel hosted by Workforce Professional Training Institute. Our Director of HR participated on a panel to discuss engaging private sector employers on techniques, practices and strategies as it relates to the improvement of job growth for the Summer Youth Employment Program. |
| 13 | Participated in event or program sponsored by, or on behalf of a professional organization relating to career opportunities in broadcasting. | On October 26, 2015, Emmis New York attended and 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 our Community Affairs Director. |

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|----|---|---|
| 14 | Internship Program | Beginning November 30 th 2015–February 12 th 2016 Four young adults from the YAIP Employment Program from The Door and OBT hosted by the NYC Department of Youth and Community Development for 12 weeks within various departments. The program allowed the students to gain business experience in the field of radio and broadcasting from the ages of 17-24. |
| 15 | Participated in event or program sponsored by, or behalf of a professional organization for local college students to discuss career opportunities in broadcasting. | On December 24, Emmis New York attended and participated in the New York Market Radio (NYMRAD) Multicultural Career Workshop. Our Field Promotion Coordinator hosted a career table, and talked to college students about careers in broadcasting. |
| 16 | Sponsor internship programs. | <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 or 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 of 33 students interned.</p> <p>During the Winter/ Spring Semester, 12 students interned in a number of station departments including the Programming department (3), the Promotions Department (2), the Digital Department (3), The Traffic Department (2), Sales (2)</p> |

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| | | <p>During the Summer Semester, 11 students interned in a number of station departments including the Programming Department (2), The Promotions Department (2), the Digital Department (2), & the Sales Department (3), and Traffic (2)</p> <p>During the Fall Semester, 10 students interned in a number of station departments including Programming (2), the Promotions Department (2), the Digital Department (2), Traffic Department (2), Sales Department (2)</p> |
|--|--|---|