

**WABC (AM) and WLIR (FM)
EEO PUBLIC FILE REPORT
February 1, 2021 – January 31, 2022¹**

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
On-Air Talent (3)	1,12	12,12
Account Executive (3)	1, 4, 12, 13, 14, 15, 16, 17, 18, 19,21, 22	4,12,13
Receptionist (3)	1, 5, 13,14, 15, 16, 22. 23, 24,25	13,13,13
Traffic & Continuity Director	1,13,14,15,16,23	13
Marketing Manager	1,13,14,15,21,23,25	15
Associate Attorney	13,23,24,25,26	25
Operations Manager	3,8,13,14,15,25	8
Financial Assistant	1,3,13,23	3
Broadcast Engineer	1,3,13,14,15,18,20,23,25	20
Brand Ambassador (7)	1,3,13,21,23,24	13,13,13,24,24,24,24
Tricaster Op/Videographer (2)	3,13,14,15,21,23,27	3,13
Graphics Assistant (2)	3,4	3,4
Junior Tricaster Operator	13,15,21,23,27	21
Continuity Assistant	4,12,13,14,15,23	13
Podcast Manager	13,15,21,23	13
Broadcast Interns (5)	1,2,3,13,14,15,21,23,24	3,3,13,13,24
Journalist	1,13,21,24,25	13
News Director	1,8,13,25	8
Phone Screener (9)	1,5,7, 13, 21,22,23,24	1,7,13,13,13,13,13,13,21

Marketing Assistant (2)	1, 5, 13,14, 15, 16, 22. 23, 24,25	13,23
Board Operator (6)	1, 2, 3, 5, 6, 9, 11, 14, 15, 16, 17, 18, 19, 22,23	1,3,13,13, 13,23

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	SEU Station Website (wabcradio.com/careers)	N	11
2	SEU Social Media (instagram/77wabc)	N	0
3	Employee Referral	N	6
4	Word of Mouth / Outside Referral	N	0
5	Letter of General Inquiry	N	5
6	Former Employee (Full or Part-Time)	N	0
7	Former SEU Intern	N	0
8	SEU Full-Time Employee	N	0
9	SEU Part-Time Employee	N	0
10	SEU Independent Contractor	N	0
11	SEU Intern	N	1

**WABC (AM) and WLIR (FM)
EEO PUBLIC FILE REPORT
February 1, 2021 – January 31, 2022**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Industry Colleague	N	3

13	Indeed.com	N	131
14	All Access Radio Industry Jobs Forum P.O. Box 6587 Malibu, CA 90264 allaccess.com	N	0
15	Entertainment Careers 2118 Wilshire Boulevard #401 Santa Monica, CA 90403 entertainmentcareers.net	N	3
16	Radio Online 3400 Tripp Avenue Amarillo, TX 79121-1637 jobs.radio-online.com/content/jobs_list	N	0
17	TV and Radio Jobs tvandradiojobs.com	N	0
18	National Alliance of State Broadcasters Associations 2333 Wisconsin Street N.E. Albuquerque, NM 87110 careerpage.org	N	0
19	New York State Broadcasters Association 1805 Western Avenue Albany, NY 12203 nysbroadcasters.org/careers/job-listings	N	0
20	Society of Broadcast Engineers, Inc. 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 sbe.org/resources/jobs <i>Note: Broadcast engineer openings only</i>	N	1
21	Job Fairs attended by SEU	N	4
22	Station On-Air Announcements: The SEU broadcasts a 30-second announcement inviting community of license residents to apply for jobs at the SEU.	N	0
23	Ziprecruiter.com	N	10
24	Handshake.com (digital college job boards)	N	5

25	Linkedin.com	N	31
26	Goinghouse.com	N	6
27	Craigslist.com	N	10

**WABC (AM) and WLIR (FM)
EEO PUBLIC FILE REPORT
February 1, 2021 – January 31, 2022**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	Exigent Circumstances	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in a job fair	The SEU's HR Generalist attended 3 virtual job fairs, two New York City based and one Brooklyn based.
3	Participate in programs sponsored by educational institutions relating to career opportunities in broadcasting	The SEU's HR Generalist attended 4 Virtual University Job Fairs. Due to COVID-19, Colleges/ Universities didn't resume sponsoring Virtual Career fairs in our area until May 2021
4	Participate in events sponsored by organizations representing community groups interested in broadcast employment issues, including career days and similar activities	Due to the COVID-19 Pandemic and related closures, career days and similar activities were suspended during the majority period covered by this report.
5	College Internship Program	Due to the COVID-19 Pandemic and college / university closures, the SEU only hosted 1

		college intern in the summer semester.
6	Management Training	When a Department Head / Manager needs to recruit for an open position, the HR Generalist reviews the entire recruitment process, including proper dissemination of the job posting, recordkeeping, hiring procedures and preventing discrimination. This initiative is done on an ongoing basis.
7	Participation in other activities designed by the Station Employment Unit	The Station Employment Unit has a webpage that lists all current full and part-time openings and internship information at wabcradio.com/careers/ . A link to the webpage is shared periodically on social media. This initiative is done on an ongoing basis.

**WABC (AM) and WLIR (FM)
EEO PUBLIC FILE REPORT
February 1, 2021 – January 31, 2022**

8	Participation in other activities designed by the Station Employment Unit	The SEU broadcasts a 30-second announcement inviting the community of license residents to apply for jobs at the SEU several times per week. The announcement is also scheduled in the stations' broadcast streams. This initiative is done on an ongoing basis.
9	Participation in other activities designed by the Station Employment Unit	The SEU broadcasts a 30-second announcement inviting community groups and educational institutions that have job banks or provide career services to ask to receive the SEU's job listings several times per week. The announcement is also scheduled in the stations' broadcast streams. This initiative is done on an ongoing basis.