

**WABC (AM), WPLJ (FM), WNSH (FM) and WNBM (FM)
EEO PUBLIC FILE REPORT
February 1, 2018 – January 31, 2019**

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
News Reporter	1, 2, 3, 4, 7, 8, 9, 10, 11, 12, 14, 15, 23, 24	24
Digital Sales Manager	1, 2, 3, 4, 7, 8, 9, 10, 11, 12, 13, 17	1
Account Executive (2)	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 14, 15, 16, 19	Hiree 1: 6 Hiree 2: 1
Podcast Producer	1, 2, 3, 4, 7, 8, 9, 10, 11, 12, 14, 15	1
Program Director	1, 2, 3, 4, 7, 8, 9, 10, 11, 12, 13, 17, 20, 22, 25	13
Sales Strategist (3 hires)	1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 12, 14, 16, 20, 21, 23, 28	Hiree 1: 28 Hiree 2: 23 Hiree 3: 21
New Business Manager	1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 12, 14, 17, 22	1
Promotions Director (2 hires)	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 17, 22	5*
Associate Producer	1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 12, 14, 17, 19, 23	5
Account Executive	1, 2, 3, 4, 6, 7, 8, 9, 10, 11, 12, 19, 14	6
Account Executive (2 hires)	1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 12, 14, 19	5*
Account Executive	1, 2, 3, 4, 5, 7, 8, 9, 10, 11, 12, 14, 20, 25	25

* Hirees were referred by multiple employees

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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	Cumulus Careers (cumulus.com/careers)	N	26
2	Cumulus Company Facebook Page	N	0
3	Internal Cumulus Job Posting (CMPBusinessManagers@cumulus.com)	N	0
4	SEU Websites (wabcradio.com, 955plj.nyc, radio1039ny.com, nashfm947.com)	N	0
5	Employee Referral	N	18
6	Non-Employee Referral	N	9
7	Indeed (indeed.com)	N	3
8	Zip Recruiter	N	0
9	Glassdoor (glassdoor.com)	N	0
10	Linked In (linkedin.com)	N	2
11	Link Up Job Search (linkup.com)	N	0
12	Monster (monster.com)	N	0
13	All Access Job Forum (allaccess.com)	N	5
14	Entertainment Careers (entertainmentcareers.net)	N	0
15	TV and Radio Jobs (tvandradiojobs.com)	N	0
16	Handshake (joinhandshake.com – 66 colleges / universities)	N	1
17	New York State Broadcaster’s Association Job Bank	N	0
18	New York Market Radio Employment Opportunities	N	0
19	Job Fair Attended By SEU	N	0
20	Letter of General Inquiry / Self-Referral	N	2
21	Former SEU Intern	N	1
22	SEU Full Time Employee	N	5
23	SEU Part Time Employee	N	2
24	SEU Independent Contractor	N	1
25	Industry Colleague	N	2
26	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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Station On-Air Announcements: 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.	N	0
28	Station On-Air Announcements: From August 15 to September 30, WNSH broadcast a 30-second announcement inviting community of license residents to apply for open positions in the Sales Department.	N	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			79

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in a job fair	On February 28, 2018, the SEU participated in the Pace University Business Career Fair in New York, New York. It was attended by the Recruitment Specialist.
2	Participate in a job fair	On March 27, 2018, the SEU participated St. Thomas Aquinas College Job & Internship Fair in Sparkill, New York. It was attended by the Recruitment Specialist.
3	Participate in a job fair	On September 20, 2018, the SEU participated in a Career / Internship Fair at St. Peter’s University, Jersey City, NJ. It was attended by the Recruitment Specialist.
4	Participate in a job fair	On November 30, 2018, the SEU participated with NYMRAD by hosting a booth at the IRTS Multicultural Career Workshop’s Job Fair. Attendees were selected through a competitive application process and attend a full day of panels prior to meeting with representatives from NYMRAD and member stations at the job fair. The Recruitment Specialist attended.
5	Participate in programs sponsored by educational institutions relating to career opportunities in broadcasting	On March 2 and 3, 2018, the SEU took part in the Annual Intercollegiate Broadcasting System Conference in New York City. An Assistant Program Director / On-Air Host conducted a one-hour seminar in which he discussed his career path, how to impress during an internship, provided guidance on applying jobs, took part in a Q&A and remained for a networking session. He also hosted two groups of students for tours of the broadcast facility. Another On-Air Host took part in a 45-minuted moderated session for approximately 100 students in which he answered questions about broadcast careers. The Creative Services Director hosted approximately 15 students at the broadcast facility. He demonstrated the various equipment and software in his studio, discussed careers in production and radio, the importance of internships, and advice on how to get into the business.
6	Participate in events sponsored by organizations representing community groups interested in broadcast employment issues, including career days and similar activities	On April 14, 2018 an On-Air Host at the SEU took part in the day long SAG / AFTRA Mentor Day for college students. Attended by approximately 75 students, the host took part in a panel discussion on radio careers, met with students individually and reviewed their airchecks.
7	Sponsor events in the community designed to inform and educate the public concerning employment opportunities in broadcasting	On November 29, 2018, the SEU hosted the NYMRAD IRTS Multicultural Career Workshop Reception at its broadcast facility. Students were able to informally discuss entry level opportunities and career paths. It was attended

		by the Vice President / New York Market Manager, the Vice President of Sales, Sales Managers, the Digital Sales & Operations Director, the Digital Program Manager, several Account Executives as well as colleagues from other radio station groups in the market.
8	Establish training program designed to assist members of the community to acquire skills needed for broadcast employment	In Summer 2018, the SEU established the full-time position of Sales Strategist as an account executive training program for recent college graduates. Individuals will spend 18 months learning about the role by assisting Sales Managers and Account Executives, attending client meetings, attending staff sales meetings, learning how to present to clients through written proposals and in-person meetings, and establishing their first client accounts. Supervision is by a Sales Manager who instructs and meets with the Strategists as individuals and a group daily. At the end of the 18 month program, they will be promoted to Account Executives.
9	College Internship Program	<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 sales, digital media, news, programming and promotions. They are also given the opportunity to shadow on-air talent as they work in the studios at the SEU.</p> <p>During the period of this report, the SEU hosted 10 interns from the following educational institutions:</p> <p>Gettysburg College Kean University LaGuardia Community College Marist College Muhlenberg College Pace University SUNY / Old Westbury SUNY / Oswego University of Alabama William Paterson University Xavier University</p>
10	College Student Mentoring	On September 12, 2018, the Vice President / Market Manager mentored a student interested in pursuing a bachelor's degree in communications / broadcasting. They discussed various career paths in the field, steps to launch a career in radio, and the importance of setting goals over the course of an hour.
11	Job Shadow	On August 9, 2018 the Creative Services Director hosted an entry-level broadcast professional from a radio network who was interested in learning more about station imaging and the differences from his role in network radio. Over the course of a few hours, the Creative Services Director explained his role, demonstrated his job, answered questions and provided tips and tricks for digital editing.

12	Job Shadow	On November 7, 2018, the Creative Services Director hosted a SEU part-time employee who was interest in learning more about station imaging and production. Over the course of a few hours, the Creative Services Director explained his role, demonstrated his job and answered all questions.