

EEO PUBLIC FILE REPORT
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WKXZ-FM, WSRK-FM, WTBD-FM, WZOZ-FM]
[February 1, 2016 – January 31, 2017]

Section 1. Vacancy List

| Job Title | Recruitment Sources (RS) Used to Fill Vacancy | RS that Referred the hiree |
|-------------------|--|-----------------------------------|
| Account Executive | 1,2,5,9 | 10 |

Section 2. Recruitment Source List

| RS Number | RS Information | RS Entitled to Vacancy Notification? (Yes/No) | No. of Interviews Referred by RS over 12-month period |
|------------------|--|--|--|
| 1 | NYS Department of Labor David Croston 17 Dietz Street Oneonta, NY 13820 607-432-4800 | No | 0 |
| 2 | SUNY Oneonta Oneonta NY 13820 | No | 0 |
| 3 | Hartwick College Alumni Allison Dodge Oneonta NY 13820 607-431-4088 | No | 0 |
| 4 | Hartwick College Oneonta NY 13820 | No | 0 |
| 5 | Commerce Chenango Audrey Robinson 15 South Broad St Norwich NY 13815 (607) 334-1400 | No | 0 |
| 6 | Jobvite | No | 0 |
| 7 | Job Board Indeed | No | 0 |
| 8 | Media Staffing Network | No | 0 |

| | | | |
|---|---|----|---|
| 9 | Townsquare Media On-Air Announcements | No | 3 |
| 10 | Internal Referrals | No | 4 |
| 11 | Walk In | No | 1 |
| Total Number of Interviews over 12-month period: 8 | | | |

Section 3. Recruitment Initiatives

| Type of Recruitment Initiative | Brief Description of Activity |
|---|---|
| Internship Program | SUNY Oneonta student Internship, focusing primarily on Social Media and Websites |
| Participation in Job Fair – Otsego County Chamber – 3/2016 | Booth at Job Fair in March 2016 attended by Market President, who has substantial responsibility in the making of hiring decisions |
| Participation in Job Fair – Commerce Chenango – 11/2016 | Booth at College & Community Job Fair attended by Market President and Operations Manager, both who have substantial responsibility in the making of hiring decisions. |