

**WABC (AM), WPLJ (FM), WNSH (FM) and WNBM (FM)  
EEO PUBLIC FILE REPORT  
February 1, 2017 – January 31, 2018**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1, 2, 3, 5, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 21, 33	5
Assistant To Executive Producer	1, 2, 3, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 21, 22, 23, 24, 25, 26, 33	2
Account Executive	1, 2, 3, 5, 9, 10, 11, 12, 13, 14, 15, 16, 18, 20, 21, 33	5
Street Team Leader	1, 2, 3, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 31, 33	31
Contest Fulfilment Specialist	1, 2, 3, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20, 21, 31, 33	31
Account Executive	1, 2, 3, 5, 9, 10, 11, 12, 13, 14, 15, 16, 18, 20, 21, 22, 23, 24, 25, 26, 27, 29, 30, 33	5
Account Executive (3)	1, 2, 3, 4, 5, 9, 10, 11, 12, 13, 14, 15, 16, 18, 20, 21, 22, 23, 24, 25, 26, 27, 28, 33	4, 5, 5

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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	Internal Cumulus Posting	N	0
2	SEU Websites (wabcradio.com, 955plj.nyc, radio1039ny.com, nashfm947.com)	N	6
3	CMP Business Managers (CMPBusinessManagers@cumulus.com)	N	0
4	Employee Referral	N	2
5	Non-Employee Referral	N	12
6	Re-Hire (Former Employee)	N	0
7	Internal Company Transfer	N	0
8	Letter of General Inquiry / Self-Referral	N	0
9	Cumulus Careers (cumulus.com/careers)	N	0
10	Indeed (indeed.com)	N	0
11	Zip Recruiter	N	0
12	Glassdoor (glassdoor.com)	N	0
13	Linked In (linkedin.com)	N	1
14	Link Up Job Search (linkup.com)	N	0
15	Monster (monster.com)	N	0
16	Facebook	N	0
17	All Access Job Forum (allaccess.com)	N	0
18	Entertainment Careers (entertainmentcareers.net)	N	3
19	TV and Radio Jobs (tvandradiojobs.com)	N	0
20	Handshake (joinhandshake.com)	N	0
21	New York State Broadcaster’s Assoc. Job Bank	N	0
22	New York Market Radio Employment Opportunities	N	0
23	Brooklyn College Career Services	N	0
24	Baruch College Career Services	N	0
25	City University of New York / Hunter College Career Services	N	0
26	Fordham University Career Services	N	0
27	Wagner College Center For Academic & Career Engagement	N	0
28	Job Fair Attended By SEU	N	0
29	Word-of-Mouth	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
30	Former SEU Intern	N	1
31	SEU Part Time Employee	N	2
32	Unknown Source	N	2
33	Station On-Air Announcements: The SEU broadcasts a 30-second announcement inviting the community of license residents to apply for jobs at the SEU.	N	0
34	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
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			29

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Participate in a job fair	On March 28, 2017, the SEU participated in National Career Fairs' New Jersey Career Fair at the Holiday Inn Cherry Hill. It was attended by the Recruitment Specialist.
2	Participate in a job fair	On April 25, 2017, the SEU participated in National Career Fairs' New York Career Fair at The Watson Hotel, New York City. It was attended by the Recruitment Specialist.
3	Participate in a job fair	On September 28, 2017, 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 October 13, 2017, the SEU participated with NYMRAD by hosting a booth at the IRTS Multicultural Career Workshop. Attendees are 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 a job fair	On October 26, 2017, the SEU participated in the CUNY LEADS Career / Internship Fair at York College, Jamaica, New York. It was attended by the Recruitment Specialist.
6	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	On June 6, 2017, the SEU hosted students from Nassau Community College for two-hours. The students were given a tour of the broadcast facility and spoke with on-air talent, creative services personnel and a program director about their job roles, the various jobs at a radio station and how to start their broadcasting careers.
7	Participate in career event / program sponsored by a broadcasting organization	On March 3 and 4, 2017, SEU on-air talent took part in the 77 <sup>th</sup> Annual Intercollegiate Broadcasting System Conference in New York City. One on-air host conducted two one-hour seminars and hosted a group of participating students at the SEU's broadcast facilities. The first seminar was for 35 students on transitioning from college radio to their first on-air job, putting together a demo reel, how to interview and a Q&A. The second seminar was for 125 students and covered voiceover work, philosophy of the audition, putting together a demo reel, home recording gear, how to find voice work and a Q&A. Lastly, 12 students toured the broadcast facilities with him. He demonstrated the various equipment and software in his studio, discussed careers in production and radio, the importance of internships, and how to get into the business. The students also had the opportunity to speak with 2 Program Directors, a Creative Services Director and 2 other on-air hosts at the SEU. The WPLJ Morning Show hosted a one hour panel for 200 students during the conference. The

		<p>moderator asked questions about their start in the radio industry and day to day operations. They also answered students' questions. Lastly, one SEU talent hosted a seminar for 100 students on how to produce video content and answered their questions.</p>
8	<p>Participate in career event / program sponsored by a broadcasting organization</p>	<p>On April 7, 2017 an on-air host at the SEU took part in the day long SAG / AFTRA Mentoring Seminar for college students. Attended by approximately 60 students, he spoke on careers in radio, creating a demo reel, and establishing a career in voice over / commercial work.</p>
9	<p>Participate in career event / program sponsored by a broadcasting organization</p>	<p>On October 13, 2017, the SEU participated with NYMRAD by hosting a booth at the IRTS Multicultural Career Workshop. Attendees met with representatives from media companies on day two of the conference to learn more about career paths in broadcasting. It was attended by the Recruitment Specialist.</p>
10	<p>Establish training program designed to enable station personnel to acquire skills that could qualify them for higher level positions</p>	<p>The SEU and Cumulus Media encourages employees to become experts in the field and to push beyond their job descriptions to learn new skills and more about the various career paths available to them. Internal promotion is readily available to top-performing employees who show initiative and the desire to grow within the industry.</p>
11	<p>College Internship Program  During the period of this report, the SEU hosted 34 interns from the following educational institutions:  Bergen County Community College  Binghamton University  Brown University  College of Charleston  College of Staten Island  George Washington University  Hofstra University  Iona College  Kings College  Long Island University  Montclair University  Nassau Community College  Pace University  Penn State University  Rutgers University – Newark  Seton Hall University  State University of New York – Old Westbury  Syracuse University  University of Delaware  University of Kansas  Villanova University  William Paterson University</p>	<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>
12	<p>Horace Greeley High School Internship Program</p>	<p>Summer 2017 Internship Program set up by the high school to allow students to explore careers, learn about</p>

		broadcasting and basic job skills. The SEU hosted one student who was paired with the SEU's Bernie & Sid Show.
13	Provide training to management-level personnel concerning methods of ensuring equal employment opportunity and preventing discrimination	On December 18, 2017, the SEU participated in a corporate training seminar for management-level personnel on recruitment and equal employment opportunity in the workplace. The SEU's VP/Market Manager, Business Manager and all Sales Managers were active attendees.