

**WHAM(AM), WHTK(AM/FM), WDVJ(FM), WFXF(FM),  
WKGS(FM), WVOR(FM)**

**EEO PUBLIC FILE REPORT  
February 1, 2010- January 31, 2011<sup>1</sup>**

**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>
Promotions Coordinator	1-83, 87, 91	87
Account Executive	1-80, 84, 91, 93, 98-100, 102, 104-105, 108, 112-114, 119	91
IT Manager	1-40, 42-83, 87, 91	83
Account Executive	1-40, 42-83, 87, 91	86
Market Manager	1-40, 42-83, 87, 91, 99	86
Account Executive	1-40, 42-83, 87, 91	92
Account Executive	1-40, 42-83, 87, 91	91

<sup>1</sup> This report provides recruitment data collected from January 22, 2010 through January 31, 2011.

**WHAM(AM), WHTK(AM/FM), WDWI(FM), WFXF(FM),  
WKGS(FM), WVOR(FM)**

**EEO PUBLIC FILE REPORT  
February 1, 2010 - January 31, 2011**

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<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>
1	Ms. Cynthia Powell Action For A Better Community 550 East Main Street Rochester, NY 14604 Phone - (585) 325-5116 x4207	Y	0
2	Ms. Margaret Lewis Action Toward Employment Program (Unity Health) 46 Prince Street, Third Floor Rochester, NY 14607 Phone - (585) 368-6620 <b>EXPANDED AND ENTITLED (EFFECTIVE 10/17/07)</b>	Y, as of 10/17/07	0
3	Mr. Josh Griffin Ad Council of Rochester 70 Linden Oaks, Third Floor Rochester, NY 14625 Phone - (585) 383-5454	N	0
4	Ms. Elaine Antonioli Alfred State College SDC 204, 10 Upper College Drive Hunter Student Development Center Alfred, NY 14802 Phone - (607) 587-4385	Y	0
5	Ms. Peggy Broderick Alfred University Career Development Center Saxon Drive Alfred, NY 14802 Phone - (607) 871-2164	Y	0
6	Dr. Robyn Goodman Associate Professor Communications Studies Alfred University Career Development Center Saxon Drive Alfred, NY 14802 Phone - (607) 871-2164	Y	0
7	Ms. Melanie Trotter-Jiggetts Baber AME Church 550 Meigs Street Rochester, NY 14607 Phone - (585) 461-1395	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>
8	Mr. Ron Thomas Baden St. Settlement, Inc. 152 Baden Street Rochester, NY 14605 Phone - (585) 325-8137	N	0
9	Ms. Barbara Harte BOCES 2 Center for Workforce Development 3545 Buffalo Road Rochester, NY 14624 Phone - (585) 349-9130	N	0
10	Mr. Larry Rickel Broadcast Image Group 7744 Broadway, Suite 100 San Antonio, TX 78209 Phone - (210) 828-6664	N	0
11	Mr. Larry Truillo Broome Community College PO Box 1017 Binghamton, NY 13902 Phone - (607) 778-5205	Y	0
12	Ms. Christine Panek Bryant & Stratton College 150 Bellwood Drive Rochester, NY 14606 Phone - (585) 720-0660 ext. 239	N	0
13	Ms. Sylvia Wells California Chicano News Media Association USC Annenberg School of Journalism 300 South Grand Avenue, Suite 3950 Los Angeles, CA 90071-8110 Phone - (213) 437-4408	N	0
14	Ms. Connie Faull Career Development Services, Inc. 150 State Street Rochester, NY 14614 Phone - (585) 244-0765	Y	0
15	Ms. Joan Beecher Career Resource Center of the Finger Lakes 5253 Parkside Drive Canandaigua, NY 14424 Phone - (585) 394-9300	N	0
16	Mr. Steven Laiosa Career Systems Dev. Vocational Assessment/Placement Project 1787 Norton Street Rochester, NY 14609 Phone - (585) 544-4880	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Ms. Meg Osborne Cayuga Community College Career Placement 197 Franklin Street Auburn, NY 13021 Phone - (315) 255-1743 ext. 2222	N	0
18	Ms. Janet Hutsebaut and Mr. Kevin Foley Connecticut Schools of Broadcasting 377 Route 17 South Penthouse Hasbrouck Heights, NJ 07604 Phone - (201) 288-5800	Y	0
19	Ms. Janet Nordman Coventry Job Club 2101 Lac De Ville Boulevard, Suite 2 Rochester, NY 14618 Phone - 585-272-3500, ext. 225	N	0
20	Ms. Doris Hannah Educational Opportunity Center 305 Andrews Street Rochester, NY 14604 Phone - (585) 232-2730 x215	N	0
21	Ms. Sandra Rice Emma L. Bowen Foundation for Minority Interests in Media 524 West 57th Street New York, NY 10019 Phone - (212) 975-2545	Y	0
22	Ms. Cheryl Wailand Erie Community College Career Resource Center 121 Ellicott Street Buffalo, NY 14203 Phone - (716) 851-1183	Y	0
23	Ms. Aaronda Stanley Career Services Representative Everest Institute 1850 East Ridge Road Rochester, NY 14622 Phone - (585) 266-0430 x203 <b>EXPANDED AND ENTITLED (EFFECTIVE 11/25/08)</b>	Y, as of 11/25/08	0
24	Ms. Catherine Petruccione Finger Lakes Community College Career Services 4355 Lake Shore Drive Canandaigua, NY 14424 Phone - (585) 394-3500	N	1
25	Ms. Jodie Daniels Finger Lakes Works-Wayne 1519 Nye Road Lyons, NY 14489 Phone - (315) 946-7710	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	Ms. Carolyn Della Penna Academic Advisement Office Genesee Community College One College Road Batavia, NY 14020-9704 Phone - (585) 343-0055 ext. 6262	N	0
27	Mr. Adam Goodman Goods Entertainment PO Box 1266 Weston, CT 68883 Phone - (203) 341-0111 <b>(Radio Programming - On-Air, Production, Promotions, Programming Staff, Morning Show Staff, etc. ONLY)</b>	Y, for radio programming only	0
28	Ms. Brandi Ferrara Hobart and William Smith Colleges Career Services Office Salisbury Center at Trinity Hall c/o 300 Pulteney Street Geneva, NY 14456 Phone - (315) 781-3514	N	0
29	Ms. Kim Wells Howard University 525 Bryant Street NW Washington, DC 20059 Phone - (202) 806-7513	Y	0
30	Ms. Carol Y. Dudley Howard University 525 Bryant Street NW, Suite C-107 Washington, DC 20059 Phone - (202) 806-5806	Y	0
31	Ms. Elizabeth Robinson Ibero-American Action League, Inc. 911 East Main Street Rochester, NY 14605 Phone - (585) 454-1430 x246	Y	0
32	Ms. Lisa Woll International Women's Media Foundation 1625 K Street NW, Suite 1275 Washington, DC 20006 Phone - (202) 496-1992	N	0
33	Mr. Wenmouth Williams, Jr. Ithaca College Roy H. Park School of Communications Ithaca, NY 14850-7253 Phone - (607) 274-3331	Y	0
34	Ms. Caryanne Farley Keuka College Center for Experiential Learning 141 Central Avenue Keuka Park, NY 14478 Phone - (315) 279-5274	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
35	Mr. Bhagwan Gaur Lifespan Employment Services 1900 South Clinton Avenue Rochester, NY 14618 Phone - (585) 244-8400 ext. 195	N	0
36	Ms. Jennifer Watkins Livingston County Office of Workforce Development 6 Court Street, Room #105 Geneseo, NY 14454 Phone - (585) 243-7047	N	0
37	Mr. William Appel Metro Justice 167 Flanders Street, Suite D12 Rochester, NY 14619 Phone - (585) 325-2560	N	0
38	Ms. Michelle Mayo Monroe Community College Career Center 1000 East Henrietta Road Rochester, NY 14623-5780 Phone - (585) 292-2248	Y	0
39	Mr. Ivan Matthew Monroe Community College - Damon City Campus 228 East Main Street Rochester, NY 14604 Phone - (585) 262-1660	Y	0
40	Lo Jelks National Association of Black College Broadcasters PO Box 3191 Atlanta, GA 30302 Phone - (404) 523-6136	Y	0
41	Yaneth Guillen National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045-2001 Phone - (202) 662-7145  <b>NOTE:</b> We discontinued using this source effective 08/07/09 because of the organization's requirement that a membership fee be paid before posting any job openings.	Y	0
42	Sarah Maxwell National Association of Youth Service Consultants 5575 East River Road, Suite 121-147 Tucson, AZ 85750-6737 Phone: (888) 201-3228	Y	0
43	Mr. Alex Nogales National Hispanic Media Coalition 1201 West 5th Street, Suite T-205 Los Angeles, CA 90017 Phone - (213) 534-3026	Y	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>
44	Ms. Pamela Strother National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, DC 20005 Phone - (202) 588-9888	Y	0
45	Mr. Wade Oliver Native American Cultural Center 121 N. Fitzhugh Street Rochester, NY 14609 Phone - (585) 442-1100	Y	0
46	Mr. Michael D. Kahl Nazareth College Career Services 4245 East Avenue Rochester, NY 14618-3790 Phone - (585) 389-2890	N	0
47	Ms. Anna Ogier-Bloomer New School University 65 Fifth Avenue, Room 214 New York, NY 10003 Phone - (212) 229-1324	Y	0
48	Ms. Mary Lynne Turner/ Ms. Pamela Shaughnessy New York State Department of Labor 130 West Main Street Rochester, NY 14614 Phone - (585) 258-8853	N	1
49	Ms. Kathy Bailey Ontario County Employment & Training Dept. 3010 County Complex Drive Canandaigua, NY 14424 Phone - (585) 396-4020	N	0
50	Ms. Maureen Lavigne Plattsburgh State University Kehoe 202 101 Broad Street Plattsburgh, NY 12901 Phone - (518) 564-2071	Y	0
51	Ms. Mary Ellen McArdle PRSA C/O St. Joseph's Villa Local Chapter of Public Relations Society of America 3300 Dewey Avenue Rochester, NY 14616 Phone - (585) 581-4617	Y	0
52	Ms. Mildred D. Vazquez, Executive Director Puerto Rican Youth Development & Resource Center 997 North Clinton Avenue Rochester, NY 14621 Phone - (585) 325-3570	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>
53	Ms. Julie Harrison RIT Student Employment Office A350 Student Alumni Union 49 Lomb Memorial Drive Rochester, NY 14623-5603 Phone – (585) 475-2068	N	0
54	Ms. Mary Flaherty Roberts Wesleyan College 2301 Westside Drive Rochester, NY 14624 Phone - (585) 594-6540	N	1
55	Mr. Paul Tracy Rochester AudioVisual Association (RAVA) 92 Legacy Oak Trail Pittsford, NY 14534 Phone – (585) 586-5862 <b>EXPANDED AND ENTITLED (EFFECTIVE 1/4/2008)</b>	Y, as of 1/4/08	0
56	Mr. James Norman Rochester Black Media Coalition 550 East Main Street Rochester, NY 14604	N	0
57	Ms. Sharon Seccombe-Coia Rochester Business Institute 1850 Ridge Road East Rochester, NY 14622 Phone - (585) 336-0899	N	0
58	Ms. Maria Richart Rochester Institute of Technology Cooperative Education and Career Services Bausch & Lomb Center 57 Lomb Memorial Drive Rochester, NY 14623-5603 Phone - (585) 475-5479	N	3
59	RochesterHelpWanted.com	N	12
60	Ms. Sandra Piccolo RochesterWorks! Career Center 255 North Goodman Street Rochester, NY 14604 Phone - (585) 258-3530	N	1
61	Mr. Carlos Santana Spanish Action Coalition 821 North Clinton Avenue Rochester, NY 14605 Phone - (585) 232-4050	Y	0
62	Ms. Betsy McDermott St. John Fisher College 3690 East Avenue Rochester, NY 14618 Phone - (585) 385-8143	Y	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>
63	Ms. Judy Applebaum SUNY Buffalo 259 Capen Hall Buffalo, NY 14260-1635 Phone - (716) 645-6858	Y	0
64	Ms. Helen Wunderlich SUNY College at Brockport 350 New Campus Drive Brockport, NY 14420 Phone - (585) 395-2392	Y	0
65	Mr. John Shirley SUNY Cortland PO Box 2000 Cortland, NY 13045 Phone - (607) 753-2224	Y	0
66	Ms. Audrey Lynch Empire State College Genesee Valley Center 1475 North Winton Road Rochester, NY 14609-5803 Phone - (585) 224-3210	N	0
67	Mr. Christopher LaGrow SUNY Fredonia Career Development Office Fredonia, NY 14063 Phone - (716) 673-3327	Y	0
68	Ms. Andrea DiGiorgio SUNY Geneseo Blake A104 1 College Circle Geneseo, NY 14454 Phone - (585) 245-5734	Y	1
69	Ms. Michele Carey SUNY Onondaga Community College 4941 Onondaga Road W307 Syracuse, NY 13215-2099 Phone - (315) 498-2494	N	0
70	Ms. Michele Miller SUNY Oswego 142 Campus Center Oswego, NY 13126 Phone - (315) 312-2255	Y	0
71	Ms. Patricia Beaudrie SUNY REOC 305 Andrews Street Rochester, NY 14604 Phone - (585) 232-2730	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
72	C. Halpin Syracuse University Career Services 303 University Place, Suite 235 Syracuse, NY 13244 Phone - (315) 443-9093	N	0
73	Ms. Shirley Brice TalentTrainers.com 10807 Waring Place Charlotte, NC 28277 Phone - (704) 541-0892	Y	0
74	Mr. Jim Cromwell The Leadership Institute 1101 North Highland Street Arlington, VA 22201-2854 Phone - (703) 647-3301	Y	0
75	Ms. Sandra Messineo The New York State Broadcasters Association, Inc. 1805 Western Avenue Albany, NY 12203 Phone - (518) 456-8888 <b>EXPANDED NOTICE</b>	Y, as of 2/15/05	0
76	Ms. Monet Evans The Urban League of Rochester 265 North Clinton Avenue Rochester, NY 14605 Phone - (585) 325-6530 ext. 3013	Y	0
77	Mr. Daniel Ryan University of Buffalo Career Planning & Placement 259 Capen Hall Buffalo, NY 14260 Phone - (716) 645-6858	Y	0
78	Mr. Jeff Guterman University of Pittsburgh at Bradford 300 Campus Drive Bradford, PA 16701 Phone - (814) 362-7587	Y	0
79	Ms. Amber Graham University of Rochester Career Center 302 Meliora Hall PO Box 270028 Rochester, NY 14627 Phone - (585) 275-2366	Y	0
80	Ms. Nena Silverd Veterans Outreach Center, Inc. 457 South Avenue Rochester, NY 14620 Phone - (585) 546-4250	Y	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>
81	Ms. Arlene Covella/Mr. Jack Dennis WE-MO-CO Career & Technical Education Center 3589 Big Ridge Road Spencerport, NY 14559 Phone - (585) 352-2759	Y	0
82	Ms. Diane Sass YWCA 175 North Clinton Avenue Rochester, NY 14604 Phone - (585) 546-5820 ext. 254	N	0
83	Clear Careers (clearcareers.com) (Clear Channel Corporate Job Website) PO Box 659512 200 East Basse Road San Antonio, TX 78209 Phone - (210) 822-2828	N	16
84	Clear Channel Rochester Radio Internship Program	N	0
85	Employee Promotion	N	0
86	Employee Referral	N	13
87	Internal Posting	N	4
88	Job Fair (see details in recruitment initiative documents)	N	0
89	Non-Employee Referral	N	5
90	On-Air Announcements	N	0
91	Station Websites	N	6
92	*Daily Messenger 73 Buffalo St Canandaigua, NY 14424 Phone – (585)394-0770	N	0
93	*Ms. Sheila O’Leary FrontierPages Frontier Communications 180 South Clinton Avenue Rochester, NY 14646 Phone – (585) 777-1000	N	0
94	*Inside Radio Classifieds 365 Union Street Littleton, NH 03561 Phone: (603) 444-5720	N	0
95	*Ms. Erin Murphy Internet Recruitment Consultant Monster.com 1-800-MONSTER, ext. 2878 Website: <a href="http://www.monster.com">www.monster.com</a>	N	0
96	*Western New York Jobs Magazine <a href="http://www.wnyjobs.com">www.wnyjobs.com</a> Jobs Weekly, Inc. 31 Buffalo Street Hamburg, NY 14075 Phone – (716) 648-5627	N	0

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97	*National Association of Broadcasters Education Foundation (Website) Karen Hunter, Outreach & Diversity Manager 1771 N Street NW Washington, DC 20036-2891 Phone - (202) 429-5498 <b>Note: Became a paid source as of 5/18/08</b>	N	0
98	*Newspaper - Democrat & Chronicle Classified Ads 55 Exchange Boulevard Rochester, NY 14614 (585) 454-1111	N	0
99	ALLACCESS.COM	N	2
100	Craigslist.org	N	0
101	Indeed.com 470 West Avenue, Suite 2002 Stamford CT, 06902	N	2
<b>TOTAL INTERVIEWEES DURING REPORTING PERIOD</b>			<b>68</b>

\* *Paid listings*

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
<b>1</b>	Internship Program - Spring 2010	From January 4, 2010 to May 14, 2010, this SEU hosted six interns, four in its promotions department from: St. John Fisher College (two interns), Keuka College (one intern) and Bryant & Stratton College (one intern), and two interns in its programming department from: Finger Lakes Community College. The promotions interns were supervised by Promotions Director, Joe Biegas. The programming interns were supervised by Morning Show Producer, Nick DiTullio.
<b>2</b>	Event Designed to Disseminate Information About Broadcast Careers	On April 14, 2010, the stations participated in a panel discussion for students from Monroe Community College discussing the future of journalism in a digital age. New Director Randy Gorbman participated as one of the panelists.
<b>3</b>	Internship Program - Summer 2010	From May 15, 2010 to August 30, 2010, this SEU hosted two interns in its programming department from: SUNY Oswego (one intern) and Nazareth College (two interns). They were supervised by Morning Show Producer, Nick DiTullio.
<b>4</b>	Event Designed to Disseminate Information About Broadcast Careers	On September 9, 2010, the stations participated in a panel discussion for students from SUNY at Brockport discussing careers in radio journalism. New Director Randy Gorbman participated as one of the panelists.
<b>5</b>	Event Designed to Disseminate Information About Broadcast Careers	On October 8 and 9, 2010, the stations participated in a extensive program highlighting the various aspects of broadcast journalism. The event, held at Syracuse University, welcomed students from throughout New York State. News Director Randy Gorbman was one of the organizers of the event and he also participated as one of the panelists.