

# FINGER LAKES RADIO GROUP, INC.

3568 Lenox Road  
Geneva, NY 14456

## EEO PUBLIC FILE REPORT

January 22, 201\* - January 21, 201+

### I. INTRODUCTION AND GENERAL POLICY

Finger Lakes Radio Group, Inc. is an equal opportunity employer. Our policy is to seek and employ qualified persons in all job classifications and positions without discrimination on the basis of race, religion, sex, national origin, age or disability.

Finger Lakes Radio Group, Inc. shares at least one common employee. Thus, it is a single employment unit for purposes of this report. It includes information from the effective date of the new EEO rules, January 22, 2016 through January 21, 2017.

#### Unit Members (Stations and Communities of License):

WNYR- Waterloo, NY  
WLLW – Geneva, NY  
WGVA – Geneva, NY  
WCGR – Canandaigua, NY  
WAUB – Auburn, NY  
WFLR- Dundee, NY  
WFLK - Seneca Falls, NY

#### EEO Contact Information for Employment Unit:

Mailing Address:  
Finger Lakes Radio Group Inc.  
3568 Lenox Road  
Geneva, NY 14456  
Telephone Number: 315 -781-7000  
Contact Person: Jule A. Dolan/Business Manager  
E-mail Address: [jdolan@flradiogroup.com](mailto:jdolan@flradiogroup.com)

### II. INTERNAL RECORD KEEPING

The EEO Rules include record keeping and reporting requirements for broadcasters. In accordance with these provisions, Finger Lakes Radio Group, Inc. creates a file for each full-time vacancy. The stations' EEO File contains copies of the job listing for all sources used to recruit applicants. The EEO File also includes information on the stations' outreach activities. Pursuant to Section 73.2080 (c)(6) of the Federal Communications Commission's rules, this EEO Report is on file in the Finger Lakes Radio Group, Inc. public inspection file.

### III. VACANCY LIST

During the recruitment period covered by this report, 4 full-time vacancies occurred and were filled with 4 hires. See Section IV, the "Master Recruitment Source List" ("MRSL") for recruitment source data, and Appendices A-H regarding recruitment initiatives.

Job Title	Date Filled	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Marketing Consultant	6/08/16	1 thru 34	20
Marketing Consultant	8/08/16	1 thru 34	23
Marketing Consultant	10/04/16	1 thru 34	23
Marketing Consultant	12/12/16	1 thru 34	34

Total number of persons interviewed this reporting period: 12

<b>IV. MASTER RECRUITMENT SOURCE LIST</b>			
RS Number	RS Contact Information	Source Entitled to Vacancy Notification? (Yes/No)	Interviewees Referred by RS Over Reporting Period (#)
1	<b>State University of New York College at Fredonia</b> <b>ATTN: Chris LaGrow, Assistant Director, Career Development</b> 324 McEwen Hall Fredonia, NY 14063 Tel: 716-673-3327 Fax: 716-673-3593 Email: <a href="mailto:careers@fredonia.edu">careers@fredonia.edu</a>	Yes	0
2	<b>Cayuga Community College</b> <b>ATTN: Pam Crowley</b> 197 Franklin Street Auburn, Ny 13021 Cayuga Connect Contact thru CCC's website	Yes	0
3	<b>Ithaca College, Career Planning</b> 1101 Gannett Center Ithaca, NY 14850 <a href="mailto:careers@ithaca.edu">careers@ithaca.edu</a>	Yes	0
4	<b>Cayuga Works Career Center</b> <b>Auburn Office of Dept of Labor</b> <b>ATTN: Jocelyn VanGelder</b> 199 Franklin St Auburn, Ny 13021 E mail: <a href="mailto:employed@co.cayuga.ny.us">employed@co.cayuga.ny.us</a> or fax form	Yes	0

5	<b>Alfred State SUNY</b> Hunter Student Development Center Alfred, NY 14802 E mail: <a href="http://www.alfredstate.edu">www.alfredstate.edu</a>	Yes	0
6	<b>Finger Lakes Community College, Career Services</b> <b>ATTN: Catherine Petruccione</b> 4355 Lakeshore Drive Canandaigua, NY 14424 E Mail: <a href="mailto:careerservices@ficc.edu">careerservices@ficc.edu</a>	Yes	0
7	<b>Finger Lakes Works - Lyons</b> <b>ATTN: Jodie Daniels</b> <b>30 Church Street</b> PO Box 369 Lyons, NY 14489 E mail: <a href="mailto:jdaniels@co.wayne.ny.us">jdaniels@co.wayne.ny.us</a>	Yes	0
8	<b>Hobart and William Smith Colleges, Career Services Office</b> <b>ATTN: Brandi Ferrara</b> Salisbury Center at Trinity Hall c/o 300 Pulteney Street Geneva, NY 14456 <a href="mailto:cso@hws.edu">Email: cso@hws.edu</a>	Yes	0
9	<b>Finger Lakes Workforce Development</b> <b>ATTN: Karen Springmeier</b> 41 Lewis St., Ste 104 Geneva, NY 14456 Tel: 315 789 3131 x 102 E mail: <a href="mailto:flwibks@rochester.rr.com">flwibks@rochester.rr.com</a>	Yes	0
10	<b>Monroe Community College</b> <b>ATTN: Robin Richardson</b> 1000 E. Henrietta Road Rochester, Ny 14623 <a href="mailto:jobconnection@monroecc.edu">Email: jobconnection@monroecc.edu</a>	Yes	0
11	<b>Roberts Wesleyan College</b> <b>ATTN: Mary Flaherty</b> 2301 Westside Drive Rochester, NY 14624 E mail: <a href="mailto:flahertym@roberts.edu">flahertym@roberts.edu</a>	Yes	0
12	<b>Rochester Institute of Technology, Office of Career Services</b> <b>ATTN: Maria Richart</b> 57 Lomb Memorial Drive Rochester, NY 14623 <a href="mailto:sfgoce@rit.edu">Email: sfgoce@rit.edu</a>	Yes	0
13	<b>SI Newhouse School of Public Communications</b> <b>ATTN: Career Services</b> 215 University Place, PO Box 4116 Syracuse, NY 13044 Email: <a href="mailto:belichti@syr.edu">belichti@syr.edu</a>	Yes	0
14	<b>SUNY College at Brockport</b> <b>ATTN: Helen Wunderlich</b> 350 New Campus Drive Brockport, NY 14420 E mail: <a href="mailto:jobs@brockport.edu">jobs@brockport.edu</a>	Yes	0
15	<b>SUNY Cortland</b>	Yes	0

	Po Box 2000 Cortland, NY 13045 E mail: career.services@cortland.edu		
16	<b>SUNY Geneseo</b> <b>ATTN: Andrea DiGiorgio</b> Blake A104, 1 College Circle Geneseo, NY 14454 E mail: Wilcox@geneseo.edu	Yes	0
17	<b>The New York State Broadcasters Assoc., Inc.</b> <b>ATTN: Sandy Messineo</b> 1805 Western Avenue Albany, NY 12203 E mail: sandy@nysbroadcasters.org	Yes	0
18	<b>Center for Career Services</b> 235 Schine Student Center Syracuse, NY 13244 E mail: cfair@careersystems.com	Yes	0
19	<b>Monroe #1 Boces</b> <b>41 O' Connor Road</b> <b>Fairport, NY 14450</b> E mail: jgallina@monroe2boces.org	Yes	0
20	<b>Finger Lakes Radio Group, Inc. On – Air Announcements</b> 3568 Lenox Road Geneva, NY 14456 Tel: 315 781 7000 Fax: 315 781 7700	No	0
21	<b>SUNY Buffalo</b> 259 Capen Hall Buffalo, NY 14260 E mail: ta4@buffalo.edu	Yes	0
22	<b>Finger Lakes Help Wanted</b> 6465 Greenwood Plaza Blvd., Ste 400 Centennial, CO 80111 www.fingerlakeshelpwanted.com	Yes	18
23	<b>Employee Referral</b>	No	2
24	<b>University of Rochester</b> <b>ATTN: Amber Graham</b> 302 Meloria Hall PO Box 270028 Rochester, NY 14627 E mail: recruit@mail.rochester.edu	Yes	0
25	<b>Walk-In</b>	No	0
26	<b>Genesee Community College</b> Academic Advisement Office One College Rd Batavia, NY 14020-0704 E mail: career@genesee.edu	Yes	0
27	<b>Job Fair - see details in recruitment initiative documents</b>	No	0
28	<b>Keuka College</b> 141 Central Avenue Keuka Park, NY 14478 Tel: 315 279 5274 E mail: tbloom@keuka.edu	Yes	0

29	<b>All Access, Staatalent.com</b>	No	0
30	<b>Nazareth College Career Services</b> 4245 E. Avenue Rochester, NY 14618-3790 E mail: <a href="mailto:careers@naz.edu">careers@naz.edu</a> 585 389 2890	Yes	0
31	<b>St. John Fisher College ATTN: Ms. Betsy McDermott</b> 3690 East Avenue Rochester, NY 14618 E mail: <a href="mailto:careerservices@sjfc.edu">careerservices@sjfc.edu</a>	Yes	0
32	<b>SUNY Onondaga Community College ATTN: Ms. Michele Carey</b> 4941 Onondaga Rd W307 Syracuse, NY 13215-2099 Tel: 315 498 2494	Yes	0
33	<b>SUNY Oswego ATTN: Michele Miller</b> 142 Campus Center Oswego, NY 13126 E mail: <a href="mailto:career@oswego.edu">career@oswego.edu</a> Tel: 315 312 2255	Yes	0
34	<b>XXXXXX@a</b> E mail: <a href="mailto:jobs-@indeed.com">jobs-@indeed.com</a>	No	19

## V. OUTREACH INITIATIVES

No.	Description of Outreach Initiative
1	An EOE announcement runs twice a day, seven days a week throughout the year on Finger Lakes Radio Group, Inc. for a combined total of 5096 times.
2	Ted Baker spoke to Bridges for Brain Injury, 2/4/16 on the changing technology of radio
3	Station Tour by Ted Baker 2/23/16 to residents of Lochland School
4	Courtney Skeels spoke at the FLCC Wayne Campus, 3/1/16 on her experiences in radio
5	JimSchrek,TedBaker,SharonThomas participated in FL Workforce Job Fair, 4/19/16
6	Alan Bishop attended the IdeaBank Convention Little Rock, AR, 5/15-5/18/16

7	Employees Steve Penstone, Gina Lamannis and Ed Helinski participated in the Cayuga Works Career Center Job Fair, 6/7/16
8	Ted Baker did a station tour for a Seneca Falls Daisy Troop, 6/7/16
9	Ted Baker did a presentation on Live Sports broadcasting for the Reading Program at the Rushville Reading Center 7/5/16
10	Participated in NYSBA Intern Program with interns Jessica Rhone and Edward Vivencio - May 2016 - August 2016
11	Alan Bishop and Frank Lischak participated in the NAB Radio Show 9/2-9/23/16 in Nashville
12	Alan Bishop attended the Idea Bank Convention in Buffalo, NY - 10/16 - 10/19/16
13	Kelli Ward attended a digital workshop in Syracuse 10/19/16
14	Ted Baker attended a meeting in Canandaigua 12/5/16 on how businesses get their messages out