

FINGER LAKES RADIO GROUP, INC.

3568 Lenox Road
Geneva, NY 14456

EEO PUBLIC FILE REPORT

January 22, 2017- January 21, 2018

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, 2017 through January 21, 2018.

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: Dennie C. Lynn, Business Manager
E-mail Address: dlynn@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, 3 full-time vacancies occurred and were filled with 3 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	12/11/17	1 thru 34	20/22/34
Manager Digital Sales	12/27/17	1 thru 34	23
Business Manager	01/02/18	1 thru 34	23

Total number of persons interviewed this reporting period: 10

IV. MASTER RECRUITMENT SOURCE LIST

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

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

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

29	All Access, Staatalent.com	No	0
30	Nazareth College Career Services 4245 E. Avenue Rochester, NY 14618-3790 E mail: careers@naz.edu Tel: 585 389 2890	Yes	0
31	St. John Fisher College ATTN: Ms. Betsy McDermott 3690 East Avenue Rochester, NY 14618 E mail: careerservices@sjfc.edu	Yes	0
32	SUNY Onondaga Community College ATTN: Ms. Michele Carey 4941 Onondaga Rd W307 Syracuse, NY 13215-2099 Tel: 315 498 2494	Yes	0
33	SUNY Oswego ATTN: Michele Miller 142 Campus Center Oswego, NY 13126 E mail: career@oswego.edu Tel: 315 312 2255	Yes	0
34	Zip Recruiter.com www.ziprecruiter.com	Yes	0
35	Indeed.com E mail: jobs-@indeed.com	Yes	6

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	Employee, Jim Gadsby participated in two classes at Cayuga Community College, Intro to Networking & Internet Security Starting January 2017.
3	Finger Lakes Radio Group Participated in the Finger Lakes Workforce Investment Board job Fair on March 28, 2017 at FLCC, Canandaigua, NY .
4	Finger Lakes Radio Group Participated in the SOHO Small Business Show Job fair on March 29, 2017 at the Riverside Convention Center, Rochester, NY.
5	Finger Lakes Radio Group Participated in the finger lakes works Job Fair on May 10, 2017 located at the Hampton Inn PennYan, NY.

6	Finger Lakes Radio Group Participated in the SOHO Small Business Show on May 17, 2017 at the Oncenter Convention Center, Syracuse, NY.
7	February 2017 Mary Cook and Jim Shreck was honored @ the Beverly Animal Shelter Dinner.
8	Finger Lakes Radio Group Participated in the Online Job Fair for Genesee College on March 22, 2017.
9	Ted Baker did a Station Tour for Cub Scouts Pack 5 Geneva on March 22, 2017.
10	Finger Lakes Radio Group participated in the Cayuga-Onondaga BOCES Job Fair at the Cayuga-Onondaga BOCES Regional Education Center, Auburn, NY.
11	Finger Lakes Radio Group Programming won awards from NYSBA for excellence in Broadcasting in April 2017.
12	Sales Staff Participated in Local Media Advanced Digital Sales Course in May 2017.
13	Owner, Alan Bishop attended International Broadcasters Idea Bank Meeting in Pittsburgh, PA May 21, 2017.
14	Employee Jim Schreck conducted a tour of the station for Seneca County Workforce Youth Program in June 2017.
15	Owner, Alan Bishop attended International Broadcasters Idea Bank Meeting in Deadwood, South Dakota in October 2017.
16	Owner Alan Bishop took a digital marketing Online Course from the local media association in November 2017.
17	Employee Ted Baker did a station tour with Newark Girl Scout Troop in December 2017.
18	Employee Steve Penstone spoke to the Auburn Rotary Club on February 15, 2017.

