

**WHAM-TV/DT, WHAM(AM), WHTK(AM), WCRR(FM),
WDVI(FM), WFXF(FM), WKGS(FM), WVOR(FM)
EEO PUBLIC FILE REPORT
February 1, 2007- January 31, 2008¹**

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
WHAM-TV/DT Assignment Manager - TV	1-38, 40-42, 44-45, 48-70, 72-79, 81-83, 86-87, 89-90, 92, 96-97, 99, 104, 106-107, 110-113, 115, 117	96
WHAM-DT General Assignment Reporter - TV	1-38, 40-42, 44-45, 48-70, 72-79, 81-83, 86-87, 89-90, 92, 98-99, 104, 106-107, 110-113, 115-117	98
WHAM-TV/DT Engineering Technician - TV	1-5, 7-38, 40-42, 44-45, 48-70, 72-79, 81-83, 86-87, 89-90, 92, 97, 99, 104, 106-107, 110-113, 115, 117	106
WHAM-TV/DT Director- TV	1-5, 7-38, 40-42, 44-45, 48-70, 72-79, 81-83, 86-87, 89-90, 92, 97, 99, 104, 106-107, 110-113, 115, 117, 120	97
WHAM-TV/DT Director of Digital Media- TV	1-5, 7-38, 40-42, 44-45, 48-70, 72-79, 81-83, 86-87, 89-90, 92, 99, 103-104, 106-107, 110-113, 115, 117	106
WHAM-DT Account Executive- TV	1-5, 7-38, 40-42, 44-45, 48-70, 72-79, 81-83, 85-87, 89-90, 92, 97, 99, 103-104, 106-107, 109-113, 117	97
WHAM-DT Account Executive- TV	1-5, 7-38, 40-42, 44-45, 48-70, 72-79, 81-83, 85-87, 89-90, 92, 97, 99, 103-104, 106-107, 109-113, 117	97
WHAM-TV/DT Producer- TV	1-38, 40-42, 44-45, 48-70, 72-79, 81-83, 86-87, 89-90, 92, 99, 103-104, 106-107, 110-113, 117	106
WHAM-TV/DT General Assignment Reporter - TV	1-38, 40-42, 44-45, 48-70, 72-79, 81-83, 86-87, 89-90, 92, 97, 99, 104, 106-107, 110-113, 116-117, 120	97
WHAM-TV/DT Producer - TV	1-38, 40-42, 44-45, 48-70, 72-79, 81-83, 86-87, 89-90, 92, 96, 99, 104, 106-107, 110-112, 117, 121	96
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99-100, 102-106, 108, 110-113, 117-118	103
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99-100, 102-106, 108, 110-113, 117-118	105
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99-100, 102-106, 108, 110-113, 117-118	105
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99-100, 102-106, 108, 110-113, 117-118	102
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99-100, 102-106, 108, 110-113, 117-118	102

¹ This report provides recruitment data collected from January 22, 2007 through January 21, 2008. It was revised in April 2008 to address minor reporting issues. SEU station WSNP(FM)’s call sign changed to WCRR(FM) in June 2007.

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99-100, 102-106, 108, 110-113, 117-118	105
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 102-106, 108, 110-113, 117-118, 128	102
Morning Show Announcer/Sidekick - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 88, 90, 92, 99, 102, 104-106, 108, 110-113, 117	102
General Sales Manager - Radio	129*	129
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 102-106, 108, 110-113, 117-118, 128	102
Promotions Director - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 88, 90, 92, 95, 99, 100, 104-106, 108, 110-113, 117	95
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 102-106, 108, 110-113, 117-118, 128	102
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 102-106, 108, 110-113, 117-118, 128	105
Morning Show Personality - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 88, 90, 92, 95, 99, 103-106, 108, 110-113, 117	103
Sales Coordinator - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 99, 104-106, 108, 110-113, 117	105
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 102-106, 108, 110-113, 117-118, 128	92
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 102-106, 108, 110-113, 117-118, 128	102
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 102-106, 108, 110-113, 117-118, 128	97
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 102-106, 108, 110-113, 117-118, 128	106
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 102-106, 108, 110-113, 117-118, 128	105
Production/Office Manager - Radio	6, 9, 15, 17, 22, 24, 26, 37-38, 40-41, 45, 70, 72, 75, 86, 90, 92, 103, 108, 117	103
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 102-106, 108, 110-113, 117-118, 128	103
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 103-106, 108, 110-113, 117-118, 128	105
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 103-106, 108, 110-113, 117-118, 128	106
Traffic Director - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92-93, 97, 99, 104-106, 108, 110-113, 117	97
Local Sales Manager - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 104-106, 108, 110-113, 117	97

* Exigent circumstances

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 103-106, 108, 110-113, 117-118, 128	97
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 103-106, 108, 110-113, 117-118, 128	113
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 103-106, 108, 110-113, 117-118, 128	105
Receptionist - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92-93, 99, 104-106, 108, 110-113, 117	48
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 103-106, 108, 110-113, 117-118, 128	93
Local Sales Manager - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 103-106, 108, 110-112, 117	97
Afternoon Show Announcer / Music Director - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 88, 90, 92, 97, 99, 104-106, 108, 110-112, 117	97
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 103-106, 108, 110-112, 117-118	106
Promotions Coordinator - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 99, 104-106, 108, 110-112, 117, 128	106
Webmaster - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 88, 90, 92, 97, 99, 104-106, 108, 110-112, 117, 123-125	90
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 103-106, 108, 110-112, 117-118	90
Producer/Program Coordinator - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 88, 90, 92, 97, 99, 104-106, 108, 110-112, 117	97
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 103-106, 108, 110-112, 117-118	103
Account Executive - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 97, 99, 103-106, 108, 110-112, 117-118	97
Director of Sales - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 99, 103-106, 108, 110-112, 117, 121, 126	103
Office Manager/Sales Assistant - Radio	1-38, 40-42, 44-45, 48-70, 72-79, 86, 90, 92, 99, 104-106, 108, 110-112, 117, 121, 127	127

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February 1, 2007-January 31, 2008**

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	Action For A Better Community Ms. Cynthia Powell 550 East Main Street Rochester, NY 14604 Phone - (585) 325-5116 ext. 4207 Email - cpowell@abcinfo.org	Y	0
2	Ad Council of Rochester Ms. Olivia N. Ameigh 70 Linden Oaks, Third Floor Rochester, NY 14625 Phone - (585) 383-5454 Email - olivia@adcouncilroch.org / colleen@adcouncilroch.org	N	0
3	Alfred State College Ms. Elaine Antonioli SDC 204, 10 Upper College Drive Hunter Student Development Center Alfred, NY 14802 Phone - (607) 587-4385 Email - antoniem@alfredstate.edu	Y	0
4	Alfred University Ms. Peggy Broderick Career Development Center Saxon Drive Alfred, NY 14802 Phone - (607) 871-2164	Y	0
5	Baden St. Settlement, Inc. Mr. Ron Thomas 152 Baden Street Rochester, NY 14605 Phone - (585) 325-8137	N	0
6	Broadcast Image Group Mr. Larry Rickel 7744 Broadway, Suite 100 San Antonio, TX 78209 Phone - (210) 828-6664 Email - lrickel@broadcastimage.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Broome Community College Ms. Mariah Peare/Mr. Larry Truillo PO Box 1017 Binghamton, NY 13902 Phone - (607) 778-5205 Email - nelson_l@sunybroome.edu / peare_m@sunybroome.edu	Y	0
8	Bryant & Stratton College Ms. Christine Panek 150 Bellwood Drive Rochester, NY 14606 Phone - (585) 720-0660 ext. 239 Email - cdpanek@bryantstratton.edu	N	0
9	California Chicano News Media Association Ms. Sylvia Wells USC Annenberg School of Journalism 300 South Grand Avenue, Suite 3950 Los Angeles, CA 90071-8110 Phone - (213) 437-4408 Email - ccnmainfo@ccnma.org	N	0
10	Career Resource Center of the Finger Lakes Ms. Joan Beecher 5253 Parkside Drive Canandaigua, NY 14424 Phone - (585) 394-9300	N	0
11	Career Development Services, Inc. Ms. Connie Faull 150 State Street Rochester, NY 14614 Phone - (585) 244-0765 Email - cfaull@careerdev.org / norbaker@careerdev.org	Y	0
12	Career Systems Dev. Vocational Assessment/Placement Project Mr. Steven Laiosa 1787 Norton Street Rochester, NY 14609 Phone - (585) 544-4880	N	0
13	Cayuga Community College Ms. Meg Osborne Career Placement 197 Franklin Street Auburn, NY 13021 Phone - (315) 255-1743 ext. 2222 Email - osbornem@cayugao-cc.edu	N	0
14	Coventry Job Club Ms. Janet Nordman 2101 Lac De Ville Boulevard, Suite 2 Rochester, NY 14618 Phone - 585-272-3500, ext. 225 Email - rochesterjobclub@hotmail.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	Connecticut Schools of Broadcasting Ms. Janet Hutsebaut/Mr. Kevin Foley 377 Route 17 South Penthouse Hasbrouck Heights, NJ 07604 Phone - (201) 288-5800 Email - njcsb@aol.com / kfoley@gocsb.com	Y	0
16	Educational Opportunity Center Ms. Doris Hannah 305 Andrews Street Rochester, NY 14604 Phone - (585) 232-2730 ext. 215	N	0
17	Emma L. Bowen Foundation for Minority Interests in Media Ms. Sandra Rice 524 West 57th Street New York, NY 10019 Phone - (212) 975-2545	Y	0
18	Erie Community College Ms. Cheryl Wailand Career Resource Center 121 Ellicott Street Buffalo, NY 14203 Phone - (716) 851-1183 Email - crc@ecc.edu	Y	0
19	Finger Lakes Community College Ms. Catherine Petruccione Career Services 4355 Lake Shore Drive Canandaigua, NY 14424 Phone - (585) 394-3500	N	1
20	Finger Lakes Works-Wayne Ms. Jodie Daniels 105 North Main Street Newark, NY 14513 Phone - (315) 331-2011 ext. 18 Email - jdaniels@co.wayne.ny.us	Y	0
21	Genesee Community College Ms. Susan H. Marschke/Ms. Carolyn Della Penna Academic Advisement Office One College Road Batavia, NY 14020-9704 Phone - (585) 343-0055 ext. 6262 Email - shmarschke@genesee.edu / cadellapenna@genesee.edu	N	0
22	Hispanic Americans for Fairness in Media Ms. Esther Renteria 1304 West Beverly Boulevard, Suite 102 Montebello, CA 90640 Phone - (323) 726-1558	Y	0

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23	Hobart and William Smith Colleges Ms. Brandi Ferrara Career Services Office Salisbury Center at Trinity Hall C/O 300 Pulteney Street Geneva, NY 14456 Phone - (315) 781-3514 Email - cso@hws.edu	N	0
24	Howard University Ms. Kim Wells 525 Bryant Street NW Washington, DC 20059 Phone - (202) 806-7513	Y	0
25	Ibero-American Action League, Inc. Ms. Mary Amparo/Ms. Elizabeth Robinson 911 East Main Street Rochester, NY 14605 Phone - (585) 454-1430 ext. 246 Email - mamparo@iaal.org / elisabethrobinson@iaal.org	Y	0
26	International Women's Media Foundation Ms. Lisa Woll 1625 K Street NW, Suite 1275 Washington, DC 20006 Phone - (202) 496-1992	N	0
27	Ithaca College Mr. Wenmouth Williams, Jr. Roy H. Park School of Communications Ithaca, NY 14850-7253 Phone - (607) 274-3331	Y	0
28	Keuka College Ms. Caryanne Farley Center for Experiential Learning 141 Central Avenue Keuka Park, NY 14478 Phone - (315) 279-5274 Email - experiential@mail.keuka.edu	N	0
29	Lifespan Employment Services Mr. Bhagwan Gaur 1900 South Clinton Avenue Rochester, NY 14618 Phone - (585) 244-8400 ext. 195 Email - vsimpson@lifespan-roch.org / bkgaur@lifespan-roch.org	N	0
30	Livingston County Office of Workforce Development Ms. Jennifer Watkins 6 Court Street, Room #105 Geneseo, NY 14454 Phone - (585) 243-7047	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	MCC Damon City Campus Mr. Ivan Matthew 228 East Main Street Rochester, NY 14604 Phone - (585) 262-1660 Email - imatthew@monroecc.edu	Y	0
32	Metro Justice Mr. William Appel 167 Flanders Street, Suite D12 Rochester, NY 14619 Phone - (585) 325-2560	N	0
33	Monroe #1 Boces Adult Career Resource Center Ms. Maggie Herman 41 O'Connor Road Fairport, NY 14450 Phone - (585) 377-4660	N	0
34	Boces 2 Center for Workforce Development Ms. Barbara Harte 3545 Buffalo Road Rochester, NY 14624 Phone - (585) 349-9130 Email - bharte@monroe2boces.org	N	0
35	Monroe Community College Ms. Michelle Mayo Career Center 1000 East Henrietta Road Rochester, NY 14623-5780 Phone - (585) 292-2248 Email - jobconnection@monroecc.edu	Y	2
36	Baber AME Church Ms. Melanie Trotter-Jiggetts 550 Meigs Street Rochester, NY 14607 Phone - (585) 461-1395 Email - baberamechurch@frontier.net	N	0
37	National Association of Black College Broadcasters Lo Jelks PO Box 3191 Atlanta, GA 30302 Phone - (404) 523-6136 Email - BCRMail@aol.com	Y	0
38	National Association of Hispanic Journalists Yaneth Guillen 1000 National Press Building Washington, DC 20045-2001 Phone - (202) 662-7145 Email - jobbank@nahj.com	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	National Association of Minority Media Executives Ms. Nancy Osborn 1921 Gallows Road, Suite 600 Vienna, VA 22182 Phone - (703) 893-3622	N	0
40	National Hispanic Media Coalition Mr. Alex Nogales 1201 West 5th Street, Suite T-205 Los Angeles, CA 90017 Phone - (213) 534-3026	Y	0
41	National Lesbian and Gay Journalists Association Ms. Pamela Strother 1420 K Street NW, Suite 910 Washington, DC 20005 Phone - (202) 588-9888 Email - info@nlgja.com	Y	0
42	Native American Cultural Center Mr. Raymond G. Cook 1868 East Main Street Rochester, NY 14609 Phone - (585) 442-1100	Y	0
43	Native American Journalists Association (NAJA) 555 N. Dakota Street Vermillion, SD 57069 Phone - (605) 677-5282	N	0
44	Nazareth College Mr. Michael D. Kahl Career Services 4245 East Avenue Rochester, NY 14618-3790 Phone - (585) 389-2890 Email - mkahl6@naz.edu	N	0
45	New School University Ms. Anna Ogier-Bloomer 65 Fifth Avenue, Room 214 New York, NY 10003 Phone - (212) 229-1324	Y	0
46	New York Association of Black Journalists PO Box 107 328 Flatbush Ave Brooklyn, NY 11238 Phone - (212) 608-7340	N	0
47	<i>Intentionally omitted</i>	N	0
48	New York State Department of Labor Ms. Pamela Shaughnessy/Ms. Mary Lynne Turner 130 West Main Street Rochester, NY 14614 Phone - (585) 546-5627 / (585) 258-8853 Email - rochesterjobbank@labor.state.ny.us	Y	3

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
49	SUNY Onondaga Community College Ms. Rose Martens/Ms. Michele Carey 4941 Onondaga Road W307 Syracuse, NY 13215-2099 Phone - (315) 498-2494 Email - taggarte@sunyocc.edu / martensr@sunyocc.edu / careym@sunyocc.edu	N	0
50	Ontario County Employment & Training Dept. Ms. Kathy Bailey 3010 County Complex Drive Canandaigua, NY 14424 Phone - (585) 396-4020	N	1
51	Plattsburgh State University Ms. Maureen Lavigne Kehoe 202 101 Broad Street Plattsburgh, NY 12901 Phone - (518) 564-2071	Y	0
52	PRSA C/O St. Joseph's Villa Ms. Mary Ellen McArdle Local Chapter of Public Relations Society of America 3300 Dewey Avenue Rochester, NY 14616 Phone - (585) 581-4617 Email - mmcardle@stjosephsvilla.org	Y	0
53	Puerto Rican Youth Development & Resource Center Ms. Mildred D. Vazquez, Executive Director 997 North Clinton Avenue Rochester, NY 14621 Phone - (585) 325-3570	N	0
54	RIT Student Employment Office Ms. Julie Harrison A350 Student Alumni Union 49 Lomb Memorial Drive Rochester, NY 14623-5603 Phone - (585) 475-2068 Email - jahseo@rit.edu	N	3
55	Roberts Wesleyan College Ms. Mary Flaherty 2301 Westside Drive Rochester, NY 14624 Phone - (585) 594-6540 Email - Flahertym@roberts.edu	N	0
56	Rochester Black Media Coalition Mr. James Norman 550 East Main Street Rochester, NY 14604	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
57	Rochester Business Institute Ms. Sharon Seccombe-Coia 1850 Ridge Road East Rochester, NY 14622 Phone - (585) 336-0899 Email - sseccombe@cci.edu	N	0
58	Rochester Institute of Technology Ms. Kristine Stehler / Ms. Maria Richart Cooperative Education and Career Services Bausch & Lomb Center 57 Lomb Memorial Drive Rochester, NY 14623-5603 Phone - (585) 475-5479 Email - kwsocce@rit.edu / mjroce@rit.edu	N	0
59	Spanish Action Coalition Mr. Carlos Santana 821 North Clinton Avenue Rochester, NY 14605 Phone - (585) 232-4050	Y	0
60	St. John Fisher College Ms. Betsy McDermott 3690 East Avenue Rochester, NY 14618 Phone - (585) 385-8143 Email - career@sjfc.edu	Y	4
61	SUNY Buffalo Ms. Judy Applebaum 259 Capen Hall Buffalo, NY 14260-1635 Phone - (716) 645-6858	Y	0
62	SUNY College at Brockport Ms. Helen Wunderlich 350 New Campus Drive Brockport, NY 14420 Phone - (585) 395-2392 Email - jobs@brockport.edu	Y	1
63	SUNY Cortland Mr. John Shirley PO Box 2000 Cortland, NY 13045 Phone - (607) 753-2224 Email - Johns@em.cortland.edu	Y	0
64	Empire State College Genesee Valley Center Ms. Audrey Lynch 1475 North Winton Road Rochester, NY 14609-5803 Phone - (585) 224-3210 Email - Audrey.Lynch@esc.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
65	SUNY Fredonia Mr. Christopher LaGrow Career Development Office Fredonia, NY 14063 Phone - (716) 673-3327 Email - careers@fredonia.edu	Y	0
66	SUNY Geneseo Ms. Andrea DiGiorgio Blake A104 1 College Circle Geneseo, NY 14454 Phone - (585) 245-5734	Y	1
67	SUNY Oswego Ms. Michele Miller 142 Campus Center Oswego, NY 13126 Phone - (315) 312-2255 Email - gmorris@oswego.edu / careerservicesoa@yahoo.com	Y	0
68	SUNY Rochester Educational Opportunity Center Ms. Patricia Beaudrie 305 Andrews Street Rochester, NY 14604 Phone - (585) 232-2730 Email - pbeaudri@brockport.edu / sgonzale@brockport.edu / gsherman@brockport.edu / jhanselm@brockport.edu	Y	0
69	Syracuse University Ms. C. Halpin Career Services 303 University Place, Suite 235 Syracuse, NY 13244 Phone - (315) 443-9093 Email - careers@syr.edu	N	0
70	TalentTrainers.com Ms. Shirley Brice 10807 Waring Place Charlotte, NC 28277 Phone - (704) 541-0892 Email - brice@talenttrainers.com	Y	0
71	The Association of Women In Communications, Inc. 780 Ritchie Highway, Suite 28-S Severna Park, MD 21146 Phone - (410) 544-7442	N	0
72	The Leadership Institute Mr. Jim Cromwell 1101 North Highland Street Arlington, VA 22201-2854 Phone - (703) 647-3301 Email - mtarelton@limail.us / jcromwell@limail.us	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
73	The Urban League of Rochester Ms. Monet Evans 265 North Clinton Avenue Rochester, NY 14605 Phone - (585) 325-6530 ext. 3013 Email - glopez@ulr.org / jrombaut@ulr.org / mevans@ulr.org / hr@ulr.org	Y	0
74	University of Buffalo Mr. Daniel Ryan Career Planning & Placement 259 Capen Hall Buffalo, NY 14260-1635 Phone - (716) 645-6858	Y	1
75	University of Pittsburgh at Bradford Mr. Jeff Guterman 300 Campus Drive Bradford, PA 16701 Phone - (814) 362-7587 Email - guterman@exchange.upb.pitt.edu	Y	0
76	University of Rochester Ms. Amber Graham Schult 302 Meliora Hall PO Box 270028 Rochester, NY 14627 Phone - (585) 275-2366 Email - recruit@mail.rochester.edu	Y	0
77	Veterans Outreach Center, Inc. Ms. Nena Silverd 457 South Avenue Rochester, NY 14620 Phone - (585) 546-4250 Email - rescent@frontiernet.net / nena.silverd@veteransoutreachcenter.org / donna.mauro@veteransoutreachcenter.org	Y	0
78	WE-MO-CO Career & Technical Education Center Ms. Arlene Covella/Mr. Jack Dennis 3589 Big Ridge Road Spencerport, NY 14559 Phone - (585) 352-2759 Email - acovella@monroe2boces.org / jdennis@monroe2boces.org	Y	0
79	YWCA Ms. Diane Sass 175 North Clinton Avenue Rochester, NY 14604 Phone - (585) 546-5820 ext. 254 Email - earchibald@ywcarochester.org	N	0
80	American Women in Radio and Television Ms. Jennifer Harman 8405 Greensboro Drive, Suite 800 McLean, VA 22102-5120 Phone - (703) 506-3290	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
81	MediaLine Mr. Mark Shilstone Box 51909 Pacific Grove, CA 93950 Phone - (800) 237-8073 Email - mark@medialine.com	Y <i>(television jobs only)</i>	0
82	Native American Public Telecommunications, Inc. Ms. Becky Fauver PO Box 83111 Lincoln, NE 68510 Phone - (402) 472-3522 Email - native@unl.edu	Y <i>(television jobs only)</i>	0
83	Project Neutral Zone Ms. Patricia Brunson PO Box 19352 Rochester, NY 14619 Phone - (585) 458-3869 Email - neutralzone@savingsbox.org	Y <i>(television jobs only)</i>	0
84	Radio & Television News Directors Association Ms. Sharon Hammon 1600 K Street, NW Washington, DC 20006 Phone - (202) 467-5258	N	0
85	Spots N Dots publication 167 Oakdale Road Johnson City, NY 13790 Phone - (888) 884-2630 Email - selltv@aol.com	N	0
86	The New York State Broadcasters Association, Inc. Ms. Sandra Messineo 1805 Western Avenue Albany, NY 12203 Phone - (518) 456-8888 Email - sandy@nysbroadcastersassn.org	Y	0
87	TVJobs.com DBA Broadcast Employment Services Mr. Mark Holloway PO Box 4116 Oceanside, CA 92052 Phone - (800) 374-0119 Email - markch@tvjobs.com	Y <i>(television jobs only)</i>	1
88	AllAccess.com www.allaccess.com	N	2
89	BEDA (Broadcast Executive Directors Association) and NASBA (National Alliance of State Broadcasters Association) www.careerpage.org	N	0
90	Clear Careers www.clearcareers.com	N	18
91	Journalismnext.com Phone - (703) 739-0408	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
92	NABEF - National Association of Broadcasters Education Foundation Karen Hunter, Outreach & Diversity Manager 1771 N Street NW Washington, DC 20036-2891 Phone - (202) 429-5498 www.nab.org	N	1
93	Democrat & Chronicle Classified Ads 55 Exchange Boulevard Rochester, NY 14614 Phone - (585) 454-1111 (Posts online to CareerBuilder.com)	N	4
94	<i>Intentionally omitted</i>	N	0
95	Clear Channel Rochester Radio Internship Program	N	3
96	Internal Promotion	N	2
97	Employee Referral	N	28
98	Internal Transfer	N	1
99	Internal Posting	N	19
100	Job Fair	N	4
101	VarietyCareers.com www.Varietycareers.com (Reed Business Information paid online postings, which includes Broadcasting & Cable, Multichannel News, and Variety)	N	0
102	On-Air Announcements (one or more SEU stations)	N	31
103	Non-Employee Referral	N	26
104	RochesterWorks! Career Center Mr. Joe Palmeri/Ms. Erin Vandamme 255 North Goodman Street Rochester, NY 14604 Phone - (585) 258-3530 Email - jobpost@RochesterWorks.org / EVanDamme@rochester.org / cbakewicz@rochesterworks.org / jpalmeri@rochesterworks.org	N	2
105	RochesterHelpWanted.com www.rochesterhelpwanted.com	N	45
106	Station Websites www.clearchannelrochester.com	N	28
107	KVR News (University of Texas) Ms. Crystal Hall 2500 Whitis Court PO Box D Austin, TX 78750 Phone - (512) 471-7899 Email - cvhall@mail.utexas.edu	Y <i>(television jobs only)</i>	0
108	Goods Entertainment Mr. Adam Goodman PO Box 1266 Weston, CT 68883 Phone - (203) 341-0111 Email - Adam@GoodsEntertainment.com	Y <i>(radio programming jobs only)</i>	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
109	TVB Ms. Hope Etheridge 3 East 54th Street New York, NY 10022-3108 Phone - (212) 486-1111 Email - hope@tvb.org	N	0
110	DePaul Addition Services Director of Vocational Services Ms. Cecilia Coulter/Ms. Marty Leary 774 West Main Street Rochester, NY 14611 Phone - (585) 279-5440 Email - ccoulter@depaul.org / mleary@depaul.org	N	0
111	Alfred University Dr. Robyn Goodman Associate Professor, Communications Studies Career Development Center Saxon Drive Alfred, NY 14802 Phone - (607) 871-2164 Email - fgoodman@alfred.edu	Y	0
112	National Association of Youth Service Consultants Sarah Maxwell 5575 East River Road, Suite 121-147 Tucson, AZ 85750-6737 Phone: (888) 201-3228	Y	0
113	RochesterJobs.com www.rochesterjobs.com	N	1
114	TheJobWire.com www.thejobwire.com	N	0
115	SnagAJob.com Ms. Martha Samper 5300 South Laburnum Avenue Richmond, VA 23231 Tel: (804) 236-9934 ext. 124	N	0
116	Michaels Media (For: Collective Talent) Mr. Mike Von Ende 1721 Richardson Place Tampa, FL 33606 Tel: (248) 737-2572	Y <i>(television on-air jobs only)</i>	0
117	Howard University Ms. Carol Y. Dudley 525 Bryant Street NW, Suite C-107 Washington, DC 20059 Phone - (202) 806-5806 Email - cdudley@howard.edu	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
118	Frontier Communications Ms. Sheila O'Leary FrontierPages 180 South Clinton Avenue Rochester, NY 14646 Phone - (585) 777-1000	N	0
119	Jobs Weekly, Inc. Western New York Jobs Magazine www.wnyjobs.com 31 Buffalo Street Hamburg, NY 14075 Phone - (716) 648-5627	N	0
120	TV News Gigs Ms. Stacey Chaloux 1012 SE Country Lane Lee's Summit, MO 64063 Phone - (816) 392-4341 Email - info@tvnewsgigs.com	Y <i>(television news talent jobs only, as of 2/5/07)</i>	0
121	Unity Health Action Toward Employment Program Ms. Courtney Lepinskie 46 Prince Street, Third Floor Rochester, NY 14607 Phone - (585) 368-6620 Email - Clepinskie@unityhealth.org	Y <i>(as of 10/17/07)</i>	0
122	Rochester AudioVisual Association (RAVA) Mr. Paul Tracy 92 Legacy Oak Trail Pittsford, NY 14534 Phone - (585) 586-5862	Y <i>(as of 1/4/08)</i>	0
123	Internet Recruitment Consultant Ms. Erin Murphy Monster.com 1-800-MONSTER ext. 2878 www.monster.com	N	0
124	Craigslist.org www.craigslist.org	N	2
125	Indeed.com 470 West Avenue, Suite 2002 Stamford CT, 06902	N	0
126	Inside Radio Classifieds 365 Union Street Littleton, NH 03561 Phone - (603) 444-5720	N	2
127	Daily Messenger 73 Buffalo St Canandaigua, NY 14424 Phone - (585) 394-0770	N	9
128	Unknown Referral Source²	N	8

² This category represents interviewees who failed to adequately identify the referral source upon inquiry.

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
129	Former Employee	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			255

**WHAM-TV/DT, WHAM(AM), WHTK(AM), WCRR(FM),
WDVI(FM), WFXF(FM), WKGS(FM), WVOR(FM)
EEO PUBLIC FILE REPORT
February 1, 2007-January 31, 2008**

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Radio Internship Program	<p>Clear Channel Radio-Rochester gives students interested in broadcasting careers the opportunity to gain real-life experience through unpaid internships at the stations for academic credit.</p> <p><u>Spring 2007</u>: This SEU hosted two interns in its promotions department from Bryant & Stratton College and Cayuga Community College.</p> <p><u>Summer 2007</u>: This SEU hosted four interns, three in its promotions department from: Shepard University (one intern), St. Bonaventure University (one intern), and SUNY Geneseo (one intern) and one intern in its programming department from Ithaca College.</p> <p><u>Fall 2007</u>: This SEU hosted two interns in its promotions department from Hobart College.</p> <p><u>Winter 2007/2008</u>: This SEU hosted one intern in its promotions department from Keuka College and one intern in its administrative department from Monroe Community College.</p>
2	WHAM-TV Internship Program	<p>WHAM-TV gives students interested in broadcasting careers the opportunity to gain real-life experience through unpaid internships at the stations for academic credit. Station employees involved in mentoring the students included our Executive Producer, Sports Reporter, Chief Meteorologist, and Director.</p> <p><u>Spring 2007</u>: This SEU hosted four interns in the news and production departments from St. John Fisher College (two interns), Roberts Wesleyan College (one intern), and Churchville-Chili High School (one intern in production).</p> <p><u>Summer 2007</u>: This SEU hosted 11 interns in the news department from SUNY Oswego (three interns), Syracuse University (two interns), Ithaca College (two interns), Nazareth College (one intern), University of Buffalo (one intern), Alfred University (one intern), CUNY Graduate School of Journalism (one intern), Gettysburg College (one intern), and SUNY Brockport (one intern).</p> <p><u>Fall/Winter 2007/2008</u>: This SEU hosted 12 interns in the news department from SUNY Brockport (four interns), SUNY Cortland (one intern), Syracuse University (three interns), Monroe Community College (one intern), University of Rochester (one intern), Hobart College (one intern), and St. John Fisher College (one intern).</p>
3	Internship Program - The New York State Broadcasters Association	<p>In connection with an internship program sponsored by the New York State Broadcasters Association, WHAM-TV's news department hosted one intern from St. Bonaventure University for six weeks during June and July of 2007. WHAM-</p>

		TV's Community Affairs Director mentored the student.
4	Host Job Fair	This SEU hosted the Online Career Fair "RochesterCareerFair.com" from February 26, 2007 through March 4, 2007. Fifteen registered recruiters and 784 registered job seekers participated in the career fair. Clear Channel Rochester promoted the event on-air and on station websites.
5	Participate in Job Fair	Clear Channel Rochester participated in the New York State Broadcasters Association online "Broadcasters Career Fair" on March 19, 2007 through March 25, 2007. During the online job fair, Clear Channel posted jobs in its "booth" on the New York State Broadcasters' website, and individuals interested in broadcast careers had the opportunity to post resumes and apply for these positions. The event was promoted on-air and on station websites, with WHAM-TV's website linking to the New York State Broadcasters' career fair website.
6	Participate in Programs Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting	<p>Clear Channel Rochester's WHAM-TV participates in the TV Job Shadow Experience Program. As part of this job shadow work experience program, the SEU hosted:</p> <p>a) One student from Brighton High School in its engineering and news departments on February 21, 2007. WHAM-TV Engineering Technician and Assignment Manager mentored the student.</p> <p>b) One student from Rush-Henrietta High School in its news department on February 22, 2007. WHAM-TV Assignment Manager mentored the student.</p> <p>c) One student from Albion High School in its engineering department, for one day per week from February 26, 2007 through May 31, 2007. WHAM-TV Engineering Technician mentored the student.</p> <p>d) One student from Dansville High School in its news (weather) department on March 8, 2007. WHAM-TV Staff Meteorologists mentored the student.</p> <p>e) Two students from Hilton High School in its news department on March 19, 2007. WHAM-TV Assignment Manager and Executive Producer mentored the students.</p> <p>f) Two students from Honeoye Falls-Lima High School in its news department, one on March 21, 2007 and one on April 10-11, 2007. WHAM-TV Assignment Manager and Executive Producer mentored the students.</p> <p>g) One student from Gates-Chili High School in its news department on April 12, 2007. WHAM-TV Assignment Manager and Executive Producer mentored the student.</p> <p>h) One student from Medina High School in its news (weather) department on May 10, 2007. WHAM-TV Staff Meteorologists mentored the student.</p> <p>g) One student from Allendale Columbia High School in its sales department from May 14, 2007 through June 1, 2007. WHAM-TV Marketing Director mentored the student.</p> <p>h) One student from School of the Arts High School in its news department on June 7, 2007. WHAM-TV Assignment Manager and Executive Producer mentored the student.</p> <p>i) One student from Greece Arcadia High School in its news department on August</p>

		<p>15, 2007, mentored by the WHAM-TV Assignment Manager.</p> <p>j) Two students from Rush-Henrietta Senior High School in its news department on October 8, 2007, mentored by the WHAM-TV Assignment Manager.</p> <p>k) One student from Wayne Central High School in its news department on November 12, 2007, mentored by the WHAM-TV Assignment Manager.</p> <p>l) One student from Pal-Mac High School in its news department on December 3, 2007, mentored by the WHAM-TV Assignment Manager.</p>
7	Participate in Programs Sponsored by Educational Institutions Relating to Career Opportunities in Broadcasting	<p>a) On February 7, 2007, one of our WHAM-TV News Reporters spoke at an Edison Tech High School Career Day seminar about her career in broadcasting.</p> <p>b) On February 22, 2007, our WHAM-TV News Producer and Sports Producer spoke to a Media Coverage class at St. John Fisher College, discussing their career paths as broadcasters.</p> <p>c) On March 13, 2007, one of our WHAM-TV News Anchors spoke to high-school students at Nazareth Academy about careers in broadcasting.</p> <p>d) On March 21, 2007, one of our WHAM-TV Account Executives spoke to a class at RIT (Rochester Institute of Technology) about careers in sales.</p> <p>e) On March 27, 2007, our WHAM-TV Meteorologist participated in a career day at Greece Athena High School.</p> <p>f) On March 28, 2007, one of our WHAM-TV News Anchors spoke to students at Churchville-Chili High School about careers in broadcasting.</p> <p>g) On March 29, 2007, our WHAM-TV Internet Sales Manager spoke to a class at St. John Fisher College about ethics in television.</p> <p>h) On March 29, 2007, one of our WHAM-TV News Reporters spoke to students at Lyons High School about careers in broadcasting.</p> <p>i) On April 27, 2007, one of our WHAM-TV Account Executives spoke to a broadcast sales class at SUNY Oswego about careers in sales.</p> <p>j) On September 28, 2007, our WHAM-TV News Content Editor spoke to a web news writing class at SUNY Geneseo about her job responsibilities.</p> <p>k) On November 2, 2007, one of our WHAM-TV Account Executives spoke to a Broadcast Sales class at SUNY Oswego about careers in television sales.</p> <p>l) On November 9, 2008, our WHAM-TV Meteorologist spoke to students at Wilson Magnet High School about careers in meteorology.</p> <p>m) On November 28, 2007, our WHAM-TV Internet Sales Manager spoke to a Communications 101 class at Monroe Community College about careers in sales.</p> <p>n) On January 9, 2009, our WHAM-TV Marketing Services Producer/Director spoke to students at Gates Chili High School about careers in television.</p>
8	Participate in Events Sponsored by Organization Representing Group in the Community	<p>a) Our WHAM-TV General Manager participated in a leadership seminar panel sponsored by the Radio and Television News Directors Foundation (RTNDF) during the National Association of Broadcasters Conference in Las Vegas, NV on April 17-</p>

	Interested in Broadcast Employment Issues	<p>18, 2007. RTNDF's News Leadership Workshop offers leadership training for news managers working in television and radio.</p> <p>b) Our WHAM-TV General Manager participated in a leadership seminar panel at the RTNDF News Leadership Workshop in Minneapolis, MN, on September 14-15, 2007. RTNDF's News Leadership Workshop offers leadership training for news managers working in television and radio.</p>
9	EEO Training for Management	<p>The Director of Operations for Clear Channel Radio Northeast hosted a regional EEO Conference Call on April 10, 2007. Our Market Controller, HR/Business Manager, and EEO Coordinator participated in the program, which addressed topics such as the FCC's EEO rules, local protocol for the hiring process, record keeping, and internship documentation and implementation.</p>