

**WNTQ(FM), WAQX-FM, WSKO(AM)**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2025 – January 31, 2026**

**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	1-33	1
Sales Executive	1-35	4

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**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	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.jobs.net/en-US/">www.cumulusmedia.jobs.net/en-US/</a>	N	7
2	<b>Indeed Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.indeed.com">www.indeed.com</a>	N	0
3	<b>Glassdoor Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.glassdoor.com/index.htm">www.glassdoor.com/index.htm</a>	N	0
4	<b>LinkedIn Website</b> <i>(not directly contacted by SEU)</i> <a href="http://www.linkedin.com/jobs/">www.linkedin.com/jobs/</a>	N	1
5	<b>Abilities in Jobs</b> <a href="http://www.abilitiesinjobs.com">www.abilitiesinjobs.com</a>	N	0
6	<b>Disabled Person</b> <a href="http://www.disAbledperson.com">www.disAbledperson.com</a>	N	0
7	<b>Job Opportunities for Disabled Veterans</b> <a href="http://www.JOFDAV.com">www.JOFDAV.com</a>	N	0
8	<b>Veteran Job Center</b> <a href="http://www.veteranjobcenter.com">www.veteranjobcenter.com</a>	N	0
9	<b>Disabled Job Seekers</b> <a href="http://www.disabledjobseekers.com">www.disabledjobseekers.com</a>	N	0
10	<b>Diversity in Jobs</b> <a href="http://www.diversityinjobs.com">www.diversityinjobs.com</a>	N	0
11	<b>US Diversity Job Search</b> <a href="http://www.usdiversityjobsearch.com">www.usdiversityjobsearch.com</a>	N	0
12	<b>Asian in Jobs</b> <a href="http://www.asianinjobs.com">www.asianinjobs.com</a>	N	0
13	<b>Black In Jobs</b> <a href="http://www.blackinjobs.com">www.blackinjobs.com</a>	N	0
14	<b>Hispanic In Jobs</b> <a href="http://www.hispanicinjobs.com">www.hispanicinjobs.com</a>	N	0
15	<b>LGBTQ In Jobs</b> <a href="http://www.lgbtqinjobs.com">www.lgbtqinjobs.com</a>	N	0
16	<b>Seniors in Jobs</b> <a href="http://www.seniorsinjobs.com">www.seniorsinjobs.com</a>	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>
17	<b>Women in Jobs</b> <a href="http://www.womeninjobs.com">www.womeninjobs.com</a>	N	0
18	<b>Hire Black</b> <a href="http://www.hireblack.com">www.hireblack.com</a>	N	0
19	<b>African American Job Search</b> <a href="http://www.africanamericanjobsearch.com">www.africanamericanjobsearch.com</a>	N	0
20	<b>Asian Job Search</b> <a href="http://www.asianjobsearch.com">www.asianjobsearch.com</a>	N	0
21	<b>Hispanic Job Exchange</b> <a href="http://www.hispanicjobexchange.com">www.hispanicjobexchange.com</a>	N	0
22	<b>LGBT Job Search</b> <a href="http://www.lgbtjobsearch.com">www.lgbtjobsearch.com</a>	N	0
23	<b>Seniors to Work</b> <a href="http://www.seniorstowork.com">www.seniorstowork.com</a>	N	0
24	<b>CNY Works Incorporated</b> 960 James Street Syracuse, NY 13203 315.473.8250 info@cnyworks.com william.burns@labor.ny.gov lbush@cnyworks.com	N	0
25	<b>Oswego County Workforce New York</b> 200 North Second Street Fulton, NY 13069 315.591.9000 ocwny@oswegocounty.com	N	0
26	<b>Madison Cortland ARC</b> 701 Lenox Avenue Oneida, NY 13421 315.363.3315 jim.thompson@madisoncortlandarc.org	N	0
27	<b>Spanish Action League</b> 700 Oswego Street Syracuse, NY 13204 315.475.6153 acabrera@laligaupstate.ny.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
28	<b>Madison County Career Center</b> 133 N. Court Street Wampsville, NY 13163 315.363.2400 ellen.bowe@madisoncounty.ny.gov	N	0
29	<b>Buffalo Urban League</b> 15 E Genesee Street Buffalo, NY 13224 716.854.7625 jking@buffalourbanleague.org	N	0
30	<b>Onondaga Case Management Services Employment Network</b> 620 Erie Boulevard West Suite 302 Syracuse, NY 13204 315.472.7363 bcappon@ocmsinc.org	N	0
31	<b>YWCA Women's Residence Program</b> 401 Douglas Street Syracuse, NY 13203 315.424.0040 hwhalen@ywca-syracuse.org	N	0
32	<b>Cayuga Works Career Center</b> 199 Franklin Street Auburn, NY 13021 315.253.1590 matthew.brennan@labor.state.ny.us	N	0
33	<b>Onondaga Case Management Services INC</b> 220 Herald Place Syracuse, NY 13202 bcappon@ocmsinc.org	N	0
34	<b>Employee Referral</b>	N	1
35	<b>Monster Website</b> ( <i>not directly contacted by SEU</i> ) <a href="http://www.monster.com">www.monster.com</a>	N	1
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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of April and May of 2025, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete a series of sessions prepared by the Health & Safety Institute (HSI) entitled, <i>Understanding Harassment</i> and <i>Anti-Harassment – Managers</i> (6 sessions for staff and 9 for managers). The sessions explained what harassment is, provided tips to help understand offenders and targets, offered bystander training, described warning signs, and instructed viewers about how to create a healthy workplace culture. There was additional training for managers about supervisory responsibilities and how to conduct investigations regarding claims of harassment. In order to obtain a certificate of participation, all employees were required to take a quiz following their completion of each session.
<b>2</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	During the months of April and May of 2025, this SEU participated in additional training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course, <i>Celebrating Diversity How It Fosters Belonging</i> , <i>Seeing All Sides</i> , and <i>Uncovering All That We Share</i> , presented in three segments. These segments defined how companies and colleagues can make everyone feel part of a group, how practicing empathy helps us see life from someone else's point of view, and the benefits of seeking common ground for the sake of unity.
<b>3</b>	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 20, 2025, our SEU's VP/Market Manager as well as our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.'s Executive Vice President and General Counsel as well as its Vice President, Human Resources entitled, "The FCC's Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers & HR Business Partners." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
4	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	On August 27, 2025, or September 17, 2025, our SEU's Market Manager and HR Business Partner were required to participate in a facilitated session and presentation conducted by CultureAlly, entitled, Emotional Safety & Inclusive Workspaces. This 90-minute session explored the essential role of emotional safety in creating healthy workplace relationships and inclusive environments. Participants learned how emotional safety impacts team dynamics and gained practical tools to improve communication, navigate challenges, and foster collaboration. The session empowered participants to build a culture where everyone feels valued and able to contribute.
5	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	During the months of November and December of 2025, this SEU participated in additional training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course, Where Every Voice Matters: Inclusivity Series – Volume Two, which was presented in three (3) segments: The Powerful Force of Empathy; Listening to Understand; and the Benefits of Small Kindness: Using Micro-Affirmations. These sessions explored the difference between empathy and sympathy, emphasizing how empathetic listening can strengthen trust in relationships. It introduced micro-affirmations—small, consistent acts of kindness—as a practical way to build inclusive communities. Participants learned how to listen more effectively and incorporate these tools into daily routines for personal and professional growth
6	Participate in Job Fair	On April 11, 2025, our SEU's Promotions Director and Promotions Assistants attended the Spring 2025 Whitman Career Connections job fair, which took place at Syracuse University in Syracuse, NY. They spoke with attendees about the company, career opportunities in radio broadcasting, and job openings within the SEU.
7	Host Job Fair	On May 20, 2025, our SEU hosted a job fair at Destiny USA in Syracuse, New York. Our SEU organized this event, solicited local employers, was involved in all aspects of this fair, and participated as one of the local employers. Our Sales Director and Promotions Director were available to speak with attendees about the company, careers opportunities in radio broadcasting, and current job openings. This event was promoted on all SEU stations and websites as well as on social media.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>8</b>	Participate in Job Fair	On September 18, 2025, our SEU's Promotions Director and one of our Promotions Assistants attended the Le Moyne College Fall 2025 Job & Internship Fair, which took place at Le Moyne College in Syracuse, NY. They spoke with attendees about the company, career opportunities in radio broadcasting, and job openings within the SEU.
<b>9</b>	Host Job Fair	On October 7, 2025, our SEU hosted a job fair at Drivers Village-Cicero in Syracuse, New York. Our SEU organized this event, solicited local employers, was involved in all aspects of this fair, and participated as one of the local employers. Our Sales Director and Promotions Director were available to speak with attendees about the company, careers opportunities in radio broadcasting, and current job openings. This event was promoted on all SEU stations and websites as well as on social media
<b>10</b>	Participate in Job Fair	On November 12, 2025, our SEU's Promotions Director and one of our Promotions Assistants attended the Onondaga Community College ("OCC") Career Showcase hosted by Onondaga Community College on its campus in Syracuse, NY. They spoke with attendees about the company, career opportunities in radio broadcasting, and job openings within the SEU.