

WEPN-FM, WLIB(AM) and employees at WBLs(FM), WQHT(FM)
EEO PUBLIC FILE REPORT
 February 1, 2019 – January 31, 2020

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Digital Account Coordinator	1-4, 6-10, 12-21, 24, 27, 29-32, 34, 39, 41-46, 50-56, 59-73, 75-78, 89	6
Broadcast Engineer	1-4, 6-10, 12-21, 24, 27, 29-32, 34, 39, 41-47, 50-56, 59-73, 75-78, 89	6
Field Promotions Manager	1-4, 6-10, 12-21, 24, 27, 29-32, 34, 39, 41-47, 50-56, 59-73, 75-78, 86, 89	86

WEPN-FM, WLIB(AM) and employees at WBLs(FM), WQHT(FM)
EEO PUBLIC FILE REPORT
February 1, 2019 – January 31, 2020

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	Wagner College – Center for Academic and Career Engagement (CACE) Attn: Tara Chiari– Assistant Director One Campus Road Staten Island, NY 10301-9831 Phone : 718-390-3430 Tara.chiari@wagner.edu	Y	0
2	Queensborough Community College 222-05 56 th Avenue LA29 Bayside, NY 11364 Tel: 718-631-6262 Attn: Constance Peluso Email: careerservices@ccny.edu cpeluso@qcc.cuny.edu	N	0
3	Congress of Racial Equality P.O. Box 264 New York, NY 10276 Attn: Brian McLaughlin- Executive Producer Email: bmclaughlin@core-online.org Phone: 212-598-4000	N	0
4	Emma L. Bowen Foundation for Minority Interests in Media SVP, National Recruitment and Leadership Development Emma L. Bowen Foundation 30 Rockefeller Plaza (Campus 1221 Avenue of the Americas #28A41) New York, NY 10112 Email: Sandra.Rice@NBCUNI.com Phone: 212-664-3773	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
5	Alliance for Women In Media 1760 Old Meadow Road- Suite 500 McLean, VA 22102 Attention: Career Center Phone: 703-506-3290 / Fax: 703-506-3266 Website posting: http://www.allwomeninmedia.org/	N	0
6	Emmis Communications – Career Portal 40 Monument Circle, Suite 700 Indianapolis, IN 46204 Attn: Staffing Phone: 317- 266-0100 https://careers-emmis.icims.com/jobs/search?ss=1&searchLocation=12781-12816-New+York	N	13
7	Internal Posting/Candidate	N	2
8	Word-of-Mouth Referral	N	0
9	National Association of Broadcasters 1771 N Street NW Washington, DC 20036 Attn: Cindy Muchow Email: cmuchow@nab.org Phone: 202 429 5400 www.nab.org	N	0
10	Connecticut School of Broadcasting Attn: Erica Fierstein- Campus Coordinator, Career Services 611 Route 46 West Suite 102 Hasbrouck Heights, NJ 07604 Phone: 201-288-7900 / Fax :201-288-7901 Email: efierstein@gocsb.com	Y	0
11	Advertising Women of New York 25 West 45 th Street, Suite 1001 New York, NY 10036 Attn: Lynn Branigan, Executive Director Phone: 212- 221-7969 Email: lynn.branigan@awny.org www.awny.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
12	<p>National Coalition of 100 Black Women 1925 Adam C. Powell Boulevard, Suite 1L New York, NY 10026 Attn: Shirley Poole, Executive Director Email: nc100bwslp@aol.com Phone: 212- 222-5660</p>	N	0
13	<p>Kingsborough Community College Attn: Marisa Joseph-Associate Director of Career Services 2001 Oriental Boulevard Brooklyn, NY 11235 Email: marisa.joseph@kbcc.cuny.edu Phone: 718-368-5115 /Fax: 718- 368-5366</p>	Y	0
14	<p>NYC College of Technology 300 Jay Street, NG - 08 Brooklyn, NY 11201-2983 Attn: Adrian Griffith Email: Pdc@citytech.cuny.edu Phone: 718- 260-5050</p>	N	0
15	<p>New York State Broadcasters Association 1805 Western Avenue Albany, NY 12203 Phone: 518- 456-8888 Attn: Carolyn Jung cjung@nysbroadcasters.org www.nysbroadcasters.org</p>	N	0
16	<p>CUNY College of Staten Island 2800 Victory Boulevard, Bldg. 1A, Room 105 Staten Island, NY 10314 Attn: Caryl Watkins, Director-Career & Scholarship Center Phone: 718-982-2300 Fax: 718-982-2308 Email: careers@csi.cuny.edu</p>	Y	0
17	<p>The WISE Center New York City of Technology 300 Jay Street, Brooklyn NY 11201 Room G-511 Vanessa Villanueva- Coordinator T: 718-260-5391 E: Studentlife@citytech.cuny.edu</p>	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
18	<p>Opportunities for a Better Tomorrow Terri Saucier- Director of Employment Services 25 Thornton Street Brooklyn, NY 11206 P: (718) 387-1600 x 28 / F: (718) 387-1914 Email: sgoodman@obtsjobs.org www.obtjobs.org</p>	N	0
19	<p>Berkeley College Attn: Anna Yee, Director-Career Services & Quality Control 99 Church Street White Plains, NY 10601 Phone: 914-694-1122 / Ext : 13401 E: AY@berkeleycollege.edu</p>	Y	0
20	<p>Goodwill of New York and Northern New Jersey 25 Elm Place, 6th Floor Brooklyn, NY 11201 Attn: Beatrice Baldwin, Job Developer Phone: 718-702-5900 E: nbryan@goodwillny.org</p>	Y	0
21	<p>Walk-In/Self-Referral</p>	N	0
22	<p>New York Market Radio (NYMRAD) 261 Madison Avenue, 23rd Floor New York, NY 10016 Attn: Deborah Beagan Phone: 212- 808-4330 Phone :212- 986-3242 www.nymrad.org</p>	N	0
23	<p>Inside Radio 81 Main Street, Suite 2 Littleton, NH 03561 Attn: Gene McKaye Phone: 800- 248-4242 Fax: 603- 444-2872</p>	N	0
24	<p>The College of Saint Rose Attn: Katherine A. Wolanin Asst Director of The Career Center 432 Western Avenue Albany, NY 12203-1490 Phone: 518-454-5141 /Fax: 518- 458-5330 Email: jobs@strose.edu</p>	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
25	Media Bistro 475 Park Avenue South New York, NY 10016 Attn: Carrie Rons Phone: 212-547-7899 carrie@mediabistro.com www.mediabistro.com	N	0
26	Dice Inc. 4101 NW Urbandale Drive Urbandale, IA 50322 Attn: Cori Bangs Email: CoriB@dice.com Phone: 866- 333-4705 www.dice.com	N	0
27	AARP Attn: Lisa Nenadich AARP New York Senior Operations Associate 750 Third Avenue – 31 st Floor New York, NY 10017 T : 212-407-3706 C : 917-744-8427 E: lnenadich@aarp.org	Y	0
28	Medialine P.O. Box 51909 Pacific Grove, CA 93950 Attn: Mark Shilstone, Manager Phone: 800-237-8073 www.medialine.com	N	0
29	The Center for Employment Opportunities 32 Broadway, 5 th Floor New York, NY 10004 Attn: Jessica Centeno Phone: 212- 422-4430 Fax: 212- 785-4677 jcenteno@ceoworks.org	Y	0
30	New York State Department of Labor 9 Bond Street – 4 th Floor Brooklyn, NY 11201 Attn: Job Bank Phone: 718- 780-9499 E: nyc.jobbank@labor.ny.gov	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
31	Berkeley College, NYC Campus Attn: Steev Usungu Email: Steev-usungu@berkeleycollege.edu Berkeley College 3 E. 43 rd Street, 6 th Floor New York, NY 10017 Phone: 212-986-4343 / Ext: 4171 Cell: 2014-364-1711	Y	0
32	Lexington Vocational Services Center, Inc. 30 th Avenue & 75 th Street Jackson Heights, NY 11370 Attn: Bridget Lovell, Supervisor Job Development Email: E: Blovell@lexnyc.org Phone: 718- 350-3111 Fax: 718- 350-3133	Y	0
33	Radio Online 3500 Tripp Avenue Amarillo, TX 79121 Attn: Ron Chase Phone: 806-352-7503 Ext : 3 Fax: 800- 352-3677 www.radioonline.com	N	0
34	Iona College – Hagan School of Business Attn: Fredrica Rudell, Ph.D /Chair, Department of Marketing and International Business 715 North Avenue New Rochelle, NY 10801 Phone : 914- 637-2748 frudell@iona.edu	Y	0
35	TV and RadioJobs.com c/o Living Waters Enterprises 270 34 Helmond Drive Calabasas, CA 91301 Attn: Michael Madden Phone: 888-307-2346 http://tvandradiojobs.com/	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
36	<p>All Access Music Group 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 Attn: Matt Parvis, Marketing Manager Phone: 310- 457-6616 Fax: 310- 457-8058 Email: mparvis@allaccess.com www.allaccess.com</p>	N	0
37	<p>Advancing Women P.O. Box 6642 321 Kampmann Avenue San Antonio, TX 78209 Phone: 866-477-3571 Fax: 210-568-4995 www.advancingwomen.com</p>	N	0
38	<p>Coroflot.com 561 Broadway, 6th Floor New York, NY 10012 Attn: Deanna Dumbrys Phone: 212- 965-1998 Fax: 917- 591-8682 www.coroflot.com</p>	N	0
39	<p>National Hispanic Media Coalition, Inc. 101 Avenue of the Americas, Suite 494-5 New York, NY 10013 Attn: Marta Garcia, Founder/Co-Chair, New York Chapter Phone: 212- 965-9758 MediaCoalition@aol.com</p>	Y	0
40	<p>Linked In Website 1840 Embarcadero Road Palo Alto, CA 94303 Attn: Candy Mielke www.linkedin.com</p>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
41	<p>Five Towns College Career Services 305 N. Service Road Dix Hills, NY 11746-5871 Attn: Krysti O'Rourke, Director of Career Services Attn: Ronnie lee MacDonald, Associate Dir. of Career Services Phone: 631- 656-2163 Fax: 631- 656-2192 E: krysti.orourke@ftc.edu or career.services@ftc.edu</p>	Y	0
42	<p>500 Men The Pilgrim Cathedral of Harlem PO Box D500 Pomona, NY 10970 Attn: Otis Cruise Phone: 516-967-7323 Email: ocruse@aol.com</p>	N	0
43	<p>Medgar Evers College Dr. Antoinette Roberson, Senior Director Career Services Email: aroberson@mec.cuny.edu 1637 Bedford Avenue, S 302 Brooklyn, NY 11236 Tel: 718.270.6055 / Fax: 718.270.6189</p>	Y	0
44	<p>The Osborne Association Attn: Ben Tallerson- Senior Career Specialist 175 Remsen Street- 6th Floor Brooklyn, NY 11201 Phone: 718- 637-6594 btallerson@osborneny.org</p>	Y	0
45	<p>Ohio/Illinois Centers for Broadcasting 9000 Sweet Valley Drive Valley View, OH 44125 Attn: Don Clark- National Director of Recruitment Phone: 216- 447-9117 dclark@beonair.com</p>	Y	0
46	<p>Brooklyn College Latino Alumni Advisory Committee Attn: Barbara Pimentel Phone : 718-926-7117 Brp1105@gmail.com</p>	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
47	The Society of Broadcast Engineers Tom Ray- Chairman of SBE 15 (WOR Radio) 111 Broadway New York, NY 10006 Phone: 212-642-4462 tomray@wor710.com www.sbe15.com	N	0
48	NYU Center for Career Development Attn: Trudy Steinfeld 133 East 13 th street – 2 nd floor New York, NY 10003 Phone: 212-998-4730 http://www.nyu.edu/careerdevelopment/	N	0
49	School of Visual Arts 209 East 23 rd street New York, NY 10003 Attn: Susan Moses Phone: 212-592-2370 Fax: 212-725-3587 Email: cd@sva.edu www.collegecentral.com/sva	N	0
50	Fashion Institute of Technology 227 West 27 th street New York, NY 10001-549 Phone: 212-217-3012 Attention: Career Center Email: career_internship@fitnyc.edu	N	0
51	Flatbush Development Corp. 1616 Newkirk Avenue Brooklyn, NY 11226 Attn: Robin Redmond Phone: 718- 859- 3800 E: rredmond@fdonline.org	N	0
52	East Harlem Talent Network 240 East 123 rd street, 3 rd fl New York, NY 10035 Lakythia Ferby – VP of Programs Office: 646-335-0801 E: Lferby@striveinternational.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
53	Newark City Hall 920 Broad Street Newark, NJ 07102 Attn: Carrie Velez – Personnel Phone: 973-733-8008 Email: velizc@ci.newark.nj.us	N	0
54	Workforce Development Center Henry Street Settlement Attn: Jeanie Tung, Director of Employment Services 99 Essex Street, 3 rd FL New York, NY 10002 Phone: 212-463-0400 / Ext : 5449 Email: jtung@henrystreet.org	N	0
55	Touro College, NYSCAS Attn: Adriana Jimenez Director of Career and Placement 27-33 West 23 rd Street, #554 New York, NY 10010-4202 Phone: 212-463-0400 / Ext : 5449 Fax: 646-638-1278 E: Adriana.jimenez-garcia@touro.edu	N	0
56	The Door- A Center of Alternatives, Inc 121 Avenue of Americas, 3 rd Floor New York, NY 10013 Attn: Charles Downs Phone: 212-941-9090 / Ext : 3318 Email: Charles@door.org	N	0
57	Entertainment Careers Website 914 S Barrington Ave Los Angeles, CA 10013 http://entertainmentcareers.net/employers Phone: 310 -441-9963 Fax: 310-475-8985	N	0
58	Craigslist Website http://newyork.craigslist.org	N	0
59	New York Urban League, Inc. 204 West 136 th Street New York, NY 10030 Attn: Shoque Hoke Phone: 212-926-8000, Ext: 127 Email: Shoque@nyul.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
60	St. Johns University-Center for TV, Film and Radio Marillac Room 436 8000 Utopia Parkway Jamaica, NY 11439 Phone : 718-990-5985 Email: bogartg@stjohns.edu ; Attn: Craig Bogart	N	0
61	Career Network Center for Urban Community Service Career Network 14 East 28 th street New York, NY 10016 Phone: 212-471-0757 Email: jhorowitz@cucs.org	N	0
62	South Bronx Overall Economic Development Corp. (SOBRO) 555 Bergen Ave. 3 rd Fl Bronx NY, 10455 Phone: 201-451-8888 Ext 217 Attn: Niyonu Boateng Email: nboateng@ulohc.org	N	0
63	Rutgers University Attn: Cheryl Egan, Assistant Director/Intern Coordinator 360 Martin Luther King Jr. Blvd. Hill Hall, Room 112 Newark, NJ 07102 Phone: 973-353-5312	N	0
64	Hunter College 695 Park Ave. New York, NY 10065 Phone: 212-772-4850 Susan McCarthy – Director or Career Center E: smccarty@hunter.cuny.edu	N	0
65	Lehman College 250 Bedford Park Boulevard West Bronx, NY 10468 Phone: 718-960-8000 Nancy Ann Cintron- Director or Career Center E: Career.services@lehman.cuny.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
66	<p>Queens College 65-30 Kissena Blvd Flushing, NY 11367 Phone: 718-997-4465 Attn: Caterina Alessi –Office Manager Email: caterina.alessio@qc.cuny.edu Post on website : www.qc.edu/career</p>	N	0
67	<p>Cooper Union – The Cooper Union for the Advancement of Science & Art 30 Cooper Square, 6th Floor New York, NY 10003-7120 Phone: 212-353-4130 Attn: Toni Perlow Email: burrell@cooper.edu</p>	N	0
68	<p>York College 94-20 Guy R. Brewer Blvd Jamaica, NY 11451 Phone: 718-262-2000 Career@york.cuny.edu</p>	N	0
69	<p>Parsons School 66 Street 5th Avenue New York, NY 10011 Phone: 212-229-8940 Attn: Tiffany Bennette Email: bennett@newschool.edu</p>	N	0
70	<p>Marymount Manhattan Attn: Robin Nackman Executive Director- Career Services 221 East 71th street New York, NY 10011 Phone: 212-774-0786/212-517-0599 Email: RNackman@mmm.edu</p>	N	0
71	<p>Staten Island YMCA New Americas Welcome Center 285 Vanderbilt Avenue Staten Island, NY 10304 Phone: 718-981-4382 Ext 1517 Joann Springstead, Program Coordinator Email: Jspringstead@ymcanyc.org</p>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
72	<p>New York University Attn: Craig Barboza, Career Services Specialist Arthur L. Carter Journalism Institute 20 Cooper Square, Room 647 New York, NY 10003 Phone: 212-998-3837 / Fax: 212-995-3837 Email: craig.barboza@nyu.edu</p>	N	0
73	<p>Colgate University Center for Career Services Attn: Scott Phillips – Employee Relations 13 Oak Drive Hamilton NY 13346 Phone: 315-228-6588 Email: sphillips1@colgate.edu</p>	N	0
74	<p>Radio Ink 2090 Palm Beach, FL 33490 Post online at www.radioink.com Phone: 561-655-8778 Ext: 205</p>	N	0
75	<p>Columbia University Center for Career Education Ashley Kera – Coordinator On Campus Recruiting 435 W 116th street New York 10027 Phone: 212-854-9167 Fax: 212-854-5640 E: career.education-ear@columbia.edu</p>	N	0
76	<p>NYU Office of Career Development Attn: Melissa Levine- Director 726 Broadway, 2nd Floor NY, NY 10003 Phone: 212-998-1916 Email: tisch.career@nyu.edu</p>	N	0
77	<p>Hostos Community College /CUNY Gregory Ventura –Senior Employment Director 500 Grand Concourse Savoy Building, D210 Bronx NY, 10451 Phone: 718-518-4464 Email: Gventura@hostos.cuny.edu www.hostos.cuny.edu</p>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
78	Bronx Community College/CUNY Attn: Alan Fuentes – Career & Internship Coordinator 2155 University Ave. Loew Hall, Room 330 Bronx NY, 10453 Phone: 718-289-5100 E: alan.fuentes@bcc.cuny.edu	Y	0
79	Digital Knack 1595 Ryder Cup Dr. Westlake Village, CA 91362 Attn: Cassie Needels, Director Talent Acquisition Phone: 805-288-6169 E: cassie@digitalknack.com www.digitalknack.com	N	0
80	Media Match Media Match Magazine P.O. Box 48220 Los Angeles, CA 90048 www.media-match.com E: usa-media@media-match.com	N	0
81	The Cause Marketing Forum 63 Overlook Pl. Rye NY 10580 Phone: 914-921-3914 www.causemarketingforum.com	N	0
82	Boston College Center for Citizen Corporate Citizenships Chestnut Hill Address: 55 Lee Rd. Chestnut Hill, MA 02467 Phone: 617-552-4545 www.ccc.bc.edu	N	0
83	Talent Zoo 1736 Defoor Pl NW, Atlanta GA 30318 Phone: 404-607-1955 www.talentzoo.com	N	0
84	Idealist.Org Action Without Borders/Idealist.org 302 Fifth Ave.11 th Fl New York, NY 10001 United States Phone: 646-786-6886 www.idealist.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
85	Association of Fund Raising Professionals 4300 Wilson Blvd, Suite 300 Arlington, VA 22203 Phone: 703-684-0410 www.afpnet.org	N	0
86	Internal Transfer/Promotion	N	1
87	Job/Careers Fairs (<i>See Sec. III</i>)	N	0
88	Emmis NY Internship Program	N	0
89	Fedcap Career Design School Cristal Duarte- Employment Services Manager 119 West 19th Street New York, NY 10011 Phone: 212. 727.4200- Ext 252 Fax: 212.727.4390 Email: Crduarte@fedcap.org	Y	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			16

WEPN-FM, WLIB(AM) and employees at WBLs(FM), WQHT(FM)
EEO PUBLIC FILE REPORT
February 1, 2019 – January 31, 2020

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Hosted an event or program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On April 24, 2019, our SEU provided a station tour for students visiting from Montclair State University. The Director of Operations/HR, an On-Air Personality, and our Marketing Director spent the day mentoring and offering career guidance in broadcasting.
2	Hosted an event or program sponsored by or on behalf of a community organization relating to career opportunities in broadcasting	On April 25, 2019, our SEU provided a station tour for members visiting from 100 Black Women. The Director of Operations/HR, an On-Air Personality, a Program Director, and our VP of Digital spent the day mentoring and offering career guidance in broadcasting.
3	Hosted an event or program sponsored by or on behalf of a community organization relating to career opportunities in broadcasting	On May 10, 2019, our SEU provided a station tour for members visiting from NYACK YMCA. The Director of Operations/HR, an On-Air Personality, and our Marketing Director spent the day mentoring and offering career guidance in broadcasting.
4	Participated in event or program sponsored by or on behalf of a community organization relating to career opportunities in broadcasting.	On May 29, 2019, our SEU participated in the New York Market Radio (NYMRAD) Community Leaders Day, which included discussions of personal and professional concerns related to careers in the broadcasting industry. Station participants included our Director of Operations/HR and an On-Air Personality.
5	Participated in event or program sponsored by or on behalf of a community organization relating to career opportunities in broadcasting.	On July 29, 2019, the Director of Operations/HR served as a panel speaker for the Women In Entertainment Network Academy Summit. The panel discussed careers in the Communications business with college students interested in media.
6	Hosted an event or program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting.	On August 12, 2019, our SEU provided a station tour for students visiting from Mariners Harbor –High School & College program. Program Directors, a Sales Project Manager, our VP of Digital and General Sales Manager spent the day mentoring and offering career guidance in broadcasting.
7	Hosted an event or program sponsored by or on behalf of an community organization relating to career opportunities in broadcasting.	On August 26, 2019, our SEU provided a station tour for members visiting from New Jersey Youth Corps. The Director of Operations/HR, a Promotions Coordinator, and Program Directors spent the day mentoring and offering career guidance in broadcasting.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
8	Hosted an event or program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On October 16, 2019, our SEU provided a station tour for students visiting from Brooklyn College-Radio Division. The Director of Operations/HR, Program Directors, Account Executives, and an On-Air Personality spent the day mentoring and offering career guidance in broadcasting.
9	Hosted an event or program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On November 20, 2019, our SEU provided a station tour for students visiting from West Bronx Academy. The Director of Operations/HR, Program Directors, and an On-Air Personality spent the day mentoring and offering career guidance in broadcasting.
10	Hosted an event or program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On December 1, 2019, our SEU provided a station tour for students visiting from Harlem Academy Re-Explore. An Assistant Program Director, a Program Director, and a Promotions Coordinator spent the day mentoring and offering career guidance in broadcasting.
11	Participated in an event or program sponsored by or on behalf of a community organization relating to career opportunities in broadcasting	On December 5, 2019, our SEU participated in the New York Market Radio Multicultural Career Workshop. The Director of Operations/HR spoke to college students about opportunities in the broadcast arena.
12	Hosted an event or program sponsored by or on behalf of an educational institution relating to career opportunities in broadcasting	On December 18, 2019, our SEU provided a station tour for students visiting from KIPP NYC. The Director of Operations/HR and a Program Director spent the day mentoring and offering career guidance in broadcasting.
13	Internship Program	Beginning December 10, 2019 (and continuing through February 15, 2020), our SEU hosted a student from the Young Adult Internship Program and The Door—sponsored under the DYCD- Department of Community Youth Development—for a 12-week paid internship in various departments. The program allowed the students ages 17-24 to gain business experience in the field of radio broadcasting.
14	Internship Program	From December 10, 2019 (and continuing through February 28, 2020), our SEU hosted 5 students from the Young Adult Internship Program and St. Nicholas Alliance—sponsored under the DYCD- Department of Community Youth Development—for a 12-week paid internship in various departments. The program allowed the students ages 17-24 to gain business experience in the field of -radio broadcasting.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
15	Internship Program	<p>Our SEU sponsors an on-going internship program for undergraduate students enrolled in a for-credit program to provide them opportunities to gain hands-on-experience at our radio stations. Every effort is made to assign interns to a station department that matches his or her career aspirations or focus of study. Interns assist the station staff in most areas of the radio station. Students are regularly monitored and evaluated by station staff.</p> <p>During the reporting period, a total of 34 students interned, as follows:</p> <p>During Summer 2019 semester, 9 students interned in a number of station departments, including Programming (2), Promotions (3), Digital (2), and Sales (2).</p> <p>During the Fall 2019 semester, 13 students interned in a number of stations departments, including Programming3 (3), Promotions (3), Digital (4), and Sales (3).</p> <p>During Winter 2019/Spring 2020 semester, 12 students interned (or will complete internships) in a number of station departments, including Programming (3), Promotions (3), Digital (3), and Sales (3).</p> <p>Interns were recruited from the following schools:</p> <ol style="list-style-type: none"> 1. Baruch College 2. Nyack College 3. Medgar Evers 4. Pace University 5. Cuny College of Staten Island 6. Rockland Community College 7. City Tech 8. Kean University 9. Southern Connecticut State 10. University of Virginia 11. Fashion Institute of Technology 12. Howard University 13. Buffalo University 14. Westbury College 15. Hofstra University 16. York College 17. Brooklyn College 18. Lehman College 19. Montclair State University 20. SUNY Orange 21. St John's University