



FINGER LAKES RADIO GROUP, INC.
3568 Lenox Road
Geneva, NY 14456
EEO PUBLIC FILE REPORT
January 22, 2019- January 21, 2020

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, 2019 through January 21, 2020.

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.

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 (315)781-7000
 Fax: (315)781-7700
www.flradiogroup.com

III. VACANCY LIST

During the recruitment period covered by this report, 6 full-time vacancies occurred and were filled with 6 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
Digital Marketing Sales Executive	2/6/2019	Indeed	Jackie Monahan
Digital Marketing Sales Executive	4/29/2019	Indeed	Jackie Kemp
Digital Marketing Sales Executive	5/30/2019	Indeed	Melinda Lawrence
Digital Marketing Sales Executive	6/10/2019	Referral	Nicholle Farkas
Digital Marketing Sales Executive	8/28/2019	Indeed	Emily Martin
Chief Revenue Officer	3/25/2019	Media Staff Network	Terry Owen

Total Number of Persons Interviewed During This Period: 14

IV. MASTER RECRUITMENT SOURCE LIST

RS Number

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 (also on Handshake)	Yes	0
2	Cayuga Community College ATTN: Pam Crowley 197 Franklin Street Auburn, Ny 13021 Cayuga Contact CCC's website https://cayuga-cc-csm.symlicity.com/	NO-New	0
3	Ithaca College, Career Planning 1101 Gannett Center Ithaca, NY 14850 careers@ithaca.edu (Also on Handshake)	Yes	0
4	Cayuga Works Career Center Auburn Office of Dept of Labor ATTN: Maureen Riester 199 Franklin St Auburn, Ny 13021 Email: employed@cayugacounty.us	Yes	0
5	Alfred State SUNY Hunter Student Development Center Alfred, NY 14802 Email: www.alfredstate.edu (also on Handshake)	Yes	0
6	Finger Lakes Community College, Career Services ATTN: Catherine Petruccione 4355 Lakeshore Drive Canandaigua, NY 14424 E Mail: careerservices@flcc.edu (also on Purple Handshake)	Yes	0
7	Finger Lakes Works - Lyons ATTN: Jodie Daniels	Yes	0

	30 Church Street PO Box 369 Lyons, NY 14489 https://newyork.us.jobs/		
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: cs@hws.edu (Also on Handshake)	Yes	0
9	Finger Lakes Workforce Development ATTN: Karen Springmeier 41 Lewis St., Ste 104 Geneva, NY 14456 Tel: 315 789 3131 x 102 https://newyork.us.jobs/	Yes	0
10	Monroe Community College ATTN: Robin Richardson 1000 E. Henrietta Road Rochester, Ny 14623 Email: jobconnection@monroecc.edu Also on Purple Briefcase	Yes	0
11	Roberts Wesleyan College ATTN: Mary Flaherty 2301 Westside Drive Rochester, NY 14624 E mail: flahertym@roberts.edu Also on handshake	Yes	0
12	Rochester Institute of Technology, Office of Career Services ATTN: Maria Richart 57 Lomb Memorial Drive Rochester, NY 14623 Also on Handshake Email: sfgoce@rit.edu	Yes	0
13	SU Newhouse School of Public Communications ATTN: Career Services 215 University Place, PO Box 4116 Syracuse, NY 13044 Syracuse University on Handshake	Yes	0
14	SUNY College at Brockport ATTN: Helen Wunderlich 350 New Campus Drive Brockport, NY 14420 E mail: jobs@brockport.edu also on Handshake	Yes	0
15	SUNY Cortland Po Box 2000 Cortland, NY 13045 Also on Handshake E mail: career.services@cortland.edu	Yes	0
16	SUNY Geneseo ATTN: Andrea DiGiorgio Blake A104, 1 College Circle Geneseo, NY 14454 Also on Handshake 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	Yes	0

	41 O' Connor Road Fairport, NY 14450 E mail: jgallina@monroe2boces.org		
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 also on Handshake	Yes	0
22	Finger Lakes Help Wanted 6465 Greenwood Plaza Blvd., Ste 400 Centennial, CO 80111 www.fingerlakeshelpwanted.com	Yes	0
23	Employee Referral	Yes	3
24	University of Rochester ATTN: Amber Graham 302 Meloria Hall PO Box 270028 Rochester, NY 14627 Also on Handshake 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 Also on purple briefcase	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 Also on Handshake	Yes	0
29	All Access, Staatalent.com jon@staatalent.com – Sports Broadcast Only	Yes	0
30	Nazareth College Career Services 4245 E. Avenue Rochester, NY 14618-3790 E mail: careers@naz.edu Tel: 585 389 2890 Also on Handshake	Yes	0
31	St. John Fisher College ATTN: Ms. Betsy McDermott 3690 East Avenue Rochester, NY 14618 E mail: careerservices@sjfc.edu Also on Handshake	Yes	0
32	SUNY Onondaga Community College ATTN: Ms. Michele Carey 4941 Onondaga Rd W307 Syracuse, NY 13215-2099 Tel: 315 498 2494 Also on Purple Briefcase	Yes	0
33	SUNY Oswego ATTN: Michele Miller 142 Campus Center Oswego, NY 13126 E mail: career@oswego.edu Tel: 315 312 2255 Also on Handshake	Yes	0
34	Zip Recruiter.com www.ziprecruiter.com	No	0
35	Indeed.com E mail: jobs-@indeed.com	Yes	6
36	Media Staffing Network	Yes	5

V. OUTREACH INITIATIVES

No.	Description of Outreach Initiative
1	Alan Bishop Spoke at the NYSBA College Outreach Ithaca College 2/15/19
2	Dennie Lynn Attended a Finger Lakes Works Seminar “It’s about talent – Hiring Workers with Disabilities” 4/25/2019
3	Ted Baker had a group of Keuka Marketing Students Tour the Geneva Faculties 2/25/19
5	Dennie Lynn worked with ARC to provide Work Experience to a Client from 7/19-9/19 5 Week program 20 hours of on hands on experience.
6	Alan Bishop attending NYSBA Idea Bank Seminar 10/21-10/25
7	Lucas Day headed a Field Period with Kueka College and brought Kaitlyne Zenno in to facilitate news/sport and media presence 1 st quarter in 2020.
8	FLXEvents hosted a Job Fair with Vendors – Wednesday May 1 st 2019 @ Auburn Holiday Inn
9	Alan Bishop Attended a NYSBA Strategic Planning Meeting July 7-9, 2019n
10	Alan & Dennie met regarding EEO Sources, Review Report and set an Action plan to grow outreach initiatives and Action Groups – Minorities. 1/21/20
11	Dennie sent out an informational email with EEO Compliance worksheet to all department heads as well as Interview summary sheets for future references. 1/21/2020
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