

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period JANUARY 23, 2011 to JANUARY 22, 2012.

1) Employment Unit: GALAXY SYRACUSE LICENSEE LLC

2) Unit Members (Stations and Communities of License): WTKW(FM) – Bridgeport, NY
WTKV(FM) – Oswego, NY
WKRL(FM) - North Syracuse, NY
WKRH(FM) – Minetto, NY
WZUN(FM) – Phoenix, NY
WTLA(AM) – North Syracuse, NY
WSGO(AM) – Oswego, NY
WSCP(AM) – Sandy Creek, NY

3) EEO Contact Information for Employment Unit:

| | |
|--|---|
| Mailing Address: Galaxy Communications, LP 235 Walton Street Syracuse, NY 13202 | Telephone Number: 315.472.9111 |
| | Contact Person/Title: Cindy Humble, Office Manager/EEO Coordinator |
| | E-mail Address: chumble@galaxycommunications.com |

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

| <u>Job Title</u> | <u>Recruitment Source Referring Hiree</u> |
|----------------------------|---|
| 1.) Digital / Web Designer | Industry Contact |
| 2.) Account Executive #1 | Unsolicited Resume |
| 3.) Account Executive #2 | Employee Referral |
| 4.) Account Executive #3 | Industry Contact |

WTKW(FM), WTKV(FM), WKRL(FM), WKRH(FM), WZUN(FM), WTLA(AM), WSGO(AM), and WSCP(AM)
are Equal Opportunity Employers.

5) Recruitment Sources by Vacancy

Job Title: Digital Web Designer

Referral Source of Hire: Industry Contact

| (i) Name of Organization Notified of Job Vacancy: | Contact Person | Address: | Telephone Number: | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|--|---------------------|---|-------------------|----------------------------|--|
| Bishop Foery Center | No specific contact | 100 Edmund Ave. Syracuse NY 13205 | 315.424.9378 | 0 | No |
| Boys & Girls Clubs of Syracuse | Cheryl Crosier | 2100 East Fayette St., Syracuse NY 13224 | 315.428.9807 | 0 | No |
| Bryant & Stratton College | Kristen Aust | 953 James St., Syracuse NY 13203 | 315.472.6603 | 0 | Yes |
| Bryant & Stratton College | Chris Godleski | 8687 Carling Rd., Liverpool NY 13090 | 315.652.6500 | 0 | Yes |
| CNY Works | Adria Ripka | 677 South Salina St., Syracuse, NY 13202 | 315.473.8250 | 0 | No |
| Career Connection Center | Sally Russell | Oswego Cty Bldg, Dept of Social Services Mexico, NY 13114 | 315.963.5112 | 0 | No |
| Catholic Charities | Janeen Bonner | 240 East Onondaga St., Syracuse, NY 13202 | 315.424.1800 | 0 | No |
| Cayuga Community College | Karen Merritt | 197 Franklin St., Auburn, NY 13021 | 315.255.1743 | 0 | No |
| Center for Community Activities | Norm Jones | 115 E. Jefferson St., Suite 300, Syracuse NY 13202 | 315.422.5638 | 0 | No |
| Cornell University | Janet Beebe | 42-51 Campus Rd., Ithaca, NY 14850 | 607.255.2723 | 0 | No |
| Displaced Homemakers Program | Joyce French | 770 James St., Syracuse, NY 13203 | 315.446.0550 | 0 | No |
| Enable | Chet Welk | 1603 Court Street Syracuse NY 13208 | 315. 455.7591 | 0 | Yes |
| GalaxyCommunications.com | Beth Coughlin | 235 Walton St., Syracuse, NY 13202 | 315.472.9111 | 0 | No |
| H.I.I.P. at Justice Center x | Larry Kent | 555 S. State St. Syracuse NY 13202 | 315.435.1726 | 0 | Yes |
| Industry Referral | N/A/ | N/A | N/A | 1 | No |
| Ithaca College | Cheryl Boyer | 952 Danby Rd., Ithaca, NY 14850 | 607.274-3365 | 0 | No |
| Jobs Plus | April Palozzola | 677 S. Salina St., Syracuse NY 13202 | 315.442.3242 x219 | 0 | Yes |
| Lemoyne College Career Services | Linda McGraw | 1419 Salt Springs Rd., Syracuse NY 13214 | 315.445.4185 | 0 | No |
| NAACP of Syracuse | No specific contact | 416 W. Onondaga St., Syracuse NY 13225 | 315.422.6933 | 0 | No |
| National Organization For Women – Central New York Chapter | Barbara Kirkpatrick | P.O. Box 1234, Syracuse NY 13201 | 315.487.3188 | 0 | No |

WTKW(FM), WTKV(FM), WKRL(FM), WKRH(FM), WZUN(FM), WTLA(AM), WSGO(AM), and WSCP(AM)
are Equal Opportunity Employers.

| | | | | | |
|---|----------------------|---|--------------|---|----|
| Minority Employees Advisory Council | Melanie Littlejohn | 300 Erie Blvd. West, Syracuse NY 13202 | 315.428.3364 | 0 | No |
| Model Neighborhood | No specific contact | 1721 S. Salina St., Syracuse NY 13202 | 315.471.1215 | 0 | No |
| Native American JPTA | Charlotte Tarbell | 312 Gifford St., Syracuse NY 13204 | 315.475.6417 | 0 | No |
| NYS Broadcasters Association | Sandy Messineo | 1805 Western Ave., Albany NY 12203-4601 | 518.456.8888 | 0 | No |
| NYS Department of Labor - Employment Services | Julie Goodison | 450 S. Salina Street, Syracuse NY 13202 | 315.428.9807 | 0 | No |
| NYS Division of Human Rights | Valerie Woods | 333 E. Washington St., Room 401, Syracuse NY 13202 | 315.428.4633 | 0 | No |
| OCM BOCES | Laurie Spagnuola | 4500 Crown Road Liverpool NY 13090 | 315.453.4455 | 0 | No |
| Office of Minority Affairs | Bill Owens | City Hall Room 219, 201 E. Washington St. Syracuse NY 13202 | 315.448.8708 | 0 | No |
| Onondaga Community College | Craig Tucker | 4941 Onondaga Rd., Syracuse NY 13215 | 315.498.2488 | 0 | No |
| Onondaga Cty Dept. of Aging & Youth | Chuck Juhasz | 421 Montgomery Street Syracuse NY 13202 | 315.435.5362 | 0 | No |
| Onondaga County Public Library | Jackie Wymarczyk | 447 S. Salina St., Syracuse, NY 13202 | 315.435.1800 | 0 | No |
| Oswego County Opportunities | Michelle LaFave | 239 Oneida St., Fulton NY 13069 | 315.598.4705 | 0 | No |
| Pence Inc. | Julius Lawrence | 217 S. Salina St., Syracuse, NY 13202 | 315.470.3300 | 0 | No |
| Project Connection | Julius Lawrence | 921 E. Fayette St., Syracuse NY 13210 | 315.474.3011 | 0 | No |
| Southwest Community Center | Tracy Corriders | 401 South Ave., Syracuse NY 13204 | 315.479.8023 | 0 | No |
| Southside Community Center | Chana Perkins | 305 S. Plain St., Ithaca, NY 14858 | 607.273.4190 | 0 | No |
| Spanish Action League | Roberto Jimenez | 700 Oswego St., Syracuse NY 13204 | No Fax | 0 | No |
| SUNY Cortland - Career Services | John Shirley | P.O. Box 2000, Van Hoesen Hall, Cortland, NY 13045 | 607.753.2937 | 0 | No |
| SUNY Morrisville - Career Planning & Services | | P.O. Box 901, Morrisville NY 13408 | | 0 | No |
| SUNY Oswego - Career Services | Gary Morris | Route 104, Oswego NY 13126 | 315.312.2255 | 0 | No |
| SyracuseHelpWanted.com | No specific contact | c/o RegionalHelpWanted.com 1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601 | 845.471.5200 | 0 | No |
| Syracuse Model Neighborhood | Mary Anne Ciccarelli | 401 South Ave., Syracuse, NY 13204 | 315.671.5804 | 0 | No |
| Syracuse Northeast Community Ctr. | Antoinette Shetler | 716 Hawley Ave Syracuse NY 13203 | 315.472.6343 | 0 | No |

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|---|---------------------|--|--------------|---|-----|
| Syracuse University – Center For Career Services | Rita Gan | 235 Schine Student Center, 303 University Place, Syracuse NY 13244 | 315.443.9093 | 1 | No |
| Tompkins-Cortland Community College | Jim Hull | 170 North St., P.O. Box 139, Dryden NY 13053 | 607.844.8222 | 0 | No |
| Transitional Learning Services of Onondaga County | Barb Ackley | 420 E. Genesee St., Syracuse NY 13202 | 315.478.4151 | 0 | No |
| Women's Information Center | No specific contact | 601 Allen St., Syracuse NY 13210 | 315.478.4636 | 0 | No |
| Women's Opportunity Center | Mike Massurin | 770 James St., Syracuse NY 13203 | 315.446.0500 | 0 | Yes |
| YMCA | Richard Turk | 340 Montgomery Street Syracuse NY 13202 | 315.474.6851 | 0 | No |
| YWCA of Syracuse & Onondaga Cty | Susan Bush | 120 E. Washington Street Syracuse NY 13202 | 315.424.0040 | 0 | No |

Job Title: Account Executive #1

Referral Source of Hire: Unsolicited Resume

| (i) Name of Organization Notified of Job Vacancy: | Contact Person | Address: | Telephone Number: | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
|---|---------------------|---|-------------------|----------------------------|--|
| Bishop Foery Center | No specific contact | 100 Edmund Ave. Syracuse NY 13205 | 315.424.9378 | 0 | No |
| Boys & Girls Clubs of Syracuse | Cheryl Crosier | 2100 East Fayette St., Syracuse NY 13224 | 315.428.9807 | 0 | No |
| Bryant & Stratton College | Kristen Auri | 953 James St., Syracuse NY 13203 | 315.477.6603 | 0 | Yes |
| Bryant & Stratton College | Chris Godleski | 8687 Carling Rd., Liverpool NY 13090 | 315.652.6500 | 0 | Yes |
| CNY Works | Adria Ripka | 677 South Salina St., Syracuse, NY 13202 | 315.473.8250 | 0 | No |
| Career Connection Center | Sally Russell | Oswego Cty Bldg, Dept of Social Services Mexico, NY 13114 | 315.963.5112 | 0 | No |
| Catholic Charities | Janeen Bonner | 240 East Onondaga St., Syracuse, NY 13202 | 315.424.1800 | 0 | No |
| Cayuga Community College | Karen Merritt | 197 Franklin St., Auburn, NY 13021 | 315.255.1743 | 0 | No |
| Center for Community Activities | Norm Jones | 115 E. Jefferson St., Suite 300, Syracuse NY 13202 | 315.422.5638 | 0 | No |
| Cornell University | Janet Beebe | 42-51 Campus Rd., Ithaca, NY 14850 | 607.255.2723 | 0 | No |
| Displaced Homemakers Program | Joyce French | 770 James St., Syracuse, NY 13203 | 315.446.0550 | 0 | No |
| Enable | Chet Welk | 1603 Court Street Syracuse NY 13208 | 315.455.7591 | 0 | Yes |
| GalaxyCommunications.com | Beth Coughlin | 235 Walton St., Syracuse, NY 13202 | 315.472.9111 | 2 | No |

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| H.I.I.P. at Justice Center x | Larry Kent | 555 S. State St, Syracuse NY 13202 | 315.435.1726 | 0 | Yes |
| Ithaca College | Cheryl Boyer | 952 Danby Rd., Ithaca, NY 14850 | 607.274.3365 | 0 | No |
| Jobs Plus | April Palozzola | 677 S. Salina St., Syracuse NY 13202 | 315.442.3242 x219 | 0 | Yes |
| Lemoyne College Career Services | Linda McGraw | 1419 Salt Springs Rd., Syracuse NY 13214 | 315.445.4185 | 0 | No |
| NAACP of Syracuse | No specific contact | 416 W. Onondaga St., Syracuse NY 13225 | 315.422.6933 | 0 | No |
| National Organization For Women – Central New York Chapter | Barbara Kirkpatrick | P.O. Box 1234, Syracuse NY 13201 | 315.487.3188 | 0 | No |
| Minority Employees Advisory Council | Melanie Littlejohn | 300 Erie Blvd. West, Syracuse NY 13202 | 315.428.3364 | 0 | No |
| Model Neighborhood | No specific contact | 1721 S. Salina St., Syracuse NY 13202 | 315.471.1215 | 0 | No |
| Native American JPTA | Charlotte Tarbell | 312 Gifford St., Syracuse NY 13204 | 315.475.6417 | 0 | No |
| NYS Broadcasters Association | Sandy Messineo | 1805 Western Ave., Albany NY 12203-4601 | 518.456.8888 | 0 | No |
| NYS Department of Labor - Employment Services | Julie Goodison | 450 S. Salina Street, Syracuse NY 13202 | 315.428.9807 | 0 | No |
| NYS Division of Human Rights | Valerie Woods | 333 E. Washington St., Room 401, Syracuse NY 13202 | 315.428.4633 | 0 | No |
| OCM BOCES | Lauric Spagnuolo | 4500 Crown Road Liverpool NY 13090 | 315.453.4455 | 0 | No |
| Office of Minority Affairs | Bill Owens | City Hall Room 219, 201 E. Washington St. Syracuse NY 13202 | 315.448.8708 | 0 | No |
| Onondaga Community College | Craig Tucker | 4941 Onondaga Rd., Syracuse NY 13215 | 315.498.2488 | 0 | No |
| Onondaga Cty Dept. of Aging & Youth | Chuck Juhasz | 421 Montgomery Street Syracuse NY 13202 | 315.435.5362 | 0 | No |
| Onondaga County Public Library | Jackie Wynarczyk | 447 S. Salina St., Syracuse, NY 13202 | 315.435.1800 | 0 | No |
| Oswego County Opportunities | Michelle LaFave | 239 Oneida St., Fulton NY 13069 | 315.598.4705 | 0 | No |
| Peace Inc. | Julius Lawrence | 217 S. Salina St., Syracuse, NY 13202 | 315.470.3300 | 0 | No |
| Project Connection | Julius Lawrence | 921 E. Fayette St., Syracuse NY 13210 | 315.474.3011 | 0 | No |
| Southwest Community Center | Tracy Corriders | 401 South Ave., Syracuse NY 13204 | 315.479.8023 | 0 | No |
| Southside Community Center | Chana Perkins | 305 S. Plain St., Ithaca, NY 14858 | 607.273.4190 | 0 | No |
| Spanish Action League | Roberto Jimenez | 700 Oswego St., Syracuse NY 13204 | No Fax | 0 | No |

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| SUNY Cortland – Career Services | John Shirley | P.O. Box 2000, Van Hoesen Hall, Cortland, NY 13045 | 607.753.2937 | 0 | No |
| SUNY Morrisville – Career Planning & Services | | P.O. Box 901, Morrisville NY 13408 | | 0 | No |
| SUNY Oswego – Career Services | Gary Morris | Route 104, Oswego NY 13126 | 315.312.2255 | 0 | No |
| SyracuseHelpWanted.com | No specific contact | c/o RegionalHelpWanted.com 1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601 | 845.471.5200 | 2 | No |
| Syracuse Model Neighborhood | Mary Anne Ciccarelli | 401 South Ave., Syracuse, NY 13204 | 315.671.5804 | 0 | No |
| Syracuse Northeast Community Ctr. | Antoinette Shetler | 716 Hawley Ave Syracuse NY 13203 | 315.472.6343 | 0 | No |
| Syracuse University – Center For Career Services | Rita Gan | 235 Schine Student Center, 303 University Place, Syracuse NY 13244 | 315.443.9093 | 0 | No |
| Tompkins-Cortland Community College | Jim Hull | 170 North St., P.O. Box 139, Dryden NY 13053 | 607.844.8222 | 0 | No |
| Transitional Learning Services of Onondaga County | Barb Ackley | 420 E. Genesee St., Syracuse NY 13202 | 315.478.4151 | 0 | No |
| Women's Information Center | No specific contact | 601 Allen St., Syracuse NY 13210 | 315.478.4636 | 0 | No |
| Unsolicited Resume | N/A | N/A | N/A | 1 | No |
| Women's Opportunity Center | Mike Massurin | 770 James St., Syracuse NY 13203 | 315.446.0500 | 0 | Yes |
| YMCA | Richard Turk | 440 Montgomery Street Syracuse NY 13202 | 315.474.0811 | 0 | No |
| YWCA of Syracuse & Onondaga Cty | Susan Bush | 120 E. Washington Street Syracuse NY 13202 | 315.424.0040 | 0 | No |

Job Title: Account Executive #2

Referral Source of Hire: Employee Referral

| (i) Name of Organization Notified of Job Vacancy: | Contact Person | Address: | Telephone Number: | # of Interviewees Referred | Did Recruitment Source Request Notification? (Yes or No) |
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| Boys & Girls Clubs of Syracuse | Cheryl Crosier | 2100 East Fayette St., Syracuse NY 13224 | 315.428.9807 | 0 | No |
| Bryant & Stratton College | Kristen Aust | 953 James St., Syracuse NY 13203 | 315.472.6603 | 0 | Yes |
| Bryant & Stratton College | Chris Godleski | 8687 Carling Rd., Liverpool NY 13090 | 315.652.6500 | 0 | Yes |
| CNY Works | Adria Ripka | 677 South Salina St., Syracuse, NY 13202 | 315.473.8250 | 0 | No |
| Career Connection Center | Sally Russell | Oswego Cty Bldg, Dept of Social Services Mexico, NY 13114 | 315.963.5112 | 0 | No |

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| Catholic Charities | Janeen Bonner | 240 East Onondaga St., Syracuse, NY 13202 | 315.424.1800 | 0 | No |
| Cayuga Community College | Karen Merritt | 197 Franklin St., Auburn, NY 13021 | 315.255.1743 | 0 | No |
| Center for Community Activities | Norm Jones | 115 E. Jefferson St., Suite 300, Syracuse NY 13202 | 315.422.5638 | 0 | No |
| Cornell University | Janet Beebe | 42-51 Campus Rd., Ithaca, NY 14850 | 607.255.2723 | 0 | No |
| Displaced Homemakers Program | Joyce French | 770 James St., Syracuse, NY 13203 | 315.446.0550 | 0 | No |
| Employee Referral | N/A | N/A | N/A | 1 | No |
| Enable | Chet Welk | 1603 Court Street Syracuse NY 13208 | 315. 455.7591 | 0 | Yes |
| GalaxyCommunications.com | Beth Coughlin | 235 Walton St., Syracuse, NY 13202 | 315.472.9111 | 3 | No |
| H.I.L.P. at Justice Center x | Larry Kent | 555 S. State St. Syracuse NY 13202 | 315.435.1726 | 0 | Yes |
| Ithaca College | Cheryl Boyer | 952 Danby Rd., Ithaca, NY 14850 | 607.274-3365 | 0 | No |
| Jobs Plus | April Palozzola | 677 S. Salina St., Syracuse NY 13202 | 315.442.3242 x219 | 0 | Yes |
| Lemoyne College Career Services | Linda McGraw | 1419 Salt Springs Rd., Syracuse NY 13214 | 315.445.4185 | 0 | No |
| NAACP of Syracuse | No specific contact | 416 W Onondaga St. Syracuse NY 13203 | 315.422.6933 | 0 | No |
| National Organization For Women – Central New York Chapter | Barbara Kirkpatrick | P.O. Box 1234, Syracuse NY 13201 | 315.487.3188 | 0 | No |
| Minority Employees Advisory Council | Melanie Littlejohn | 300 Erie Blvd. West, Syracuse NY 13202 | 315.428.3364 | 0 | No |
| Model Neighborhood | No specific contact | 1721 S. Salina St., Syracuse NY 13202 | 315.471.1215 | 0 | No |
| Native American JPTA | Charlotte Tarbell | 312 Gifford St., Syracuse NY 13204 | 315.475.6417 | 0 | No |
| NYS Broadcasters Association | Sandy Messineo | 1805 Western Ave., Albany NY 12203-4601 | 518.456.8888 | 0 | No |
| NYS Department of Labor - Employment Services | Julie Goodison | 450 S. Salina Street, Syracuse NY 13202 | 315.428.9807 | 0 | No |
| NYS Division of Human Rights | Valerie Woods | 333 E. Washington St., Room 401, Syracuse NY 13202 | 315.428.4633 | 0 | No |
| OCM BOCES | Laurie Spagnuola | 4500 Crown Road Liverpool NY 13090 | 315.453.4455 | 0 | No |
| Office of Minority Affairs | Bill Owens | City Hall Room 219, 201 E. Washington St. Syracuse NY 13202 | 315.448.8708 | 0 | No |
| Onondaga Community College | Craig Tucker | 4941 Onondaga Rd., Syracuse NY 13215 | 315.498.2488 | 0 | No |

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|---|----------------------|---|--------------|---|-----|
| Onondaga Cty Dept. of Aging & Youth | Chuck Juhasz | 421 Montgomery Street Syracuse NY 13202 | 315.435.5362 | 0 | No |
| Onondaga County Public Library | Jackie Wynarczyk | 447 S. Salina St., Syracuse, NY 13202 | 315.435.1800 | 0 | No |
| Oswego County Opportunities | Michelle LaFave | 239 Oneida St., Fulton NY 13069 | 315.598.4705 | 0 | No |
| Peace Inc. | Julius Lawrence | 217 S. Salina St., Syracuse, NY 13202 | 315.470.3300 | 0 | No |
| Project Connection | Julius Lawrence | 921 E. Fayette St., Syracuse NY 13210 | 315.474.3011 | 0 | No |
| Southwest Community Center | Tracy Corriders | 401 South Ave., Syracuse NY 13204 | 315.479.8023 | 0 | No |
| Southside Community Center | Chana Perkins | 305 S. Plain St., Ithaca, NY 14858 | 607.273.4190 | 0 | No |
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| SUNY Morrisville – Career Planning & Services | | P.O. Box 901, Morrisville NY 13408 | | 0 | No |
| SUNY Oswego – Career Services | Gary Morris | Route 104, Oswego NY 13126 | 315.312.2255 | 0 | No |
| SyracuseHelpWanted.com | No specific contact | c/o RegionalHelpWanted.com 1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601 | 845.471.5200 | 1 | No |
| Syracuse Model Neighborhood | Mary Anne Ciccarelli | 401 South Ave., Syracuse, NY 13204 | 315.671.5804 | 0 | No |
| Syracuse Northeast Community Ctr. | Antoinette Shetler | 716 Hawley Ave Syracuse NY 13203 | 315.472.6343 | 0 | No |
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| Tompkins-Cortland Community College | Jim Hull | 170 North St., P.O. Box 139, Dryden NY 13053 | 607.844.8222 | 0 | No |
| Transitional Learning Services of Onondaga County | Barb Ackley | 420 E. Genesee St., Syracuse NY 13202 | 315.478.4151 | 0 | No |
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| YWCA of Syracuse & Onondaga Cty | Susan Bush | 120 E. Washington Street Syracuse NY 13202 | 315.424.0040 | 0 | No |

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Job Title: Account Executive #3**Referral Source of Hire: Industry Contact**

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| Industry Contact | N/A | N/A | N/A | 1 | No |
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| Jobs Plus | April Palozzola | 677 S. Salina St., Syracuse NY 13202 | 315.442.3242 x219 | 0 | Yes |
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| Minority Employees Advisory Council | Melanie Littlejohn | 300 Erie Blvd. West, Syracuse NY 13202 | 315.428.3364 | 0 | No |

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| Southwest Community Center | Tracy Corriders | 401 South Ave., Syracuse NY 13204 | 315.479.8023 | 0 | No |
| Southside Community Center | Chana Perkins | 305 S. Plain St., Ithaca, NY 14858 | 607.273.4190 | 0 | No |
| Spanish Action League | Roberto Jimenez | 700 Oswego St., Syracuse NY 13204 | No Fax | 0 | No |
| SUNY Cortland – Career Services | John Shirley | P.O. Box 2000, Van Hoesen Hall, Cortland, NY 13045 | 607.753.2937 | 0 | No |
| SUNY Morrisville – Career Planning & Services | | P.O. Box 901, Morrisville NY 13408 | | 0 | No |
| SUNY Oswego – Career Services | Gary Morris | Route 104, Oswego NY 13126 | 315.312.2255 | 0 | No |
| SyracuseHelpWanted.com | No specific contact | c/o RegionalHelpWanted.com 1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601 | 845.471.5200 | 3 | No |
| Syracuse Model Neighborhood | Mary Anne Ciccarelli | 401 South Ave., Syracuse, NY 13204 | 315.671.5804 | 0 | No |
| Syracuse Northeast Community Ctr. | Antoinette Shetler | 716 Hawley Ave Syracuse NY 13203 | 315.472.6343 | 0 | No |
| Syracuse University – Center For Career Services | Rita Gan | 235 Schine Student Center, 303 University Place, Syracuse NY 13244 | 315.443.9093 | 0 | No |

WTKW(FM), WTKV(FM), WKRL(FM), WKRH(FM), WZUN(FM), WTLA(AM), WSGO(AM), and WSCP(AM)
are Equal Opportunity Employers.

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|---|---------------------|--|--------------|---|-----|
| Tompkins-Cortland Community College | Jim Hull | 170 North St., P.O. Box 139, Dryden NY 13053 | 607.844.8222 | 0 | No |
| Transitional Learning Services of Onondaga County | Barb Ackley | 420 E. Genesee St., Syracuse NY 13202 | 315.478.4151 | 0 | No |
| Women's Information Center | No specific contact | 601 Allen St., Syracuse NY 13210 | 315.478.4636 | 0 | No |
| Women's Opportunity Center | Mike Massurin | 770 James St., Syracuse NY 13203 | 315.446.0500 | 0 | Yes |
| YMCA | Richard Turk | 340 Montgomery Street Syracuse NY 13202 | 315.474.6851 | 0 | No |
| YWCA of Syracuse & Onondaga Cty | Susan Bush | 120 E. Washington Street Syracuse NY 13202 | 315.424.0040 | 0 | No |

6) Total # of Interviewees Referred: For the period from January 23, 2011 to January 22, 2012 this Employment Unit interviewed 16 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives:

A) Initiative: Internet Program

Galaxy Syracuse Licensee LLC uses its station websites and corporate website to provide general information about its job vacancies including what skills and qualifications are needed to fill specific positions. Each station site's employment opportunity page or section also links to regional help wanted job sites.

B) Initiative: Internship Program

Galaxy Syracuse Licensee LLC participates in Internship Programs offered by local educational institutions including, but not limited to, LeMoyne College, SUNY Oswego, Syracuse University and Onondaga Community College, as well as local high schools. Interns interact with a variety of personnel and departments, including but not limited to, Sales, Promotions, Programming, and Traffic. During the period of January, 23, 2011 to January 22, 2012 this employment unit hosted 6 interns. Three were from SUNY Oswego, and three from Onondaga Community College.

C.) Initiative: Manager Training

Galaxy Syracuse Licensee LLC Managers completed EEO Training courses at HRClassroom.com regarding methods of ensuring equal employment opportunity and preventing discrimination. Completed courses include Employee Discipline, Employee Termination, Building a Drug Free Workplace, FMLA Overview, Discrimination and Harassment Prevention. These courses were completed between January 13, 2012 and January 16, 2012.

D.) Initiative: EEO Outreach

Stations in the employment unit ran ads encouraging women, minority, educational, and other employment outreach centers in the community to contact the radio stations to be added to our list of job postings.

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| WKRL | 54 | 15-second commercials |
| WTKW | 53 | 15-second commercials |
| WTLA(AM) | 62 | 15-second commercials |
| WZUN | 53 | 15-second commercials |

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E.) Initiative: Career Opportunities in Broadcasting Sponsored by Educational Institutions

On March 2, 2011 the Program Director for our sports station and our Digital Content Coordinator spoke to students at Syracuse University's Newhouse School about their respective careers in radio to provide insight into those positions in the radio industry.

On March 22, 2011, an employee from the station employment unit's programming department attended the LeMoyne College Annual Employer Fair for employment and internships. The employee met with students to answer questions and accept resumes.

On April 11, 2011 the station employment unit's Events Sales Manager and Events Sales Executive attended the CNY Communications Consortium Career Fair at Syracuse University where they met with students and accepted resumes.

On September 29, 2011 two on-air personalities from the employment unit spoke to a class called "Industry Forces" at Syracuse University's Newhouse School about the radio industry and to answer students' questions about careers in radio.