

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 UTICA LICENSEE LLC

2) Unit Members (Stations and Communities of License): WOUR(FM) – Rome, NY
WKLL(FM) – Frankfort, NY
WUMX(FM) – Rome, NY
WTLB(AM) – Utica, NY
WIXT(AM) – Little Falls, NY
WRNY(AM) – Rome, 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.) Account Executive #1	Utica Observer Dispatch
2.) Account Executive #2	Unsolicited Resume
3.) Account Executive #3	Previous Intern
4.) Account Executive #4	Industry Contact
5.) Account Executive #5	centralnyhelpwanted.com
6.) Program Director ESPN	Employee Referral

WOUR(FM), WKLL(FM), WUMX(FM), WTLB(AM), WIXT(AM), and WRNY(AM) are Equal Opportunity Employers.

5) Recruitment Sources by Vacancy

Job Title: Account Executive #1

Referral Source of Hire: Utica Observer-Dispatch

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Afro American Heritage Association	Human Resources	P.O. Box 451, Rome NY 13442	N/A	0	No
CentralNewYorkHelpWanted.com	No specific contact	c/o RegionalHelpWanted.com 1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845.471.5200	0	No
Columbia Place Associates	Larry Smith	401 Columbia Str., Suite 8, Utica, NY 13502	315.272.2999	0	No
Family Services of Mohawk Valley	Margaret Beck	401 Columbia St., #200, Utica NY 13501	315.735.9177	0	No
GalaxyCommunications.com	Beth Coughlin	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	2	No
Herkimer County Community College	Suzanne Paddock	Reservoir Rd., Herkimer, NY 13350	315.866.0300	0	No
KRock.com	Beth Coughlin	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	0	No
Mohawk Valley Community College	Charlene Deon	1101 Sherman Dr., Utica, NY 13501	315.792.5488	0	No
Mohawk Valley YMCA	Amy Burke	83 East Main St., Mohawk, NY 13407	315.866.6570	0	No
NAACP	Herb Thorpe	P.O. Box 325., Rome NY 13440	315.337.0407	0	No
Observer Dispatch	No specific contact	221 Oriskany Plaza, Utica NY 13501	315 792 5000	1	No
Oneida County NAACP	Fran Williams	P.O. Box 169, Utica NY 13503	315.797.8079	0	No
Oneida County Workforce Devt.	Paul Building	209 Elizabeth St., Utica NY 13504	315.798.5908	0	No
Oneida Herkimer Madison BOCES	No specific contact	P.O. Box 70 Middle Settlement Rd., New Hartford NY 13414	315.798.5908	0	No
Tri-Valley YMCA	Diane Hoover	701 Seneca St., Oneida, NY 13421	315.363.7788	0	No
Utica College	Barbara Jordan	1600 Burrstone Rd., Utica NY 13502	315.792.3087	0	No
Utica School of Commerce – Canastota	No specific contact	P.O. Box 462, Canastota, NY 13032	315.697.8200	0	No
Utica School of Commerce – Oneonta	No specific contact	17 Elm St., Oneonta, NY 13820	315.432.7003	0	No
Utica School of Commerce – Utica	No specific contact	201 Bleeker St., Utica, NY 13501	315.733.2300	0	No

WOUR(FM), WKLL(FM), WUMX(FM), WTLB(AM), WIXT(AM), and WRNY(AM) are Equal Opportunity Employers.

Women's Employment & Resource Center	Eleanor Moran	1411 Genesee St., Utica NY 13051	315.793.9700	0	No
Working Solutions – Herkimer	Sal Vaggetta	320 N. Prospect St., Herkimer NY 13350	315.867.1400	0	No
Working Solutions – Oneida	Bruce Burke	1286 Upper Lenox Ave., Oneida NY 13421	315.363.2400	0	No
Working Solutions – Rome	Terry Humphries	252 W. Dominick St., Rome NY 13440	315.337.7300	0	No
WOUR.com	Beth Coughlin	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	0	No
WUMX.com	Beth Coughlin	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	0	No
YMCA – Rome Family Branch	Colleen Seaton	301 W. Bloomfield St. Rome NY 13440	315.336.3500	0	No
YMCA of the Greater Tri-Valley	Phonon Perriloux	P.O. Box 510, 301 W. Bloomfield St., Rome NY 13440	315.336.3500	0	No
YWCA – Utica	Sue Rasini	100 Comelia St., Utica NY 13502	315.732.2159	0	No

Job Title: Account Executive #2

Referral Source of Hiree: 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)
Afro American Heritage Association	Human Resources	P.O. Box 451, Rome NY 13442	N/A	0	No
CentralNewYorkHelpWanted.com	No specific contact	c/o RegionalHelpWanted.com 1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845.471.5200	3	No
Columbia Place Associates	Larry Smith	401 Columbia Str., Suite 8, Utica, NY 13502	315.272.2999	0	No
Family Services of Mohawk Valley	Margaret Beck	401 Columbia St., #200, Utica NY 13501	315.735.9177	0	No
GalaxyCommunications.com	Beth Coughlin	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	0	No
Herkimer County Community College	Suzanne Paddock	Reservoir Rd., Herkimer, NY 13350	315.866.0300	0	No
KRock.com	Beth Coughlin	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	0	No
Mohawk Valley Community College	Charlene Deon	1101 Sherman Dr., Utica, NY 13501	315.792.5488	0	No
Mohawk Valley YMCA	Amy Burke	83 East Main St., Mohawk, NY 13407	315.866.6570	0	No
NAACP	Herb Thorpe	P.O. Box 325., Rome NY 13440	315.337.0407	0	No

WOUR(FM), WKLL(FM), WUMX(FM), WTLB(AM), WIXT(AM), and WRNY(AM) are Equal Opportunity Employers.

Oneida County NAACP	Fran Williams	P.O. Box 169, Utica NY 13503	315.797.8079	0	No
Oneida County Workforce Devt.	Paul Building	209 Elizabeth St., Utica NY 13504	315.798.5908	0	No
Oneida Herkimer Madison BOCES	No specific contact	P.O. Box 70 Middle Settlement Rd., New Hartford NY 13414	315.798.5908	0	No
Tri-Valley YMCA	Diane Hoover	701 Seneca St., Oneida, NY 13421	315.363.7788	0	No
Utica College	Barbara Jordan	1600 Burrstone Rd., Utica NY 13502	315.792.3087	0	No
Unsolicited Resume	N/A	N/A	N/A	1	No
Utica School of Commerce – Canastota	No specific contact	P.O. Box 462, Canastota, NY 13032	315.697.8200	0	No
Utica School of Commerce – Oneonta	No specific contact	17 Elm St., Oneonta, NY 13820	315.432.7003	0	No
Utica School of Commerce – Utica	No specific contact	201 Bleeker St., Utica, NY 13501	315.733.2300	0	No
Women's Employment & Resource Center	Eleanor Moran	1411 Genesee St., Utica NY 13051	315.793.9700	0	No
Working Solutions – Herkimer	Sal Vaggetta	320 N. Prospect St., Herkimer NY 13350	315.867.1400	0	No
Working Solutions – Oneida	Bruce Burke	1286 Upper Lenox Ave., Oneida NY 13421	315.363.2400	0	No
Working Solutions – Rome	Tony Humphris	252 W. Dominick St., Rome NY 13140	315.337.7300	0	No
WOUR.com	Beth Coughlin	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	0	No
WUMX.com	Beth Coughlin	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	0	No
YMCA – Rome Family Branch	Colleen Seaton	301 W. Bloomfield St. Rome NY 13440	315.336.3500	0	No
YMCA of the Greater Tri-Valley	Phonon Perriloux	P.O. Box 510, 301 W. Bloomfield St., Rome NY 13440	315.336.3500	0	No
YWCA – Utica	Sue Rasini	100 Cornelia St., Utica NY 13502	315.732.2159	0	No

Job Title: Account Executive #3

Referral Source of Hiree: Previous Intern

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Afro American Heritage Association	Human Resources	P.O. Box 451, Rome NY 13442	N/A	0	No

WOUR(FM), WKLL(FM), WUMX(FM), WTLB(AM), WIXT(AM), and WRNY(AM) are Equal Opportunity Employers.

CentralNewYorkHelpWanted.com	No specific contact	c/o RegionalHelpWanted.com 1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845.471.5200	0	No
Columbia Place Associates	Larry Smith	401 Columbia Str., Suite 8, Utica, NY 13502	315.272.2999	0	No
Family Services of Mohawk Valley	Margaret Beck	401 Columbia St., #200, Utica NY 13501	315.735.9177	0	No
GalaxyCommunications.com	Beth Coughlin	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	0	No
Herkimer County Community College	Suzanne Paddock	Reservoir Rd., Herkimer, NY 13350	315.866.0300	0	No
KRock.com	Beth Coughlin	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	0	No
Mohawk Valley Community College	Charlene Deon	1101 Sherman Dr., Utica, NY 13501	315.792.5488	0	No
Mohawk Valley YMCA	Amy Burke	83 East Main St., Mohawk, NY 13407	315.866.6570	0	No
NAACP	Herb Thorpe	P.O. Box 325., Rome NY 13440	315.337.0407	0	No
Oneida County NAACP	Fran Williams	P.O. Box 169, Utica NY 13503	315.797.8079	0	No
Oneida County Workforce Devt.	Paul Building	209 Elizabeth St., Utica NY 13504	315.798.5908	0	No
Oneida Herkimer Madison BOCES	No specific contact	P.O. Box 70 Middle Settlement Rd., New Hartford NY 13414	315.798.5908	0	No
Previous Intern	N/A	N/A	N/A	1	No
Tri-Valley YMCA	Diane Hoover	701 Seneca St., Oneida, NY 13421	315.363.7788	0	No
Utica College	Barbara Jordan	1600 Burrstone Rd., Utica NY 13502	315.792.3087	0	No
Utica School of Commerce – Canastota	No specific contact	P.O. Box 462, Canastota, NY 13032	315.697.8200	0	No
Utica School of Commerce – Oneonta	No specific contact	17 Elm St., Oneonta, NY 13820	315.432.7003	0	No
Utica School of Commerce – Utica	No specific contact	201 Bleeker St., Utica, NY 13501	315.733.2300	0	No
Women's Employment & Resource Center	Eleanor Moran	1411 Genesee St., Utica NY 13051	315.793.9700	0	No
Working Solutions – Herkimer	Sal Vaggetta	320 N. Prospect St., Herkimer NY 13350	315.867.1400	0	No
Working Solutions – Oneida	Bruce Burke	1286 Upper Lenox Ave., Oneida NY 13421	315.363.2400	0	No
Working Solutions – Rome	Terry Humphries	252 W. Dominick St., Rome NY 13440	315.337.7300	0	No
WOUR.com	Beth Coughlin	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	0	No

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WUMX.com	Beth Coughlin	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	0	No
YMCA – Rome Family Branch	Colleen Seaton	301 W. Bloomfield St. Rome NY 13440	315.336.3500	0	No
YMCA of the Greater Tri-Valley	Phonon Perriloux	P.O. Box 510, 301 W. Bloomfield St., Rome NY 13440	315.336.3500	0	No
YWCA – Utica	Sue Rasini	100 Cornelia St., Utica NY 13502	315.732.2159	0	No

Job Title: Account Executive #4

Referral Source of Hiree: 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)
Afro American Heritage Association	Human Resources	P.O. Box 451, Rome NY 13442	N/A	0	No
CentralNewYorkHelpWanted.com	No specific contact	c/o RegionalHelpWanted.com 1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845.471.5200	0	No
Columbia Place Associates	Larry Smith	401 Columbia Str., Suite 8, Utica, NY 13502	315.272.2999	0	No
Family Services of Mohawk Valley	Margaret Beck	401 Columbia St., #200, Utica NY 13501	315.735.9177	0	No
GalaxyCommunications.com	Beth Coughlin	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	2	No
Herkimer County Community College	Suzanne Paddock	Reservoir Rd., Herkimer, NY 13350	315.866.0300	0	No
Industry Contact	N/A	N/A	N/A	1	No
KRock.com	Beth Coughlin	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	0	No
Mohawk Valley Community College	Charlene Deon	1101 Sherman Dr., Utica, NY 13501	315.792.5488	0	No
Mohawk Valley YMCA	Amy Burke	83 East Main St., Mohawk, NY 13407	315.866.6570	0	No
NAACP	Herb Thorpe	P.O. Box 325., Rome NY 13440	315.337.0407	0	No
Observer Dispatch	No specific contact	221 Oriskany Plaza, Utica NY 13501	315 792 5000	1	No
Oneida County NAACP	Fran Williams	P.O. Box 169, Utica NY 13503	315.797.8079	0	No
Oneida County Workforce Devt.	Paul Building	209 Elizabeth St., Utica NY 13504	315.798.5908	0	No
Oneida Herkimer Madison BOCES	No specific contact	P.O. Box 70 Middle Settlement Rd., New Hartford NY 13414	315.798.5908	0	No

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Tri-Valley YMCA	Diane Hoover	701 Seneca St., Oneida, NY 13421	315.363.7788	0	No
Utica College	Barbara Jordan	1600 Burrstone Rd., Utica NY 13502	315.792.3087	0	No
Utica School of Commerce – Canastota	No specific contact	P.O. Box 462, Canastota, NY 13032	315.697.8200	0	No
Utica School of Commerce – Oneonta	No specific contact	17 Elm St., Oneonta, NY 13820	315.432.7003	0	No
Utica School of Commerce – Utica	No specific contact	201 Bleeker St., Utica, NY 13501	315.733.2300	0	No
Women's Employment & Resource Center	Eleanor Moran	1411 Genesee St., Utica NY 13051	315.793.9700	0	No
Working Solutions – Herkimer	Sal Vaggetta	320 N. Prospect St., Herkimer NY 13350	315.867.1400	0	No
Working Solutions – Oneida	Bruce Burke	1286 Upper Lenox Ave., Oneida NY 13421	315.363.2400	0	No
Working Solutions – Rome	Terry Humphries	252 W. Dominick St., Rome NY 13440	315.337.7300	0	No
WOUR.com	Beth Coughlin	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	0	No
WUMX.com	Beth Coughlin	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	0	No
YMCA – Rome Family Branch	Colleen Seaton	301 W. Bloomfield St. Rome NY 13440	315.336.3500	0	No
YMCA of the Greater Tri Valley	Phonon Perrilous	P.O. Box 510, 301 W. Bloomfield St., Rome NY 13440	315.336.3500	0	No
YWCA – Utica	Sue Rasini	100 Cornelia St., Utica NY 13502	315.732.2159	0	No

Job Title: Account Executive #5

Referral Source of Hire: entrallyhelpwanted.com

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Afro American Heritage Association	Human Resources	P.O. Box 451, Rome NY 13442	N/A	0	No
CentralNewYorkHelpWanted.com	No specific contact	c/o RegionalHelpWanted.com 1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845.471.5200	3	No
Columbia Place Associates	Larry Smith	401 Columbia Str., Suite 8, Utica, NY 13502	315.272.2999	0	No
Family Services of Mohawk Valley	Margaret Beck	401 Columbia St., #200, Utica NY 13501	315.735.9177	0	No
GalaxyCommunications.com	Beth Coughlin	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	0	No

WOUR(FM), WKLL(FM), WUMX(FM), WTLB(AM), WIXT(AM), and WRNY(AM) are Equal Opportunity Employers.

Herkimer County Community College	Suzanne Paddock	Reservoir Rd., Herkimer, NY 13350	315.866.0300	0	No
KRock.com	Beth Coughlin	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	0	No
Mohawk Valley Community College	Charlene Deon	1101 Sherman Dr., Utica, NY 13501	315.792.5488	0	No
Mohawk Valley YMCA	Amy Burke	83 East Main St., Mohawk, NY 13407	315.866.6570	0	No
NAACP	Herb Thorpe	P.O. Box 325., Rome NY 13440	315.337.0407	0	No
Observer Dispatch	No specific contact	221 Oriskany Plaza, Utica NY 13501	315 792 5000	0	No
Oneida County NAACP	Fran Williams	P.O. Box 169, Utica NY 13503	315.797.8079	0	No
Oneida County Workforce Devt.	Paul Building	209 Elizabeth St., Utica NY 13504	315.798.5908	0	No
Oneida Herkimer Madison BOCES	No specific contact	P.O. Box 70 Middle Settlement Rd., New Hartford NY 13414	315.798.5908	0	No
Tri-Valley YMCA	Diane Hoover	701 Seneca St., Oneida, NY 13421	315.363.7788	0	No
Utica College	Barbara Jordan	1600 Burrstone Rd., Utica NY 13502	315.792.3087	0	No
Utica School of Commerce – Canastota	No specific contact	P.O. Box 462, Canastota, NY 13032	315.697.8200	0	No
Utica School of Commerce – Oneonta	No specific contact	17 Elm St., Oneonta, NY 13820	315.437.7003	0	No
Utica School of Commerce – Utica	No specific contact	201 Bleeker St., Utica, NY 13501	315.733.2300	0	No
Women's Employment & Resource Center	Eleanor Moran	1411 Genesee St., Utica NY 13051	315.793.9700	0	No
Working Solutions – Herkimer	Sal Vaggetta	320 N. Prospect St., Herkimer NY 13350	315.867.1400	0	No
Working Solutions – Oneida	Bruce Burke	1286 Upper Lenox Ave., Oneida NY 13421	315.363.2400	0	No
Working Solutions – Rome	Terry Humphries	252 W. Dominick St., Rome NY 13440	315.337.7300	0	No
WOUR.com	Beth Coughlin	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	0	No
WUMX.com	Beth Coughlin	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	0	No
YMCA – Rome Family Branch	Colleen Seaton	301 W. Bloomfield St. Rome NY 13440	315.336.3500	0	No
YMCA of the Greater Tri-Valley	Phonon Perriloux	P.O. Box 510, 301 W. Bloomfield St., Rome NY 13440	315.336.3500	0	No
YWCA – Utica	Sue Rasini	100 Cornelia St., Utica NY 13502	315.732.2159	0	No

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Job Title: Program Director ESPN

Referral Source of Hiree: 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)
Afro American Heritage Association	Human Resources	P.O. Box 451, Rome NY 13442	N/A	0	No
CentralNewYorkHelpWanted.com	No specific contact	c/o RegionalHelpWanted.com 1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845.471.5200	0	No
Columbia Place Associates	Larry Smith	401 Columbia Str., Suite 8, Utica, NY 13502	315.272.2999	0	No
Employee Referral	N/A	N/A	N/A	1	No
Family Services of Mohawk Valley	Margaret Beck	401 Columbia St., #200, Utica NY 13501	315.735.9177	0	No
GalaxyCommunications.com	Beth Coughlin	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	0	No
Herkimer County Community College	Suzanne Paddock	Reservoir Rd., Herkimer, NY 13350	315.866.0300	0	No
KRock.com	Beth Coughlin	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	0	No
Mohawk Valley Community College	Charlene Dean	1101 Shetman Dr., Utica, NY 13501	315.792.5488	0	No
Mohawk Valley YMCA	Amy Burke	83 East Main St., Mohawk, NY 13407	315.866.6570	0	No
NAACP	Herb Thorpe	P.O. Box 325., Rome NY 13440	315.337.0407	0	No
Observer Dispatch	No specific contact	221 Oriskany Plaza, Utica NY 13501	315 792 5000	0	No
Oneida County NAACP	Fran Williams	P.O. Box 169, Utica NY 13503	315.797.8079	0	No
Oneida County Workforce Devt.	Paul Building	209 Elizabeth St., Utica NY 13504	315.798.5908	0	No
Oneida Herkimer Madison BOCES	No specific contact	P.O. Box 70 Middle Settlement Rd., New Hartford NY 13414	315.798.5908	0	No
Tri-Valley YMCA	Diane Hoover	701 Seneca St., Oneida, NY 13421	315.363.7788	0	No
Utica College	Barbara Jordan	1600 Burrstone Rd., Utica NY 13502	315.792.3087	0	No
Utica School of Commerce – Canastota	No specific contact	P.O. Box 462, Canastota, NY 13032	315.697.8200	0	No
Utica School of Commerce – Oneonta	No specific contact	17 Elm St., Oneonta, NY 13820	315.432.7003	0	No

WOUR(FM), WKLL(FM), WUMX(FM), WTLB(AM), WIXT(AM), and WRNY(AM) are Equal Opportunity Employers.

Utica School of Commerce – Utica	No specific contact	201 Bleeker St., Utica, NY 13501	315.733.2300	0	No
Women's Employment & Resource Center	Eleanor Moran	1411 Genesee St., Utica NY 13051	315.793.9700	0	No
Working Solutions – Herkimer	Sal Vaggetta	320 N. Prospect St., Herkimer NY 13350	315.867.1400	0	No
Working Solutions – Oneida	Bruce Burke	1286 Upper Lenox Ave., Oneida NY 13421	315.363.2400	0	No
Working Solutions – Rome	Terry Humphries	252 W. Dominick St., Rome NY 13440	315.337.7300	0	No
WOUR.com	Beth Coughlin	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	0	No
WUMX.com	Beth Coughlin	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	0	No
YMCA – Rome Family Branch	Colleen Seaton	301 W. Bloomfield St. Rome NY 13440	315.336.3500	0	No
YMCA of the Greater Tri-Valley	Phonon Perriloux	P.O. Box 510, 301 W. Bloomfield St., Rome NY 13440	315.336.3500	0	No
YWCA – Utica	Sue Rasini	100 Cornelia St., Utica NY 13502	315.732.2159	0	No

6) Total # of Interviewees Referred: For the period from January 23, 2010 to January 22, 2012 this Employment Unit interviewed 16 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives:

A) Initiative: Internet Program

Galaxy Utica Licensee LLC uses its stations web sites and corporate site to provide general information about its job vacancies including what skills and qualifications are needed to fill specific positions. Each station's website provides an employment opportunity page or section which includes information about job fairs and other employment outreach efforts in which the stations are participating as well as links to regional help wanted job sites.

B) Initiative: Manager Training

Galaxy Utica 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.

C) Initiative: Internship Program

Galaxy Utica Licensee LLC participates in Internship Programs offered by local educational institutions including, but not limited to Oneida County. 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 3 interns. Two were from Oneida County BOCES program through Whitesboro High School and one was from New Hartford High School.

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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 openings.

WOUR	54	15-second commercials
WKLL	54	15-second commercials
WTLB(AM)	80	15-second commercials
WUMX	54	15-second commercials

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

On March 24, 2011 the station employment unit's Sales Manager and Program Director attended the Herkimer County Community College Career Center's Career Fair held in the HCCC Robert McLaughlin College Center Lobby where they met with graduating seniors to answer questions about employment opportunities in radio and to accept resumes.

On April 6, 2011 the station employment unit's Sales Manager and an employee from the programming department attended the Utica College Career Expo held on the campus of Utica College in the Library Concourse where they met with students to answer questions about employment opportunities in radio and to accept resumes.