

**WPDH(FM), WCZX(FM), WFAF(FM), WEOK(AM), WALL(AM), WPDA(FM),
WKNY(AM), WKXP(FM), WRRV(FM), WRRB(FM)
EEO PUBLIC FILE REPORT
February 1, 2007 – January 31, 2008¹**

I. VACANY LIST

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
1. Traffic Manager	3-4, 9, 11, 15-16, 18, 21, 28	18
2. Account Executive	19-24, 29	19
3. Account Executive	19-24, 29	22
4. Account Executive	19-24, 29	21
5. Account Executive	19-24, 29	21
6. Production Assistant	4, 16, 18, 25, 26	25
7. Account Executive	13, 18-22, 24, 26, 29	19
8. Account Executive	13, 18-22, 24, 26, 29	18
9. Account Executive	13, 18-22, 24, 26, 29	21
10. Account Executive	13, 18-22, 24, 26, 29	24
11. Receptionist	3-4, 7, 13, 16, 18-22, 24, 26, 29	18
12. Traffic Assistant	3-4, 7, 15-16, 18-22, 25, 28-29	25
13. Account Executive	18-22, 24	22
14. Account Executive	18-22, 24	21
15. Account Executive	18-22, 24	18
16. Account Executive	18-22, 24	18
17. Traffic Assistant	3, 7, 9, 11, 15-16, 18-24, 29	18
18. Program Director	1, 25	25
19. Account Executive	18-22, 24	18

¹ This report was generated in April, 2008.

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Allaccess.com – www.allaccess.com	N	40
2	AM/FM Jobs – www.amfmjobs.com	N	0
3	Connecticut School of Broadcasting 130 Birdseye Road Farmington, CT 06032 - Ron (800) 887-2346	N	0
4	Internal Postings (through one or more of Cumulus – Danbury, CT; Cumulus – Westchester, NY; Cumulus – Bridgeport, CT; and/or CMP/CMI Business Manager email distribution lists)	N	0
5	Intentionally Omitted	N	0
6	Intentionally Omitted	N	0
7	Poughkeepsie Journal/Career Builder 85 Civic Ctr, Poughkeepsie, NY 12601	N	0
8	Cumulus Broadcasting Web site – Employment Opportunities, www.cumulus.com	N	0
9	Dutchess County Community College Career Center 53 Pendell Rd Poughkeepsie, NY 12601 Camilo Rojas (845) 431-8000, rojas@sunydutchess.edu	N	3
10	Hudson Valley Help Wanted.com 1 Civic Ctr Plaza, Suite 506 Poughkeepsie, NY 12601 (845) 471-5858, www.hudsonvalleyhelpwanted.com	N	0
11	Marist College Cannavino Library RM332 – Career Center, North Road, Poughkeepsie NY 12601	N	1
12	Mid Hudson Library System Job Information Centers Coordinator 103 Market Street Poughkeepsie NY 12601	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	NYS Broadcasters Career Fair , on line career fair	N	3
14	New Paltz College Career Development Center SUNY New Paltz, NY 12561 www.newpaltz.edu/careers Tonda Highley, Director	N	0
15	New School of Radio and Television 50 Colvin Avenue Albany, NY 12260 Jim (518) 438-7682	N	0
16	New York State Dept. of Labor 233 Main Street Poughkeepsie, NY 12601 (845) 473-9253, fax (845) 471-6942 www.labor.state.ny.us	Y	33
17	America's Job Exchange http://www.americasjobexchange.com	N	0
18	Referral/Walk-in	N	24
19	WCZX on-air announcement	N	14
20	WKXP on-air announcement	N	8
21	WPDH / WPDA / WFAF on-air announcement	N	28
22	WRRV / WRRB on-air announcement	N	25
23	WZAD on-air announcement	N	0
24	WKNY on-air announcement	N	8
25	Internal Transfer/Promotion	N	2
26	Hudson Valley Job Fair Hosted by NYS Dept of Labor and Dutchess Community College	N	33
27	Mount Saint Mary College 300 Powell Ave Newburgh, NY 12550 Kathleen O'Keefe (845) 569-3180, okeefe@msmc.edu	N	0
28	Traffic Director's Guild	N	3
29	WEOK / WALL on-air announcement	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			225

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participated in Job Fair	From March 19 – March 25, 2007, the SEU participated in a virtual career fair hosted by the New York State Broadcasters Association. The SEU staffed a virtual booth for a period of one week and accepted resumes for Marketing Consultant, Yankee Board Operator, Executive Assistant, Interns, and Part Time Promotional Assistants. In addition, the SEU’s stations also ran on-air announcements to promote the event.
2	Participated in Job Fair	On March 27, 2007, the SEU’s Promotions Director and Promotions Coordinator attended the Mount Saint Mary Career Conference at Mount Saint Mary College in Newburgh, NY. Approximately 300 people attended, and SEU personnel met with approximately 35 individuals interested in employment and internship opportunities.
3	Participated in Job Fair	On March 29, 2007, the SEU’s Promotions Director and Promotions Coordinator attended the Marist College Career Conference at Marist College in Poughkeepsie, NY. Approximately 450 people attended, and SEU personnel met with approximately about 30 - 50 individuals interested in employment and internship opportunities.
4	Participated in Job Fair	On April 12, 2007, the SEU’s Promotions Director and Promotions Coordinator attended the SUNY New Paltz Career Conference at SUNY New Paltz College in New Paltz, NY. Approximately 250 people attended, and SEU personnel met with approximately 30 individuals interested in employment and internship opportunities.
5	Participated in Job Fair	On April 18, 2007, the SEU’s Promotions Director, Production Manager, and Business Manager attended the NYS Department of Labor Job Fair, which was held at Dutchess Community College. At the job fair, SEU personnel met with attendees interested in pursuing careers in broadcasting.
6	Participated in Job Fair	On October 8, 2007, the SEU’s Promotions Director and Promotions Coordinator attended the Westchester Career Conference at The College of Westchester in Westchester, NY. Approximately 250 people attended, and SEU personnel met with approximately 30 attendees interested in employment and internship opportunities.
7	Participate in event/program sponsored by educational institutions relating to careers in broadcasting	On November 7, 2007, the SEU’s Promotions Director and Promotions Coordinator attended a career fair at Roy C Ketcham High School, in Wappingers Falls, NY. SEU personnel made presentations about career opportunities in the broadcast industry and invited students to apply for the SEU’s internship program.

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
8	Participation in event/program sponsored by educational institutions relating to careers in broadcasting	On December 4, 2007, the SEU's Promotions Director and Promotions Coordinator attended a career fair at John Jay High School, in East Fishkill, NY. SEU personnel made presentations about career opportunities in radio broadcasting and invited students to apply for the SEU's internship program.
9	Host Internship Program	<p>Spring 2007 (1/29/07 – 5/8/07): The SEU hosted a total of 14 interns from Marist College, SUNY New Paltz, SUNY Cortland, and Orange County Community College.</p> <p>Summer 2007 (5/29/07 – 8/17/07): The SEU hosted a total of 10 interns from Marist College, SUNY New Paltz, SUNY Oneonta, and Dutchess Community College.</p> <p>Fall 2007 (9/18/07 – 12/12/07): The SEU hosted a total of 7 interns from Marist College, SUNY New Paltz, Dutchess Community College, and Orange County Community College.</p> <p>Interns participating in the SEU's internship program worked in the SEU's Promotions Department under the supervision of the SEU's Promotions Director and a Promotions Coordinator. Typical duties included collection of marketing data and participation in remote promotional events. Many interns received academic credit from their home institutions.</p>