



FINGER LAKES RADIO GROUP, INC.

3568 Lenox Road

Geneva, NY 14456

EEO PUBLIC FILE REPORT

January 22, 2023- January 21, 2024

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.

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@flxlocalmedia.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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Geneva, NY 14456

(315)781-7000

Fax: (315)781-7700

www.flradiogroup.com

III. VACANCY LIST

During the recruitment period covered by this report, * full-time and * vacancies occurred and were filled with * 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

Total Number of Persons Interviewed During This Period: 0

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 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 197 Franklin Street Auburn, Ny 13021 Cayuga Contact CCC's website https://cayuga-cc-csm.symplcity.com/	Yes	0
3	Ithaca College, Career Planning 1101 Gannett Center Ithaca, NY 14850 careers@ithaca.edu (Also on Handshake)	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 4355 Lakeshore Drive Canandaigua, NY 14424 E Mail: careerservices@flcc.edu (also on Handshake)	Yes	0
7	Michael Sykes, M.S.ed. Business Services Representative Finger Lakes Works/Ontario Co Workforce Development 3010 County Complex Drive Canandaigua, NY 14424 P: 585-396-4592 F: 585-396-4028 Michael.Sykes@dfa.state.ny.us www.fingerlakesworks.com	Yes	0
8	Hobart and William Smith Colleges, Career Services Office c/o Salisbury Center at Trinity Hall 300 Pulteney Street Geneva, NY 14456 Email: cso@hws.edu (Also on Handshake)	Yes	0

10	Monroe Community College 1000 E. Henrietta Road Rochester, Ny 14623 Email: jobconnection@monroecc.edu Also, on Handshake	Yes	0
11	Roberts Wesleyan College 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 57 Lomb Memorial Drive Rochester, NY 14623 Email: CareerServices@rit.edu - https://rit-csm.symplicity.com/employers/?signin_tab=0	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 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 Career Design Center One College Circle 116 Erwin Hall, Geneseo, NY 14454 careers@geneseo.edu – On Handshake	Yes	0
17	The New York State Broadcasters Assoc., Inc. ATTN: Carolyn Jung 1805 Western Avenue Albany, NY 12203 E mail: cnash@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 41 O' Connor Road Fairport, NY 14450 E mail: jgallina@monroe2boces.org	Yes	0
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		NO	0
23	Employee Referral	Yes	0
24	University of Rochester 302 Meloria Hall PO Box 270028 Rochester, NY 14627 Also, on Handshake E mail: recruit@mail.rochester.edu	Yes	0
25	Walk-In	Yes	0

26	Genesee Community College – On Purple Briefcase Academic Advisement Office One College Rd Batavia, NY 14020-0704 E mail: career@genesee.edu Also on purple briefcase	No	0
27	Job Fair - see details in recruitment initiative documents	Yes	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		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 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 Handshake	Yes	0
33	SUNY Oswego 142 Campus Center Oswego, NY 13126 E mail: career@oswego.edu Tel: 315 312 2255	Yes	0
34		Yes	0
35	Linked In	Yes	0
36	Indeed.com E mail: jobs-@indeed.com	Yes	0
37		Yes	0
38	NY Talent - DOL https://nytalentbank.labor.ny.gov/talent/login.aspx	Yes	0
39	Access VR Jennifer Geiger M.S., C.R.C. Business Relations Representative ACCES-VR 109 South Union Street Rochester, NY 14607 Phone: (585) 238-2949 Fax: (585)325-2001 Jennifer.Geiger@NYSED.GOV	Yes	0
40	NY US National Labor Exchange Registration https://newyork.usnlx.com/index.asp darlene.russell@labor.ny.gov	Yes	0
41	New York State Department of Labor Business Services 276 Waring Road Room 100, Rochester NY 14609 Office: 585-258-8875 Darlene.Russell@labor.ny.gov Christopher.Caughey@labor.ny.gov	Yes	0
42	NYS DOL Veterans	Yes	0

	Christopher.Caughey@labor.ny.gov		
43	Department of Family Assistance & Office of Children and Family Services http://dfa.ny.gov/ Sykes, Michael (DFA) < Michael.Sykes@dfa.state.ny.us >	Yes	0
44	Seneca County Department of Labor Vrabel, John (SENECA Co) < jvrabel@co.seneca.ny.us >	Yes	0
45	Broome County NYS Department of Labor david.croston@labor.ny.gov	Yes	0
46	NYS Department of Labor Syracuse, NY Jewell, Roy A (LABOR) < Roy.Jewell@labor.ny.gov >	Yes	0
47	Finger Lakes Works – Wayne County https://fingerlakesworks.com jcelso@co.wayne.ny.us	Yes	0
48	Finger Lakes Works – Seneca County https://fingerlakesworks.com jvrabel@co.seneca.ny.us	Yes	0
49	Finger Lakes Works – Yates County https://fingerlakesworks.com Janelle.Williams-Como@dfa.state.ny.us	Yes	0
50	SUNY ECC (Erie Community College) On Purple Briefcase	Yes	0
51	Radio Television Digital News Association https://rtdna.site-ym.com -	No	0
52	Staatalent.com jon@staatalent.com – Sports & Broadcast Only		0
53	Cayuga County Chamber of Commerce https://cayugacountychamber.com/resources/careers/	No	0
54	Ontario County Chamber of Commerce https://business.onchamber.com/login/	No	0
55	Geneva Chamber of Commerce https://genevany.com/	No	0
56	Yates County Chamber of Commerce https://www.yatesny.com/	No	0
57	Seneca County Chamber of Commerce https://senecacountyny.extranet.simpleviewcrm.com/login/#/login	No	0
58	CareerBuilder	No	0
59	Monster	No	0
60	Internal social media – Facebook & Website www.fingerlakesdailynews.com	Yes	0
61	Martin J Whitman School of Management at Syracuse University 721 University Ave, Syracuse, NY 13244 On Handshake @ Syracuse University - srclay01@syr.edu	Yes	0

V. OUTREACH INITIATIVES

No.	Description of Outreach Initiative
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1	Ed Vivenzio and Paul Szmaj Visited Cayuga Community College on March 20 th to talk about Employment in the Media Business
2	Paul Szmaj and Lucas Day Set up a table at the Dundee Central School Career and College Expo on April 26 th exposing and creating interest in Media to the Elementary - High School Students.
3	August 17 th Ed Vivenzio met with Erin McCormick with Cayuga Community College regarding Internship Possibilities with FLX Local Media/Finger Lakes Radio Group
5	Ted Baker Visited Tompkins-Cortland Community College to address building a media career with the Media Students on October 17 th
6	October 23-25 Alan Bishop attended International Broadcasters Idea Bank Meeting in Kentucky
7	October 26 Alan Bishop attended the New York State Broadcasters Association Hall of Fame Meeting in New York City
8	November 6 th at 6:30pm Ted Baker Led a Boy Scout Troup tour of the Geneva NY Main Office and discussed career in Media.
9	December 18 th Dennie Lynn met with Dan Clement of Penn Yan High School Regarding a shadowing program for the High School Students interested in Media
10	December 27 th Dennie Lynn sent Enrollment information to be a part of the Shadowing program at Penn Yan High School.
11	All year we ran EEO Promos on all stations.
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