



FINGER LAKES RADIO GROUP, INC.

3568 Lenox Road

Geneva, NY 14456

EEO PUBLIC FILE REPORT

January 22, 2024- January 21, 2025

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- Geneva, NY

WLLW - Geneva, NY

WGVA - Geneva, NY

WCGR - Canandaigua, NY

WAUB - Auburn, NY

WFLR- Penn Yan, NY

WFLK - Auburn, 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	Employee Referral	Yes	0
23	University of Rochester 302 Meloria Hall PO Box 270028 Rochester, NY 14627 Also, on Handshake E mail: recruit@mail.rochester.edu	Yes	0
24	Walk-In	Yes	0
25	Genesee Community College – On Purple Briefcase	Yes	0

	Academic Advisement Office One College Rd Batavia, NY 14020-0704 E mail: career@genesee.edu Also on purple briefcase		
26	Job Fair - see details in recruitment initiative documents	Yes	0
27	Keuka College 141 Central Avenue Keuka Park, NY 14478 Tel: 315 279 5274 E mail: tbloom@keuka.edu Also on Handshake	Yes	0
28	All Access - https://www.allaccess.com/login	Yes	0
29	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
30	St. John Fisher College 3690 East Avenue Rochester, NY 14618 E mail: careerservices@sjfc.edu Also, on Handshake	Yes	0
31	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
32	SUNY Oswego 142 Campus Center Oswego, NY 13126 E mail: career@oswego.edu Tel: 315 312 2255	Yes	0
33	Linked In	Yes	0
34	Indeed.com E mail: jobs-@indeed.com	Yes	0
35	NY Talent - DOL https://nytalentbank.labor.ny.gov/talent/login.aspx	Yes	0
36	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
37	NY US National Labor Exchange Registration https://newyork.usnlx.com/index.asp darlene.russell@labor.ny.gov	Yes	0
38	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
39	NYS DOL Veterans Christopher.Caughey@labor.ny.gov	Yes	0
40	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

V. OUTREACH INITIATIVES

No.	Description of Outreach Initiative
1	Alan Bishop attended the Washington NYS Broadcasters Assoc event on March 4 th 2024
2	Ed Vivenzio met with Kim at Cayuga County Boces on March 27 th , 2024, and obtained an Intern Tamia who shadowed Lisa Cruz during her on air shift and production work.
3	Ed Vivenzio attended the Cayuga Museum STEAM Fair for the Solar Eclipse on April 17 th , 2024, and demonstrated about how Radio work is incorporated into the Eclipse.
5	Ed Vivenzio worked with a student for an Internship with Finger Lakes Radio, where Nate Hand was able to work hands on in all areas of the Radio Group February and March of 2024.
6	Ed Vivenzio with the help of our Intern Nate Hand attended the Romulus Central School Makerspace Night on March 26 th , 2024, and shared hands-on activity of recording radio shows and commercials with editing.
7	Dennie Lynn met with Darlene Russell of the NYS Department of Labor about hosting the Teacher’s Ambassador Program at our studios to provide a Tour and explain what we do for the local teachers in the area to take that info back to the students and inform them of job opportunities in the local area. This was held on July 10 th , 2024.
8	Dennie Lynn sent EEO information with rules and regulations to the Management team on June 26 th , 2024.
9	Dennie Lynn sent EEO information with rules and regulations to the Management team on September 11, 2024.
10	Alan Bishop Attended the New York State Broadcasters Association Board Retreat from July 14 th – July 16 th , 2024. In Bolton Landing, NY.
11	All year we have Ran EEO Promo’s on Radio
13	Ted Baker did a Tour with the Boy Scout Troup 88 of the Radio Station and Job Opp on September 23, 2024
14	Fall Semester FLX Local Media Hosted a Student from Penn Yan that was part of the Job Shadowing Program. Abeni Oliva Spent Time with Different Staff Members to Learn the Trade.
15	Alan Bishop attended the NYSBA Idea Bank Conference on October 23 rd
16	FLX Local Media developed a new Media Campaign to recruit Internships Successfully hosting 2 Interns in 2024.
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