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FINGER LAKES RADIO GROUP, INC.

3568 Lenox Road

Geneva, NY 14456

EEO PUBLIC FILE REPORT

January 22, 2025- January 21, 2026

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.

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 Hire
Sales	4/21/25	Indeed	Kelly Husby
Sales	4/14/25	Indeed	Andrew Avedisian
Sales	9/5/25	Indeed	Heaven Longo
News Announcer	10/26/25	Ithaca College	Kalysta Donoughy-Robinson
Sales	10/20/25	Staff Referral	Wendy Emerson

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.symplicity.com/	Yes	0
3	Ithaca College, Career Planning 1101 Gannett Center Ithaca, NY 14850 careers@ithaca.edu (Also on Handshake)	Yes	1
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

9	Monroe Community College 1000 E. Henrietta Road Rochester, Ny 14623 Email: jobconnection@monroecc.edu Also, on Handshake	Yes	0
10	Roberts Wesleyan College 2301 Westside Drive Rochester, NY 14624 E mail: flahertym@roberts.edu Also, on handshake	Yes	0
11	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
12	SU Newhouse School of Public Communications ATTN: Career Services 215 University Place, PO Box 4116 Syracuse, NY 13044 Syracuse University on Handshake	Yes	0
13	SUNY College at Brockport 350 New Campus Drive Brockport, NY 14420 E mail: jobs@brockport.edu also on Handshake	Yes	0
14	SUNY Cortland Po Box 2000 Cortland, NY 13045 Also, on Handshake E mail: career.services@cortland.edu	Yes	0
15	SUNY Geneseo Career Design Center One College Circle 116 Erwin Hall, Geneseo, NY 14454 careers@geneseo.edu – On Handshake	Yes	0
16	The New York State Broadcasters Assoc., Inc. ATTN: Carolyn Jung 1805 Western Avenue Albany, NY 12203 E mail: cnash@nysbroadcasters.org	Yes	0
17	Center for Career Services 235 Schine Student Center Syracuse, NY 13244 E mail: cfair@careersystems.com	Yes	0
18	Monroe #1 Boces 41 O' Connor Road Fairport, NY 14450 E mail: jgallina@monroe2boces.org	Yes	0
19	Finger Lakes Radio Group, Inc. On - Air Announcements 3568 Lenox Road Geneva, NY 14456 Tel: 315 781 7000 Fax: 315 781 7700	Yes	0
20	SUNY Buffalo 259 Capen Hall Buffalo, NY 14260 E mail: ta4@buffalo.edu also on Handshake	Yes	0
21	Employee Referral	Yes	5
22	University of Rochester 302 Meloria Hall PO Box 270028 Rochester, NY 14627 Also, on Handshake E mail: recruit@mail.rochester.edu	Yes	0
23	Walk-In	Yes	0
24	Genesee Community College – On Purple Briefcase	Yes	0

25	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	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
29	St. John Fisher College 3690 East Avenue Rochester, NY 14618 E mail: careerservices@sjfc.edu Also, on Handshake	Yes	0
30	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
31	SUNY Oswego 142 Campus Center Oswego, NY 13126 E mail: career@oswego.edu Tel: 315 312 2255	Yes	0
32	Linked In	Yes	1
33	Indeed.com E mail: jobs-@indeed.com	Yes	6
34	NY Talent - DOL https://nytalentbank.labor.ny.gov/talent/login.aspx	Yes	0
35	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
36	NY US National Labor Exchange Registration https://newyork.usnlx.com/index.asp darlene.russell@labor.ny.gov	Yes	0
37	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
38	NYS DOL Veterans Christopher.Caughey@labor.ny.gov	Yes	0
39	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
40	Seneca County Department of Labor	Yes	0

[illegible]

V. OUTREACH INITIATIVES

No.	Description of Outreach Initiative
1	Alan Bishop Attended A NYSBA Meeting in Washington DC March 3, 2025
2	Dennie Lynn Sent Quarterly E-mail with Rules and Regulations for EEO to Staff on March 10, 2025
3	March 26 Lucas Day, Larry Timko and Dan Condella attended the Career Day at Penn Yan High School.
5	May 28 th , 2025 Prattsburgh Central School District 1 st and 2 nd grade students took a Tour of the WFLR Studio in Penn Yan with Larry Timko and Lucas Day
6	June 13 th 2025 Jim Schreck and Sorah Devlin attended the Geneva Middle School Career Day.
7	June 23 rd 2025 Larry Timko attended Career Day at the Penn Yann Middle School to speak about the On Air Talent career
8	July 2 nd 2025 Lucas Day gave a tour of WFLR radio Station to Penn Yan Girl Scout Troop 444.
9	July 28 th Cayuga Onondaga BOCES Special Education teacher Phil Tabone and 6 students toured the Auburn WFLK Station.
10	August 5 th Dennie Lynn Sent Quarterly E-mail with Rules and Regulations for EEO to Staff.
11	August 19 th – Jim and Sorah hosted a Girls Scout tour of station and helped them record a PSA for a Pet Pantry.
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