

EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period September 16, 2011 to January 31, 2012¹.

Employment Unit: Cumulus / New York City

Unit Members / Community of License: WABC-AM / New York City
WPLJ-FM / New York City

EEO Contact Information:

WABC & WPLJ
2 Penn Plaza – 17th Floor
New York, NY 10121
(212) 613 - 8900

Steve Borneman / President & General Manager
nyradio.jobs@cumulus.com

Stations WABC and WPLJ are equal opportunity employers.

Full-time vacancies filled by the Employment Unit:

For the period September 16, 2011 to January 31, 2012, the Employment Unit interviewed 25 persons for 5 full-time job vacancies.

Station	Job Title	Interviewee Hired? (Yes / Date or No)	Recruitment Source
WPLJ	Promotion Coordinator	Yes	WPLJ Website
		No	Industry Colleague Referral
		No	Industry Colleague Referral
		No	Industry Colleague Referral
		No	Former WPLJ College Intern
		No	Former WPLJ College Intern
WABC	Operations Coordinator	Yes	WABC Part-Time Employee
		No	Former WPLJ College Intern
		No	Internet Source – Not Specified
		No	Employee Referral
		No	Hofstra University
		No	Long Island University / CW Post Campus
WABC	Account Executive	Yes	Employee Referral
		No	Career Builder Website
WPLJ	Account Executive	Yes	Career Builder Website
	Account Executive	Yes	Pace University
		No	Employee Referral
		No	WPLJ Website
WPLJ	Sales Assistant	No	WPLJ Website
		Yes	Former WABC Employee
		No	Employee Referral
		No	Employee Referral
		No	Career Builder Website

Exigent Circumstances within the Employment Unit:

Two full-time vacancies were filled at the Employment Unit based on exigent circumstances. WABC hired a nationally known broadcaster who had become available as on-air talent along with his show’s producer due to the broadcaster’s unique talent and experience in the business.

¹ As of September 16, 2011, all radio stations licensed to Citadel Broadcasting Corporation, including stations WABC and WPLJ, were subject to a transfer of control (as defined by the FCC) from Citadel Broadcasting Corporation to Cumulus, pursuant to a transfer of control application filed on FCC Form 315.

Internal Promotions within the Employment Unit:

WABC / WPLJ Digital Director WABC / WPLJ to Digital Director WABC / WPLJ & Retail Sales Manager WPLJ effective November 15, 2011

WABC / WPLJ Broadcast Engineer to Chief Engineer of WABC and WPLJ effective December 1, 2011

Supplemental Recruitment Initiatives:

The Employment Unit has a Diversity Recruitment Coordinator, who has primary responsibility for implementing, monitoring and improving compliance with company EEO policies and those of the Commission. The Diversity Recruitment Coordinator acts as a liaison to the community at large, coordinates all supplemental recruitment measures and ensures that job openings are disseminated widely.

The Employment Unit engaged in the following supplemental recruitment initiatives from September 16, 2011 to January 31, 2012:

1. **College-Level Internship Programs:** The Employment Unit has a long-standing and extensive college internship program open to undergraduate and graduate students. The stations strive to hire interns from diverse backgrounds and from a wide variety of educational institutions located within the community of license and around the United States. Internship opportunities are posted in the "jobs" section of each station's website, regularly disseminated to colleges and universities (see Recruitment Source List, below), posted on websites dedicated to college internship opportunities and made available at station promotions and college career fairs. Course credit is earned for participation. Interns are always encouraged to speak to all station employees about the various jobs available in broadcasting and to utilize them as a career resource. From September 16, 2011 to January 31, 2012, 10 students from 9 educational institutions participated in the following semester-long programs:

WABC John Batchelor Show Internship: This internship is designed for undergraduate communications, broadcast and journalism majors, particularly those who are interested in a career in news-talk radio, producing talk shows or as on-air talk talent. Students assist the host and show producer with show prep, research, gathering sound bites, editing audio, logging show elements and more. This internship is available in all semesters.

WPLJ Promotions Internship: Designed for undergraduate students interested in exploring a career in broadcasting or public relations. The Promotions Department produces, promotes and executes live broadcasts, concerts, movie screenings and other station-related events as well as client-based promotional appearances. Interns assist these events and are also assigned day-to-day office duties to learn how a radio station operates "behind the scenes". This internship is available in all semesters.

WPLJ Advertising Sales Internship: This internship program is open to undergraduate and graduate students interested in a career in radio advertising sales / advertising / marketing. Interns work directly with the sales management team, account executives and assistants. They gain hands-on experience preparing sales pitches and all day-to-day aspects of the department. Students also work with the digital media team on the station's website and online sales promotions. They are exposed to the traffic / continuity department to learn how it functions. This internship is available in all semesters. Additionally, supervisory capacity for this internship program is handled by a sales assistant, enabling them to learn supervisory and management skills.

2. **City-As-School Educational Partnership:** WPLJ's Promotions Department is a long-time educational partner of the New York City Department of Education's City-As-School High School. Students are supervised on a daily basis by the Promotions Manager and Promotions Coordinator, allowing both to learn supervisory and management skills early in their broadcasting career. During the period covered by this report, 3 high school students participated in the program.

City-As-School's primary objective is to offer students a multitude of Learning Experiences that encompass the depth and breadth of New York City's businesses. The program has been continuously evolving, putting students in the field – primarily students at risk of dropping out – and revitalizing their interest in their own lives, in their education and in the society around them. City-As-School students are 11th and 12th grade transfer students and come from any of the public, private or parochial schools within the five boroughs.

Education at City-As-School is individualized and students are required to complete a Learning Experience Activity Packet encompassing a specific curriculum for each field experience. Students who wish to explore radio broadcasting as a potential career spend either 2 (T/Th) or 3 (MWF) days a week at WPLJ for a minimum of one high school quarter. The students work in the office and at station events that take place in Manhattan learning real world skills and practical business knowledge. As part of the program, the students are required to write a paper about their experience. A supervisor from the school contacts the department weekly to check up on the students' progress. At the end of each quarter, the Promotions Manager completes a Resource Evaluation for each student, which includes specific examples of skills that were developed and refined and a section on personal development.

3. Career Days & Special Career Events: The Employment Unit's Diversity Recruitment Coordinator, Station Management and on-air personalities are available to speak at Career Days and career events from the elementary school level through college. Additionally, the stations host informational sessions at the group offices as well as conduct station tours.

Marymount Manhattan College Career Day at WABC / WPLJ (November 4, 2011): Twenty students from Marymount Manhattan Colleges Radio Class, accompanied by their instructor, visited WABC and WPLJ. Following a tour of the station facilities, the students had Q&A sessions with the following station personnel: Tony Mascaro (Operations Director, WPLJ), Race Taylor (PMD Host, WPLJ), Frank D'Elia (Senior Production Engineer, WABC), Chuck Armstrong (Interim Program Director, WABC). Each spoke briefly about their career path in broadcasting, described their current position, discussed careers in broadcasting and took questions from the visiting college students.

Norfolk State University Mass Communications Department Career Day at WABC / WPLJ (November 16, 2011):

Thirty two students and four professors visited WABC and WPLJ as part of the department's annual broadcasting career trip to New York City. The students were hosted by Jonathan Mason, General Sales Manager of WABC, who is an alum of Norfolk State University. Following a tour of the station facilities, the students had Q&A sessions with the following station personnel: Steve Borneman (President & General Manager, WABC & WPLJ), Jonathan Mason (General Sales Manager, WABC), Bernard McGuirk (Executive Producer, Imus in the Morning), Tony Powell (Contributor / Celebrity Impersonator, Imus in the Morning). Also invited to address the students were industry colleagues Dave Roberts (General Manager, 1050 ESPN) and Donovan Welsh (Sales Manager, Univision Radio – NY). Each spoke briefly about their career path in broadcasting, described their current position, discussed careers in broadcasting and took questions from the visiting college students.

Cub Scout Den 5 of Pack 331, Holmdel NJ (January 23, 2012): WABC and WPLJ hosted 8 Cub Scouts who were working on their Communications Merit Badge. Abe Goren (Account Executive, WABC) took them on a tour of the station facilities and taught them about the various jobs people do. They also learned how the WABC news room collects and disseminates information. WABC On-Air Host Geraldo Rivera (a former Boy Scout) invited them into his studio during his show so they could observe first-hand. He also spoke with the Cub Scouts on-air.

4. Career Fairs: Invitations to Career Fairs are regularly extended to the Employment Unit's Diversity Recruitment Coordinator. These career fairs are attended by the Diversity Recruitment Coordinator or other station staff who have responsibility for hiring decisions. At these community-based and college events, information about careers in broadcasting is provided, flyers listing current opens and internships distributed, interviews conducted and resumes collected. Resumes are kept on file for three months and are reviewed as vacancies occur during that time frame. The stations had a presence at the following career fairs during the period of this report:

NYC Human Resources Administration City-Wide Job Fair (October 19, 2011): Held at New York City's Jacob Javits Center, job seekers from the 5 boroughs attended the all-day job fair which was staffed by the Diversity Recruitment Coordinator. Sixty-eight individuals submitted resumes for full-time positions; more than 300 hundred took a copy of the current job postings list as they had run out of resumes. Numerous people had questions about the various career paths available in the broadcast industry or how to transition to the industry.

IRTS Minority Career Workshop & Job Fair (November 18, 2011): NYMRAD (New York Market Radio) hosts a booth at the annual event for college students. It is staffed by the Executive Director of NYMRAD and personnel from member stations. The employment unit was represented by a senior member of the WABC Sales Team for a portion of the day. Participating students stop by for career advice, how to approach their job search and to drop off resumes for entry-level positions and internships. After the event, NYMRAD forwards copies of all resumes received to all member stations. The event took place at the American Management Association's executive conference center in New York City.

5. Outreach via station websites: In an attempt to continually discover new community organizations educational institutions to help publicize vacancies, the Employment Unit utilizes each station's website. On top of the "jobs" web page of the 77 WABC and 95.5 WPLJ websites, the following message appears:

“(Station call letters) and it's sister-station, (call letters), operated by the Citadel Broadcasting Corporation in New York City are an equal opportunity and affirmative action employer. The stations would like to widely publicize their job openings to organizations and educational institutions that provide employment information and / or job referrals. If you work for a Career Services Office at a college or university or for an organization that regularly distributes employment information to job seekers, you can receive information about our job vacancies. To receive these listings by email, fax or U.S. mail, please contact us! Provide your organization's name, address, telephone number, fax number, email address and we'll contact to you to confirm the information. Your organization will then receive periodic announcements regarding job vacancies at 77 WABC and 95.5 WPLJ. Email us or fax your information on letterhead to (212) 613 – 3890, Attention: Diversity Recruitment Coordinator.
6. Community Leaders Day Meetings: NYMRAD is a local marketing association supported by over 50 member radio stations in the Tri-State Area. One of the services provided to member stations is the periodic “Community Leaders Day” Meetings. With these, NYMRAD brings together representatives from member stations and community organizations. Although the main purpose it to get each organization's public service announcements into the hands of stations, the Employment Unit's representative always inquires if the presenting organizations maintain a job bank or provide employment services. If they do, follow-up is done and they are added to the Employment Unit's recruitment list, if appropriate. The stations also utilize NYMRAD's website to alert the local community to available jobs at 77 WABC and 95.5 WPLJ.
7. EEO Training For Management Level Personnel: The Employment Unit maintains a strong equal opportunity policy. The President & General Manager regularly reminds all management level personnel and department heads of the importance of strict compliance with the Federal Communications Commission's EEO rules. This information is also disseminated in writing by the President & General Manager.

Recruitment Source List of 77 WABC and 95.5 WPLJ

The Employment Unit maintains a list of community organizations that is utilized to broadly disseminate full-time vacancies occurring at 77 WABC and 95.5 WPLJ. The list is maintained by the Diversity Recruitment Coordinator. The list is updated whenever a recruitment source notifies the Diversity Recruitment Coordinator of a change in contact information, or if a job vacancy announcement is returned as undeliverable. Each source (except websites) is contacted in writing or by telephone at least once per year to confirm contact information and continued interest in receiving job vacancy announcements. The last such update took place between September 29 and October 15, 2011. Additionally, research is conducted on an ongoing basis to discover new organizations and educational institutions with which to work. Once a source is added to the list, it is contacted for all subsequent job vacancies at the Employment Unit.

The following organizations were notified of full-time job vacancies filled during the period covered by this report, except for the two positions which were filled based on exigent circumstances.

Organization:	Adelphi University
Contact Name:	Thomas J. Ward, Jr.
Title:	Executive Director
Department:	Center For Career Development
Address:	South Avenue
City:	Garden City

State: NY
Zip: 11530
Telephone: 516.877.3131 / 3130

Organization: Baruch College
Contact Name: Theresa Accardi
Title: Associate Director
Department: STARR Career Development Center
Address: 55 Lexington Avenue
Address: NVC 2-150
City: New York
State: NY
Zip: 10010
Telephone: 646.312.4682

Organization: Berklee College of Music
Contact Name: Debra Gellnas
Title: Director of Experiential Learning
Department: Career Services
Address: 1140 Boylston Street
Address: MS-1140/EXPL
City: Boston
State: MA
Zip: 02215
Telephone: 617-747-2180

Organization: Borough of Manhattan Community College
Contact Name: Shemeka K. Brathwaite
Title: Employer Relations Specialist
Department: Center for Career Development
Address: 199 Chambers Street
Address: S-368
City: New York
State: NY
Zip: 10007
Telephone: 212.220.8000 ext. 5178

Organization: Bowie State University
Contact Name: Dorothy Wigglesworth
Title: Employer Services Manager
Department: Career Development Center
Address: 1400 Jericho Park Road
Address: Wiseman Center – Room 126
City: Bowie
State: MD
Zip: 20715-9465
Telephone: 301.860.3831

Organization: Brooklyn College
Contact Name: Fred Balsam
Title: Associate Director
Department: Magner Center for Career Development & Internships
Address: 2900 Bedford Avenue
City: Brooklyn
State: NY
Zip: 11201
Telephone: 718.951.5696

Organization: Caldwell College

Contact Name: Deanna Wolowitz
Title: Administrative Assistant
Department: Career Services
Address: 120 Bloomfield Avenue
City: Caldwell
State: NJ
Zip: 07006
Telephone: 973.618.3290

Organization: Career & Educational Consultants, Inc.

Contact Name: Carol Jones-Francois
Title: Program Manager
Address: 252 W. 29th Street, 3rd Floor
City: New York
State: NY
Zip: 10001
Telephone: 212.565.0600 ext. 12

Organization: City University of New York

Contact Name: Barry Cohen
Title: University Employment Coordinator
Department: Office of Academic Affairs
Address: 101 West 31st Street
Address: Suite1435
City: New York
State: NY
Zip: 10001
Telephone: 646.344.7343

Organization: College of Mount Saint Vincent

Contact Name: Diane S. Machado
Title: Director
Department: Career Development & Internships
Address: 6301 Rivervale Avenue
City: Riverdale
State: NY
Zip: 10471
Telephone: 718.405.3262

Organization: College of Staten Island

Contact Name: Joan DiMeo Lyons
Title: Coordinator
Department: Career and Scholarship Center
Address: 2800 Victory Boulevard
Address: Building 1A-105
City: Staten Island
State: NY
Zip: 10314
Telephone: 718-982-2071

Organization: Concordia College

Contact Name: Sara Gjesdahl
Department: Career Center
Address: 901 8th Street South
City: Moorhead
State: MN
Zip: 56562
Telephone: 218.299.3020

Organization: County College of Morris
Contact Name: Denise Schmidt
Title: Director
Department: Career Services and Cooperative Education
Address: 214 Center Grove Road
City: Randolph
State: NJ
Zip: 07869
Telephone: 973.328.5245

Organization: Drew University
Contact Name: Flore Dorcely
Title: Academic Internship & FCSP Coordinator
Department: Center for Career Development
Address: 36 Madison Avenue
Address: On Campus Townhouse #31
City: Madison
State: NJ
Zip: 07940
Telephone: 973.408.3566

Organization: Fairleigh Dickinson University
Contact Name: Catherine Love
Title: Director
Department: Career Services
Address: 1000 River Road
Address: T-WL1-02
City: Teaneck
State: NJ
Zip: 07666
Telephone: 201.692.2196

Organization: Georgian Court University
Contact Name: Steven Fusco
Title: Director
Department: Career Development
Address: 900 Lakewood Avenue
City: Lakewood
State: NJ
Zip: 08701-2697
Telephone: 732.987.2602

Organization: Hofstra University
Contact Name: Danielle Dellilo
Title: Recruiting Coordinator
Department: Career Center
Address: 140 Hofstra University
Address: M. Robert Lowe Hall
City: Hempstead
State: NY
Zip: 11549
Telephone: 516.463.6557

Organization: Institute of Audio Research
Contact Name: Timothy Thurston
Title: Career Services Manager
Department: Career Services
Address: 64 University Place
City: New York

State: NY
Zip: 10003
Telephone: 212.677.7580

Organization: Jefferson Houses Jobs Plus Program at Hostos Community College

Contact Name: Graciano E. Matos
Title: Outreach Employment Coordinator
Address: 335 East 111th Street
City: New York
State: NY
Zip: 10029
Telephone: 917.492.0274

Organization: Kingsborough Community College

Contact Name: Marisa Joseph
Title: Career Services Coordinator
Department: Career Services
Address: 2001 Oriental Boulevard
Address: Room C102
City: Brooklyn
State: NY
Zip: 11235
Telephone: 718-368-4761

Organization: Long Island University

Contact Name: Amy Rothenberg
Title: Director
Department: Career Services and Senior Year Advising
Address: 1 University Plaza
Address: Pratt 510
City: Brooklyn
State: NY
Zip: 11201
Telephone: 718.488.1603

Organization: Middlesex County College

Contact Name: Barbara Raidio
Title: Coordinator
Department: Career Services
Address: 2600 Woodbridge Avenue
City: Edison
State: NJ
Zip: 08818-3050
Telephone: 732.906.2595

Organization: New York City Department for The Aging

Contact Name: Lynne Martin
Title: Job Developer
Department: Senior Employment Division
Address: 220 Church Street
Address: Room 323
City: New York
State: NY
Zip: 10013
Telephone: 212.442.3120

Organization: New York State Department of Labor / New York City Region

Contact Name: Sandy Smith
Title: Labor Services Representative

Address: 623 Fulton Street
Address: 10 Metrotech
City: Brooklyn
State: NY
Zip: 11201
Telephone: 718.780.9499

Organization: New York Institute of Technology
Contact Name: Amy Bravo
Department: Career Services
Address: 1855 Broadway
City: New York
State: NY
Zip: 10023
Telephone: 212.261.1537

Organization: New York Urban League
Title: Director of Employment Services
Address: 204 West 136th Street
City: New York
State: NY
Zip: 10036
Telephone: 718.944.3734

Organization: New York Market Radio (NYMRAD)
Contact Name: Deborah Beagan
Title: Director
Address: 125 West 55th Street
Address: 21st Floor
City: New York
State: NY
Zip: 10019
Telephone: 646-254-4493

Organization: Pace University
Contact Name: Jenna Campolieta
Department: Career Services
Address: 41 Park Row
Address: 14th Floor
City: New York
State: NY
Zip: 10038
Telephone: 212.346.1950

Organization: Queens College
Contact Name: Keesha Cameron
Department: Career Services
Address: 65-30 Kissena Boulevard
Address: Frese Hall – Room 213
City: Flushing
State: NY
Zip: 11367
Telephone: 718.997.4465

Organization: Queensborough Community College
Contact Name: Lucille Sparacio
Title: Administrative Assistant
Department: Career Services
Address: 222-05 56th Avenue

Address: Library Building – Room 429 & 430
City: Bayside
State: NY
Zip: 11364
Telephone: 718.631.6297

Organization: Ramapo College of New Jersey
Contact Name: Dr. Eileen Quaglino
Title: Assistant Director
Department: Career Services
Address: 505 Ramapo Valley Road
City: Mahwah
State: NJ
Zip: 07430
Telephone: 201.684.7455

Organization: ResCare Workforce Services
Contact Name: Shawn Abrams
Title: BTW Recruiter Supervisor
Address: 151 Lawrence Street
Address: 4th Floor
City: Brooklyn
State: NY
Zip: 11201
Telephone: 347.853.7064

Organization: Rutgers University – Newark
Contact Name: Michelle S. Bryan
Department: Career Development Center
Address: 360 Martin Luther King Jr. Boulevard
Address: Hill Hall – Room 112
City: Newark
State: NJ
Zip: 07102
Telephone: 973.353.1852

Organization: Rutgers University – New Brunswick
Contact Name: Steven Miller
Title: Internship Coordinator – Undergraduate Studies
Department: Department of Journalism & Media Studies
Address: 4 Huntington Street
City: New Brunswick
State: NJ
Zip: 08901
Telephone: 732.932.7500 ext. 8165

Organization: Saint Joseph's College
Contact Name: Frank La Terra
Title: Executive Director
Department: Career Development, Wellness & Disability Services
Address: 245 Clinton Avenue
City: Brooklyn
State: NY
Zip: 11205
Telephone: 718.940.5853

Organization: Saint Francis College
Contact Name: Naomi Kinley
Title: Director

Department: Career Center
Address: 180 Remson Street
City: Brooklyn
State: NY
Zip: 11201
Telephone: 718.489.5261

Organization: Saint Peter's College
Contact Name: Crescenzo G. Fonzo
Title: Director
Department: Career Services
Address: 2641 John F. Kennedy Boulevard
City: Jersey City
State: NJ
Zip: 07306
Telephone: 201.761.6400

Organization: Saint Thomas Aquinas College
Contact Name: Rachel M. Jackiewicz
Title: Director
Department: Career Services
Address: 125 Route 340
City: Sparkill
State: New York
Zip: 10976
Telephone: 845.398.4065

Organization: Suffolk County Community College
Contact Name: Diana Alvarez
Department: Career & Transfer Center
Address: 1001 Crooked Hill Road
Address: Grant Campus
City: Brentwood
State: NY
Zip: 11717
Telephone: 631.851.6876

Organization: University of Bridgeport
Contact Name: Kiran J. Somaya
Title: Employer Relations Specialist
Department: Career Services Center
Address: 1 Washington Library Building – G119
Address: 126 Park Avenue
City: Bridgeport
State: CT
Zip: 06854
Telephone: 203.576.4305

Organization: University Of Delaware
Contact Name: Lynn Jacobson
Title: Director
Department: Career Services Center
Address: 401 Academy Street
City: Newark
State: DE
Zip: 19716-0167
Telephone: 302.831.8138

Organization: University of Massachusetts - Amherst
Contact Name: Todd Butynski
Title: Field Experience Coordinator
Department: Career Services
Address: 509 Goodell Building
Address: 140 Hicks Way
City: Amherst
State: MA
Zip: 01003-9272
Telephone: 413.545.2230

Organization: Wagner College
Contact Name: Victoria Crispo
Title: Assistant Director
Department: Career Development
Address: Union Center for Career Development
Address: 1 Campus Road
City: Staten Island
State: NY
Zip: 10301
Telephone: 718.390.3181

Recruitment Website: wabcradio.com/jobs.asp (Station WABC Website)

Recruitment Website: wplj.com/jobs.asp (Station WPLJ Website)

Recruitment Website: entertainmentcareers.net

Recruitment Website: bestradiojobs.com

Recruitment Website: radiojobbank.com

Recruitment Website: 4entertainmentjobs.com

Recruitment Website: tvandradijobs.com

Recruitment Website: allaccess.com

Recruitment Website: careerbuilder.com (sales positions only)