

**WABC (AM) and WLIR (FM)  
EEO PUBLIC FILE REPORT  
February 1, 2023 – January 31, 2024**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources(“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
On-Air Talent (11)	1,3,6,12	12,6,
Account Executive (4)	1,3, 4, 12	3,4,12
Receptionist	1,3,4,13	13
Finance / Continuity Director	13,25,28	28
Board Operator (5)	1, 3, 5, 6, 12,13	3,6,12,13
Video Editor/ Operator	3,7	7

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviews Referred by RS Over Reporting Period</b>
1	SEU Station Website (wabcradio.com/careers)	N	2
2	SEU Social Media (Instagram/77wabc)	N	0
3	Employee Referral	N	15
4	Word of Mouth / Outside Referral	N	0
5	Letter of General Inquiry	N	0
6	Former Employee (Full or Part-Time)	N	0
7	Former SEU Intern	N	1
8	SEU Full-Time Employee	N	0
9	SEU Part-Time Employee	N	0
10	SEU Independent Contractor	N	0
11	SEU Intern	N	0
12	Referral from Industry Colleague	N	12
13	Indeed.com	N	45

14	All Access Radio Industry Jobs Forum P.O. Box 6587 Malibu, CA 90264 allaccess.com	N	0
15	Entertainment Careers 2118 Wilshire Boulevard #401 Santa Monica, CA 90403 entertainmentcareers.net	N	0
16	Radio Online 3400 Tripp Avenue Amarillo, TX 79121-1637 jobs.radio-online.com/content/jobs_list	N	0
17	TV and Radio Jobs tvandradijobs.com	N	0
18	National Alliance of State Broadcasters Associations 2333 Wisconsin Street N.E. Albuquerque, NM 87110 careerpage.org	N	0
19	New York State Broadcasters Association 1805 Western Avenue Albany, NY 12203 nysbroadcasters.org/careers/job-listings	N	0
20	Society of Broadcast Engineers, Inc. 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 sbe.org/resources/jobs <i>Note: Broadcast engineer openings only</i>	N	0
22	Station On-Air Announcements: The SEU broadcasts a 30-second announcement inviting community of license residents to apply for jobs at the SEU.	N	0

23	Ziprecruiter.com	N	0
24	Handshake.com (digital college job boards)	N	0
25	Linkedin.com	N	22
26	Goinghouse.com	N	0
27	Craigslist.com	N	0
28	Outside Headhunter/ Recruiter	N	2
	<b>TOTAL INTERVIEWEES OVER REPORT</b>		99

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Internship Program (High School)	This initiative is done on an ongoing basis as events are available. We held a career day event for Monsignor Farrell High School to highlight our intern program. Four (4) students participated in our intern program and worked at the station from June 1, 2023, until September 1, 2023.
2	Internship Program (college)	Our SEU offers an internship program for college students. This year we had two (2) interns participate in our program. The interns were students from Hofstra and Fordham. They worked at the station from June 1, 2023, to September 1, 2023 to learn about various jobs available in the broadcast industry.
3	Management Training	We provided annual Sexual Harassment and Anti-Discrimination Training for all employees at the company in December 2023. Additionally, training was provided that outlined the company's policies to prevent discrimination and ensure a safe work environment.