

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period JANUARY 23, 2017 to JANUARY 22, 2018.

1) Employment Unit: GALAXY UTICA LICENSEE LLC

2) Unit Members (Stations and Communities of License): WOUR(FM) – Rome, NY
WKLL(FM) – Frankfort, NY
WUMX(FM) – Rome, NY
WTLB(AM) – Utica, NY
WIXT(AM) – Little Falls, NY
WRNY(AM) – Rome, NY

3) EEO Contact Information for Employment Unit:

Mailing Address: Galaxy Communications, LLC 235 Walton Street Syracuse, NY 13202	Telephone Number: 315.472.9111
	Contact Person/Title: Mike Lucarelli/Chief Financial Officer
	E-mail Address: mlucarelli@galaxycommunications.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:

<u>Job Title</u>	<u>Recruitment Source Referring Hiree</u>
1.) Sales Executive 1	Indeed.com
2.) Sales Executive 2	Indeed.com
3.) Sports Marketing Sales Executive	Indeed.com
4.) On-Air Radio Host	Industry Contact

WOUR(FM), WKLL(FM), WUMX(FM), WTLB(AM), WIXT(AM), and WRNY(AM) are Equal Opportunity Employers.

5) Recruitment Sources by Vacancy

Job Title: Sales Executive 1

Referral Source of Hire: Indeed.com

(315) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Afro American Heritage Association	Human Resources	P.O. Box 451, Rome NY 13442	N/A	0	No
On-Air Recruitment (careers@galaxycommunications.com)	Tami Grashof	39 Kellogg Rd, New Hartford NY 13413	315.797.1330	0	No
CentralNewYorkHelpWanted.com	No specific contact	c/o RegionalHelpWanted.com 1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845.471.5200	0	No
Columbia Place Associates	Larry Smith	401 Columbia Str., Suite 8, Utica, NY 13502	315.272.2999	0	No
Employee Referral	N/A	N/A	N/A	0	No
Family Services of Mohawk Valley	Margaret Beck	401 Columbia St., #200, Utica NY 13501	315.735.9177	0	No
GalaxyCommunications.com	Tami Grashof	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	0	No
Herkimer County Community College	Suzanne Paddock	Reservoir Rd., Herkimer, NY 13350	315.866.0300	0	No
Indeed.com	N/A	6433 Champion Grandview Way, Bldg1, Austin, TX 78750	203-328-2691	4	No
Industry Contact	N/A	N/A	N/A	0	No
KRock.com	Tami Grashof	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	0	No
Mohawk Valley Community College	Charlene Deon	1101 Sherman Dr., Utica, NY 13501	315.792.5488	0	No
Mohawk Valley YMCA	Amy Burke	83 East Main St., Mohawk, NY 13407	315.866.6570	0	No
NAACP	Herb Thorpe	P.O. Box 325., Rome NY 13440	315.337.0407	0	No
Observer Dispatch	No specific contact	221 Oriskany Plaza, Utica NY 13501	315 792 5000	0	No
Oneida County NAACP	Fran Williams	P.O. Box 169, Utica NY 13503	315.797.8079	0	No
Oneida County Workforce Devt.	Paul Building	209 Elizabeth St., Utica NY 13504	315.798.5908	0	No
Oneida Herkimer Madison BOCES	No specific contact	P.O. Box 70 Middle Settlement Rd., New Hartford NY 13414	315.798.5908	0	No

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Top Hire Recruitment	No specific contact	201 W Genesee St, Fayetteville NY 13066	315.329.5080	0	No
Tri-Valley YMCA	Diane Hoover	701 Seneca St., Oneida, NY 13421	315.363.7788	0	No
Utica College	Barbara Jordan	1600 Burrstone Rd., Utica NY 13502	315.792.3087	0	No
Utica School of Commerce – Canastota	No specific contact	P.O. Box 462, Canastota, NY 13032	315.697.8200	0	No
Utica School of Commerce – Oneonta	No specific contact	17 Elm St., Oneonta, NY 13820	315.432.7003	0	No
Utica School of Commerce – Utica	No specific contact	201 Bleeker St., Utica, NY 13501	315.733.2300	0	No
Women’s Employment & Resource Center	Eleanor Moran	1411 Genesee St., Utica NY 13051	315.793.9700	0	No
Working Solutions – Herkimer	Sal Vaggetta	320 N. Prospect St., Herkimer NY 13350	315.867.1400	0	No
Working Solutions – Oneida	Bruce Burke	1286 Upper Lenox Ave., Oneida NY 13421	315.363.2400	0	No
Working Solutions – Rome	Terry Humphries	252 W. Dominick St., Rome NY 13440	315.337.7300	0	No
WOUR.com	Tami Grashof	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	0	No
WUMX.com	Tami Grashof	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	0	No
YMCA – Rome Family Branch	Colleen Seaton	301 W. Bloomfield St. Rome NY 13440	315.336.3500	0	No
YMCA of the Greater Tri-Valley	Phonon Perriloux	P.O. Box 510, 301 W. Bloomfield St., Rome NY 13440	315.336.3500	0	No
YWCA – Utica	Sue Rasini	100 Cornelia St., Utica NY 13502	315.732.2159	0	No

Job Title: Sales Executive 2

Referral Source of Hire: Indeed.com

(316) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Afro American Heritage Association	Human Resources	P.O. Box 451, Rome NY 13442	N/A	0	No
On-Air Recruitment (careers@galaxycommunications.com)	Tami Grashof	39 Kellogg Rd, New Hartford NY 13413	315.797.1330	0	No
CentralNewYorkHelpWanted.com	No specific contact	c/o RegionalHelpWanted.com 1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845.471.5200	0	No

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Columbia Place Associates	Larry Smith	401 Columbia Str., Suite 8, Utica, NY 13502	315.272.2999	0	No
Employee Referral	N/A	N/A	N/A	0	No
Family Services of Mohawk Valley	Margaret Beck	401 Columbia St., #200, Utica NY 13501	315.735.9177	0	No
GalaxyCommunications.com	Tami Grashof	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	0	No
Herkimer County Community College	Suzanne Paddock	Reservoir Rd., Herkimer, NY 13350	315.866.0300	0	No
Indeed.com	N/A	6433 Champion Grandview Way, Bldg1, Austin, TX 78750	203.328.2691	5	No
Industry Contact	N/A	N/A	N/A	0	No
KRock.com	Tami Grashof	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	0	No
Mohawk Valley Community College	Charlene Deon	1101 Sherman Dr., Utica, NY 13501	315.792.5488	0	No
Mohawk Valley YMCA	Amy Burke	83 East Main St., Mohawk, NY 13407	315.866.6570	0	No
NAACP	Herb Thorpe	P.O. Box 325., Rome NY 13440	315.337.0407	0	No
Observer Dispatch	No specific contact	221 Oriskany Plaza, Utica NY 13501	315 792 5000	0	No
Oneida County NAACP	Fran Williams	P.O. Box 169, Utica NY 13503	315.797.8079	0	No
Oneida County Workforce Devt.	Paul Building	209 Elizabeth St., Utica NY 13504	315.798.5908	0	No
Oneida Herkimer Madison BOCES	No specific contact	P.O. Box 70 Middle Settlement Rd., New Hartford NY 13414	315.798.5908	0	No
Top Hire Recruitment	No specific contact	201 W Genesee St, Fayetteville NY 13066	315.329.5080	0	No
Tri-Valley YMCA	Diane Hoover	701 Seneca St., Oneida, NY 13421	315.363.7788	0	No
Utica College	Barbara Jordan	1600 Burrstone Rd., Utica NY 13502	315.792.3087	0	No
Utica School of Commerce – Canastota	No specific contact	P.O. Box 462, Canastota, NY 13032	315.697.8200	0	No
Utica School of Commerce – Oneonta	No specific contact	17 Elm St., Oneonta, NY 13820	315.432.7003	0	No
Utica School of Commerce – Utica	No specific contact	201 Bleeker St., Utica, NY 13501	315.733.2300	0	No
Women's Employment & Resource Center	Eleanor Moran	1411 Genesee St., Utica NY 13051	315.793.9700	0	No

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Working Solutions – Herkimer	Sal Vagetta	320 N. Prospect St., Herkimer NY 13350	315.867.1400	0	No
Working Solutions – Oneida	Bruce Burke	1286 Upper Lenox Ave., Oneida NY 13421	315.363.2400	0	No
Working Solutions – Rome	Terry Humphries	252 W. Dominick St., Rome NY 13440	315.337.7300	0	No
WOUR.com	Tami Grashof	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	0	No
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YMCA – Rome Family Branch	Colleen Seaton	301 W. Bloomfield St. Rome NY 13440	315.336.3500	0	No
YMCA of the Greater Tri-Valley	Phonon Perriloux	P.O. Box 510, 301 W. Bloomfield St., Rome NY 13440	315.336.3500	0	No
YWCA – Utica	Sue Rasini	100 Cornelia St., Utica NY 13502	315.732.2159	0	No

Job Title: Sports Marketing Sales Executive

Referral Source of Hire: Indeed.com

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CentralNewYorkHelpWanted.com	No specific contact	c/o RegionalHelpWanted.com 1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845.471.5200	0	No
Columbia Place Associates	Larry Smith	401 Columbia Str., Suite 8, Utica, NY 13502	315.272.2999	0	No
Employee Referral	N/A	N/A	N/A	0	No
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GalaxyCommunications.com	Tami Grashof	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	0	No
Herkimer County Community College	Suzanne Paddock	Reservoir Rd., Herkimer, NY 13350	315.866.0300	0	No
Indeed.com	N/A	6433 Champion Grandview Way, Bldg1, Austin, TX 78750	203.328.2691	3	No
Industry Contact	N/A	N/A	N/A	0	No

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KRock.com	Tami Grashof	39 Kellogg Rd., New Hartford NY 13413	315.797.1330	0	No
Mohawk Valley Community College	Charlene Deon	1101 Sherman Dr., Utica, NY 13501	315.792.5488	0	No
Mohawk Valley YMCA	Amy Burke	83 East Main St., Mohawk, NY 13407	315.866.6570	0	No
NAACP	Herb Thorpe	P.O. Box 325., Rome NY 13440	315.337.0407	0	No
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Job Title: On-Air Radio Host

Referral Source of Hiree: Industry Contact

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6) Total # of Interviewees Referred: For the period from January 23, 2017 to January 22, 2018 this Employment Unit interviewed 13 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives:

A) Initiative: Manager Training

Galaxy Utica Licensee LLC Managers completed EEO Training courses at HRClassroom.com regarding methods of ensuring equal employment opportunity and preventing discrimination. Completed courses include Sexual Harassment Prevention, Discrimination and Harassment Prevention, Workplace Respect and Code of Conduct. These courses were completed between January 5, 2018 and January 12, 2018.

B) Initiative: Internship Program

Galaxy Utica Licensee LLC participates in Internship Programs offered by local educational institutions including, but not limited to, those in Oneida County. Interns interact with a variety of personnel and departments, including but not limited to Sales, Promotions, Programming and Traffic. During the period of January 23, 2017 to January 22, 2018 this employment unit hosted 1 intern. This student was from Herkimer County Community College and was a paid intern courtesy of the New York State Broadcasters Association.

C) Initiative: EEO Outreach

Stations in the employment unit aired announcements encouraging women, minority, educational, and other employment outreach centers in the community to contact the radio stations to be added to our list of job openings.

WOUR	51	15-second announcements
WKLL	53	15-second announcements
WTLB(AM)	91	15-second announcements
WUMX	53	15-second announcements

D) Initiative: Hosting of Job Fairs

Hosting of Job Fair: On April 19, 2017, this employment unit held the Galaxy Communications Career Fair at Destiny USA in Syracuse, NY. Management from Sales and Promotions were on site to answer questions and accept resumes for employment and internships.

Hosting of Job Fair: On September 13, 2017, this employment unit held the Galaxy Communications Career Fair at Destiny USA in Syracuse, NY. Management from Sales and Promotions were on site to answer questions and accept resumes for employment and internships.

E) Participation in Job Fairs

Attendance at Job Fair: On March 29, 2017, the employment unit participated in the Spring Career Fair at SUNY Oswego. Employees met with students to answer questions and accept resumes for employment and internships.

Attendance at Job Fair: On April 26, 2017, the employment unit participated in Onondaga Community College's Career Fair. Employees met with students to answer questions and accept resumes for employment and internships.

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F) Initiative: Internet Program

Galaxy Utica Licensee LLC uses its stations' web sites and corporate site to provide general information about its job vacancies including what skills and qualifications are needed to fill specific positions. Each station's website provides an employment opportunity page or section which includes information about job fairs and other employment outreach efforts in which the stations are participating as well as links to regional help wanted job sites.

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