

It is FingerLakes Radio Group Inc.'s policy to provide equal employment opportunity without regard to race, color, sex, age, disability, religion, national origin, marital status, sexual orientation, ancestry, political belief or activity, or status as a veteran. The policy applies to all areas of employment, including recruitment, hiring, training and development, promotion, transfer, termination, layoff, compensation benefits and all other conditions and privileges of employment in accordance with applicable federal, state, and local laws. It is the policy of FingerLakes Radio Group to comply with all the relevant and applicable provisions of the Americans with Disabilities Act (ADA). FingerLakes Radio Group Inc. will not discriminate against any qualified employee or job applicant with respect to any terms, privileges or conditions of employment or job applicant with respect to any terms, privileges or conditions of employment because of a person's disability. FingerLakes Radio Group Inc. also will provide reasonable accommodation wherever necessary for all employees or applicants with disabilities, provided that the individual is otherwise qualified to safely perform the duties and assignments connected with the job.

#### EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period January 2, 2009 to December 31, 2009

- 1) Employment Unit: Geneva, NY
- 2) Unit Members (Stations and Communities of License):

WNYR-Waterloo  
WLLW-Auburn  
WSFW-Seneca Falls  
WGVA-Geneva  
WCGR-Canandaigua  
WAUB-Auburn  
WFLR- FM-Dundee

- 3) EEO Contact Information for Employment Unit:

Mailing Address:  
FingerLakes Radio Group Inc  
3568 Lenox Road  
Geneva, NY 14456  
Telephone Number: 315-781-7000  
Contact Person: Jule A. Dolan/Business Manager  
E-mail Address: [jdolan@flradiogroup.com](mailto:jdolan@flradiogroup.com)

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit by Job Title & Recruitment Source Referring Hiree

1. Administrative Asst./Telemarketer – Canandaigua Office
2. Account Executive – Geneva Office
3. Account Executive – Auburn Office
4. News Director – Geneva Office
5. Account Executive – Auburn Office

WNYR, WLLW, WGVA, WSWF, WAUB, WCGR, WFLR-FM, WFLR-AM are Equal Opportunity Employers.

5) Recruitment Sources by Vacancy

Job Title: Administrative Assistant/Telemarketer – (Canandaigua Office – February 2009)  
Referral Source(s) of Hiree: Industry Contract

Referral Source: Finger Lakes Radio Group, Inc.-on air commercial  
Contact Name: Paula Triplett  
Address: 3070 County Road #10, Canandaigua, NY 14424  
Telephone Number: 585-394-1550  
# of Interviewees Referred: 0  
Did Recruitment Source Request Notification: No

Referral Source: Fingerlakeshelpwanted.com  
Contact Name: Paula Triplett  
Address: 3070 County Road #10, Canandaigua, NY 14424  
Telephone Number: 585-394-1550  
# of Interviewees Referred: 0  
Did Recruitment Source Request Notification: No

Referral Source: Daily Messenger Newspaper  
Contact Name: Paula Triplett  
Address: 3070 County Road #10, Canandaigua, NY 14424  
Telephone Number: 585-394-1550  
# of Interviewees Referred: 1  
Did Recruitment Source Request Notification: No

Referral Source: Personal Reference  
# of Interviewees Referred: 1  
Did Recruitment Source Request Notification: No

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Job Title: Account Executive (Geneva Office – March 2009)

Referral Source(s) of Hiree: Industry Contact

Referral Source: Fingerlakeshelpwanted.com

Contact Name: William Askew

Address: 3568 Lenox Road, Geneva, NY 14456

Telephone Number: 315-781-7000

# of Interviewees Referred: 1

Did Recruitment Source Request Notification: No

Referral Source: Personal Reference

# of Interviewees Referred: 1

Did Recruitment Source Request Notification: No

Job Title: Account Executive – (Auburn Office – June 2009)

Referral Source(s) of Hiree: Industry Contact

Referral Source: Fingerlakeshelpwanted.com

Contact Name: William Askew

Address: 5998 Experimental Road, Auburn, NY 13021

Telephone Number: 315 -258 -0937

# of Interviewees Referred: 1

Did Recruitment Source Request Notification: No

Referral Source: Personal Reference

# of Interviewees Referred: 1

Did Recruitment Source Request Notification: No

Job Title: News Director – (Geneva Office - November 2009)

Referral Source(s) of Hiree: Industry Contact

Referral Source: Allaccess.com

Contact Name: Ted Baker

Address: 3568 Lenox Road, Geneva, NY 14456

Telephone Number: 315-781-7000

# of Interviewees Referred: 8

Did Recruitment Source Request Notification: No

Referral Source: Fingerlakeshelpwanted.com

Contact Name: Ted Baker

Address: 3568 Lenox Road, Geneva, NY 14456

Telephone Number: 315-781-7000

# of Interviewees Referred: 0

Did Recruitment Source Request Notification: No

Referral Source: Personal Reference

# of Interviewees Referred: 1

Did Recruitment Source Request Notification: No

Job Title: Account Executive – (Auburn Office – December 2009)

Referral Source(s) of Hiree: Industry Contact

Referral Source: Fingerlakeshelpwanted.com

Contact Name: Frank Lischak

Address: 5998 Experimental Road, Auburn, NY 13021

Telephone Number: 315-258 0937

# of Interviewees Referred: 2

Did Recruitment Source Request Notification: No

6) Total # of Interviewees Referred:

For the period from January 2, 2009 to December 31, 2009 this Employment Unit interviewed 17 interviewees for job vacancies.

7) Supplemental Recruitment Initiatives:

a) Participated in Spring Job Fair March 2009 At Ramada Inn Geneva Lakefront

a) Participated in NYS Broadcasters Intern Program

b) Attended Idea Bank Convention in October 2009

c) Boy Scout tour- Auburn Office – July 2009

d) Presentation on radio to Cub Scout Pack 43, Rushville, NY in October 2009

8) Additional Initiatives:

a) Advantage Training for sales staff and management

b) Bransformation Training for sales staff and management

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Pam Crowley  
197 Franklin Street  
Auburn NY 13021  
CayugaConnect  
Pass: Cayuga  
UserName: radiogroup

Ithaca College  
Career Planning  
1101 Gannett Center  
Ithaca NY 14850  
[www.IthacaEdu](http://www.IthacaEdu) (careers)

Cayuga Works Career Center  
(Auburn Office of Dept of Labor)  
Jocelyn VanGelder  
199 Franklin St  
Auburn NY 13021  
Fax Form (copies attached)

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click business/industry  
click recruit our students  
look for red link "Job Posting"

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