

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period JANUARY 23, 2009 to JANUARY 22, 2010.

1) Employment Unit: GALAXY SYRACUSE LICENSEE LLC

2) Unit Members (Stations and Communities of License): WTKW – Bridgeport, NY
WTKV – Oswego, NY
WKRL - North Syracuse, NY
WKRH – Minetto, NY
WZUN – Phoenix, NY
WTLA (AM) – North Syracuse, NY
WSGO (AM) – Oswego, NY
WSCP(AM) – Sandy Creek, NY

3) EEO Contact Information for Employment Unit:

Mailing Address: Galaxy Communications, LP 235 Walton Street Syracuse, NY 13202	Telephone Number: 315.472.9111
	Contact Person/Title: Cindy Humble, Office Manager/EEO Coordinator
	E-mail Address: chumble@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.) Traffic Manager	Industry Contact
2.) Traffic Assistant	Referral

WTKW/WTKV, WKRL/WKRH, WZUN, WTLA/WSGO, and WSCP(AM)
are Equal Opportunity Employers.

5) Recruitment Sources by Vacancy

Job Title: Traffic Manager

Referral Source of Hire: Industry Contact

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Bishop Foery Center	No specific contact	100 Edmund Ave. Syracuse NY 13205	315.424.9378	0	No
Boys & Girls Clubs of Syracuse	Cheryl Crosier	2100 East Fayette St., Syracuse NY 13224	315.428.9807	0	No
Bryant & Stratton College	Kristen Aust	953 James St., Syracuse NY 13203	315.472.6603	0	Yes
Bryant & Stratton College	Chris Godleski	8687 Carling Rd., Liverpool NY 13090	315.652.6500	0	Yes
CNY Works	Adria Ripka	677 South Salina St., Syracuse, NY 13202	315.473.8250	0	No
Career Connection Center	Sally Russell	Oswego Cty Bldg, Dept of Social Services Mexico, NY 13114	315.963.5112	0	No
Catholic Charities	Janeen Bonner	240 East Onondaga St., Syracuse, NY 13202	315.424.1800	0	No
Cayuga Community College	Karen Merritt	197 Franklin St., Auburn, NY 13021	315.255.1743	0	No
Center for Community Activities	Norm Jones	115 E. Jefferson St., Suite 300, Syracuse NY 13202	315.422.5638	0	No
Cornell University	Janet Beebe	42-51 Campus Rd., Ithaca, NY 14850	607.255.2723	0	No
Displaced Homemakers Program	Joyce French	770 James St., Syracuse, NY 13203	315.446.0550	0	No
Enable	Chet Welk	1603 Court Street Syracuse NY 13208	315.455.7591	0	Yes
GalaxyCommunications.com	Lisa Morrow	235 Walton St., Syracuse, NY 13202	315.472.9111	0	No
H.I.I.P. at Justice Center x	Larry Kent	555 S. State St, Syracuse NY 13202	315.435.1726	0	Yes
Ithaca College	Cheryl Boyer	952 Danby Rd., Ithaca, NY 14850	607.274-3365	0	No
Jobs Plus	April Palozzola	677 S. Salina St., Syracuse NY 13202	315.442.3242 x219	0	Yes
Lemoyne College Career Services	Linda McGraw	1419 Salt Springs Rd., Syracuse NY 13214	315.445.4185	0	No
NAACP of Syracuse	No specific contact	416 W. Onondaga St., Syracuse NY 13225	315.422.6933	0	No
National Organization For Women – Central New York Chapter	Barbara Kirkpatrick	P.O. Box 1234, Syracuse NY 13201	315.487.3188	0	No
Minority Employees Advisory Council	Melanie Littlejohn	300 Erie Blvd. West, Syracuse NY 13202	315.428.3364	0	No
Model Neighborhood	No specific contact	1721 S. Salina St., Syracuse NY 13202	315.471.1215	0	No

Native American JPTA	Charlotte Tarbell	312 Gifford St., Syracuse NY 13204	315.475.6417	0	No
NYS Broadcasters Association	Sandy Messineo	1805 Western Ave., Albany NY 12203-4601	518.456.8888	0	No
NYS Department of Labor - Employment Services	Julie Goodison	450 S. Salina Street, Syracuse NY 13202	315.428.9807	0	No
NYS Division of Human Rights	Valerie Woods	333 E. Washington St., Room 401, Syracuse NY 13202	315.428.4633	0	No
OCM BOCES	Laurie Spagnuola	4500 Crown Road Liverpool NY 13090	315.453.4455	0	No
Office of Minority Affairs	Bill Owens	City Hall Room 219, 201 E. Washington St. Syracuse NY 13202	315.448.8708	0	No
Onondaga Community College	Craig Tucker	4941 Onondaga Rd., Syracuse NY 13215	315.498.2488	0	No
Onondaga Cty Dept. of Aging & Youth	Chuck Juhasz	421 Montgomery Street Syracuse NY 13202	315.435.5362	0	No
Onondaga County Public Library	Jackie Wynarczyk	447 S. Salina St., Syracuse, NY 13202	315.435.1800	0	No
Oswego County Opportunities	Michelle LaFave	239 Oneida St., Fulton NY 13069	315.598.4705	0	No
Peace Inc.	Julius Lawrence	217 S. Salina St., Syracuse, NY 13202	315.470.3300	0	No
Project Connection	Julius Lawrence	921 E. Fayette St., Syracuse NY 13210	315.474.3011	0	No
Southwest Community Center	Tracy Corriders	401 South Ave., Syracuse NY 13204	315.479.8023	0	No
Southside Community Center	Chana Perkins	305 S. Plain St., Ithaca, NY 14858	607.273.4190	0	No
Spanish Action League	Roberto Jimenez	700 Oswego St., Syracuse NY 13204	No Fax	0	No
SUNY Cortland – Career Services	John Shirley	P.O. Box 2000, Van Hoesen Hall, Cortland, NY 13045	607.753.2937	0	No
SUNY Morrisville – Career Planning & Services		P.O. Box 901, Morrisville NY 13408		0	No
SUNY Oswego – Career Services	Gary Morris	Route 104, Oswego NY 13126	315.312.2255	0	No
SyracuseHelpWanted.com	No specific contact	c/o RegionalHelpWanted.com 1 Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845.471.5200	2	No
Syracuse Model Neighborhood	Mary Anne Ciccarelli	401 South Ave., Syracuse, NY 13204	315.671.5804	0	No
Syracuse Northeast Community Ctr.	Antoinette Shetler	716 Hawley Ave Syracuse NY 13203	315.472.6343	0	No
Syracuse University – Center For Career Services	Rita Gan	235 Schine Student Center, 303 University Place, Syracuse NY 13244	315.443.9093	0	No
Tompkins-Cortland Community College	Jim Hull	170 North St., P.O. Box 139, Dryden NY 13053	607.844.8222	0	No
Transitional Learning Services of Onondaga County	Barb Ackley	420 E. Genesee St., Syracuse NY 13202	315.478.4151	0	No
Women's Information Center	No specific contact	601 Allen St., Syracuse NY 13210	315.478.4636	0	No

Women's Opportunity Center	Mike Massurin	770 James St., Syracuse NY 13203	315.446.0500	0	Yes
YMCA	Richard Turk	340 Montgomery Street Syracuse NY 13202	315.474.6851	0	No
YWCA of Syracuse & Onondaga Cty	Susan Bush	120 E. Washington Street Syracuse NY 13202	315.424.0040	0	No

Job Title: Traffic Assistant

Referral Source of Hiree: Employee Referral

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6) Total # of Interviewees Referred: For the period from January 23, 2009 to January 22, 2010 this Employment Unit interviewed 5 interviewees for full-time job vacancies.

Employee Referral – 1
 Industry Contact Referral – 1
 Syracusehelpwanted.com - 3

7) Supplemental Recruitment Initiatives:

A) Initiative: Internet Program

Galaxy Syracuse Licensee LLC uses its station websites and corporate website to provide general information about its job vacancies including what skills and qualifications are needed to fill specific positions. Each station site's employment opportunity page or section also links to regional help wanted job sites.

B) Initiative: Internship Program

Galaxy Syracuse Licensee LLC participates in Internship Programs offered by local educational institutions including, but not limited to, LeMoyne College SUNY Oswego. 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, 2009 to January 22, 2010 this employment unit hosted 9 interns. Two were from LeMoyne College, two from SUNY Oswego, two from Bryant & Stratton College, one from Hofstra University, one from Lafayette High School and one from Sandy Creek High School

C) Initiative: Career Opportunities in Broadcasting

Galaxy Syracuse Licensee LLC participated at the LeMoyne College Career Fair held April 1, 2009 on the campus of LeMoyne College. On the day of the event, station employment unit's Promotions Director/EEO Coordinator interviewed attendees.

D) Initiative: Career Opportunities in Broadcasting

Galaxy Syracuse Licensee LLC participated at Central New York Communications Consortium held April 13, 2009 on the campus of Syracuse University. On the day of the event, station employment unit's President/CEO and Promotions Director/EEO Coordinator interviewed attendees.

E) Initiative: Career Opportunities in Broadcasting

Galaxy Syracuse Licensee LLC participated at the Onondaga Community College Job Fair held April 22, 2009 on the campus of Onondaga County College. On the day of the event, station employment unit's Promotions Director/EEO Coordinator interviewed attendees.

F) Initiative: Career Opportunities in Broadcasting

Galaxy Syracuse Licensee LLC participated at S.I. Newhouse School of Public Communications Internship Fair held September 11, 2009 on the campus of Syracuse University. On the day of the event, station employment unit's Promotions Director/EEO Coordinator interviewed attendees.

G) Initiative: Career Opportunities in Broadcasting sponsored by Educational Institutions

Galaxy Syracuse Licensee LLC's Program Director for WKRL participated in one classroom discussion held by teacher Karen Smith at Jordan Elbridge High School on April 30, 2009.

H) Initiative: Career Opportunities in Broadcasting sponsored by Educational Institutions

Galaxy Syracuse Licensee LLC's Vice President of Sales participated in classroom discussions at SUNY Oswego twice in 2009; once in May, 2009 and again December 2009. Galaxy President/CEO also participated in a classroom discussion at SUNY Oswego in February 2009.

I) Initiative: Manager Training

Galaxy Syracuse Licensee LLC Managers completed EEO Training courses at HRClassroom.com regarding methods of ensuring equal employment opportunity and preventing discrimination. Completed courses include Employee Discipline, Employee Termination, Drug-Free Work, Interviewing & Hiring, and Diversity Awareness. These courses were completed between January 15, 2010 and January 20, 2010.
