

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period February 1, 2009 to January 31, 2010.

**1) Employment Unit:** Buffalo, New York – Regent Broadcasting of Buffalo – Stations: WYRK (FM), WJYE(FM), WBUF(FM), and WBLK(FM)

**2) Unit Members (Stations and Communities of License):**

WYRK(FM), Buffalo, New York  
WJYE(FM), Buffalo, New York  
WBUF(FM), Buffalo, New York  
WBLK(FM), Buffalo, New York

**3) EEO Contact Information for Unit Member:**

Mailing Address:  Regent Broadcasting of Buffalo, Inc. 14 Lafayette Square, Suite 1300 Buffalo, New York 14203	Telephone Number: 716-852-9292
	Contact Person: Kelly Berg
	E-mail Address: <a href="mailto:Kelly.Berg@Regentcomm.com">Kelly.Berg@Regentcomm.com</a>

**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. INTERNET ADVERTISING SALES (ALL STATIONS) (Position Filled)	Buffalo News
2. ACCOUNT EXECUTIVES (ALL STATIONS) (10 Positions Filled)	Buffalo News (4), Station Websites (1), Internal Referral (4), Conduct Job Fairs (1)
3. EXECUTIVE ASSISTANT (ALL STATIONS) (Position Filled)	Buffalo News
4. LOCAL SALES MANAGER (ALL STATIONS) (Position Filled)	Internal Referral
5. ASST. BUSINESS MANAGER (ALL STATIONS) (Position Filled)	Internal Referral

**WYRK(FM), WJYE(FM), WBUF(FM) and WBLK(FM) are Equal Opportunity Employers**

5) The following sources, except as otherwise indicated, were sent notifications of all full-time job vacancies by the Station Employment Unit.

Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Phone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Buffalo News	Ralphine Magby	P.O. Box 100, Buffalo, New York 14240	716-849-5523	113	No
WBLK/WYRK/WJYE/WBUF Websites/Job Fairs	Jeff Silver	Regent Broadcasting, 14 Lafayette Square, Buffalo, NY 14203	716-852-9292	24	No
New York State Job Bank	Denise Casey, Placement Director	284 Main Street, Buffalo, New York 14202	716-851-2693	11	Yes
Regionalhelpwanted.com/ Buffalohelpwanted.com	Kristy Bene	RegionalHelpWanted.com, Inc. One Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845-471-5200	0	No
Buffalo Urban League	Joan King Placement Director	15 East Genesee Street, Buffalo, New York 14203	716-854-7625	0	No
Hispanics United of Buffalo	Steve Deisig Employment Coordinator	254 Virginia Street, Buffalo, New York 14201	716-856-7110	0	No
American Women in Radio & TV	Career Services	8405 Greensboro Suite 800 McLean VA 22102	703 506 3290	0	No
Buffalo State College/ORCA	Career Development	<a href="http://www.buffalostate.edu/offices/cdc">www.buffalostate.edu/offices/cdc</a>	-----	0	No
Community Action Organization	Paulette Fields	99 Harvard Place, Buffalo, New York 14209	716-881-5150	0	No
Phoenix Frontier, Inc.	Karen Heffle	100 Leroy Avenue, Buffalo, New York 14214	716-833-3231 ext.251	0	No
University of Buffalo	Career Development	<a href="http://www.hireub.buffalo.edu">www.hireub.buffalo.edu</a>	716-645-2231	0	No
City Hall	Modesto Candelario	2201 City Hall, Buffalo, NY 14202	716-851-4200	0	No
Internal Referral	N/A	N/A	N/A	20	N/A
On-Air Job Announcements on each Employment Unit Station (for Account Executive Positions Only)	Kelly Berg	Regent Broadcasting, 14 Lafayette Square, Buffalo, NY 14203	716-852-9292	0	No
Totals				168	

**6) Total Number of Interviewees Referred:** For the period from February 1, 2009 to January 31, 2010 this Employment Unit interviewed 168 interviewees for full-time job vacancies.

**7) Supplemental Recruitment Initiatives.** List and briefly describe the Supplemental Recruitment Initiatives undertaken during the preceding twelve (12) months.

**(a) General Outreach Efforts**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
1. WYRK(FM), WJYE(FM), WBUF(FM), and WBLK(FM) have made significant contributions to the Regent Broadcasting radio career website <a href="http://www.regentcomm.com/buffalo_ny.htm">www.regentcomm.com/buffalo_ny.htm</a> which contains information designed to inform the general public of the numerous and varied career opportunities available in the broadcasting industry and of the job skills necessary to compete for them.	Ongoing	Employment Unit EEO Coordinator

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
2. WYRK(FM), WJYE(FM), WBUF(FM), and WBLK(FM) have made significant contributions to college students in the broadcasting fields offering internship programs designed to acquire skills needed for broadcast employment.	Ongoing	Programming & Promotion Managers

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
3. NYSBA/NSCA Campaign Intern Funded Program in which Regent Broadcasting hired 1 intern to worked over 100 hours.	June-July 2009	NTR Events Coordinator, Karen Konecko

**(b) Job Fairs**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
WYRK(FM), WJYE (FM), WBUF(FM) and WBLK(FM) sponsored the WNY Diversity Job Fair with close to 34 blue chip and white collar companies participating and more than 1000 job seekers at The Buffalo Convention Center	March 11, 2009	NTR, Sales and Promotion Managers
WYRK(FM), WJYE (FM), WBUF(FM) and WBLK(FM) sponsored the WNY Diversity Job Fair with close to 49 blue chip and white collar companies participating and more than 1000 job seekers at The Buffalo Convention Center	September 23, 2009	NTR, Sales and Promotion Managers

WYRK(FM), WJYE (FM), WBUF(FM) and WBLK(FM) conducted a Job Fair at Eastern Hills Mall seeking to hire Account Executives	June 10, 2009	Sales Managers
WYRK(FM), WJYE (FM), WBUF(FM) and WBLK(FM) conducted a Job Fair at Eastern Hills Mall seeking to hire Account Executives	October 1, 2009	Sales Managers
WYRK(FM), WJYE (FM), WBUF(FM) and WBLK(FM) conducted a Job Fair at McKinley Mall seeking to hire Account Executives	January 21, 2010	Sales Managers

**(c) Participation in Events**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
Medaille College Dept of Communication participation in the Second Annual Media Day. Media members speak on careers in the media field emphasizing good oral and written communication skills	November 2009	WBUF Program Director, Joe Russo
Local college students interning at 150 hours of service	Feb-Jan	WBLK Interns, Promotion Director, Marvin Betts
Local college students interning at 150 hours of service	Feb-Jan	WJYE Interns, Promotion Director, Dean Sarago
Local college students interning at 150 hours of service	Feb-Jan	WYRK Interns, Promotion Director, Dean Sarago
Local college students interning at 150 hours of service	Feb-Jan	WBUF Interns, Promotion Director, Dean Sarago