

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period January 1, 2008 to March 31, 2008.

**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: Josie Del Bello
	E-mail Address: <a href="mailto:Josie.DelBello@Regentcomm.com">Josie.DelBello@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 Hire</u>
1. ACCT. EXECUTIVES (ALL STATIONS)	Buffalo News, Station Websites Job Fairs, Buffalo News, Websites, Radio Advertising, Local Organizations that reach minorities and women
2. EXECUTIVE ASSISTANT/OFFICE MANAGER (ALL STATIONS)	Buffalo News, Station Websites, Local Organizations that reach minorities and women

**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. All of the hires for these full-time vacancies were referred by The Buffalo News. As well as Job Fairs and personal referrals

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	85	No
WBLK/WYRK/WJYE/WBUF Websites	Jeff Silver	Regent Broadcasting, 14 Lafayette Square, Buffalo, NY 14203	716-852-9292	15	No
On-Air Job Announcements on each Employment Unit Station (for Account Executive Positions Only)	Josie Del Bello	Regent Broadcasting, 14 Lafayette Square, Buffalo, New York 14203	716-852-9292	23	N/A
New York State Job Bank	Mrs. Stoutenberg, Placement Director	284 Main Street, Buffalo, New York 14202	716-851-2693	5	Yes
Regionalhelpwanted.com	Dale Mulder	RegionalHelpWanted.com, Inc. One Civic Center Plaza, Suite 506 Poughkeepsie, NY 12601	845-471-5200	11	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	Flor Aber 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
Niagara University	Career Development	<a href="http://www.niagara.edu/career/employers">www.niagara.edu/career/employers</a>	716-285-1212		No
Community Action Organization	Paulette Fields	99 Harvard Place, Buffalo, New York 14209	716-881-5150	0	No
Phoenix Frontier, Inc.	Christine Nilson	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

**6) Total Number of Interviewees Referred:** For the period from January 1, 2008 to March 31, 2008 this Employment Unit interviewed 194 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 Regents Broadcast 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

**(b) Job Fairs**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
There were no job fairs in the first quarter		

**(c) Participation in Events**

Description of Supplemental Recruitment Measure:	Date:	Personnel Involved: (Position)
There were no outreach activities for the 1 <sup>st</sup> quarter		