

EEO PUBLIC FILE REPORT
STEPHENS MEDIA GROUP-OGDENSBURG, LLC & STEPHENS MEDIA GROUP-MASSENA, LLC

Dates: February 1, 2021 to January 31, 2022

Station Employment Unit					
Call Sign	Fac. Id.	Community of License	Call Sign	Fac. Id	Community of License
WNCQ	3410	Canton, NY			
WYSX	49708	Morristown, NY			
WPAC	77827	Ogdensburg, NY			
WMSA	97	Massena, NY			
WVLF	60470	Canton, NY			
WRCD	15821	Norwood, NY			

Recruitment Sources			
Source	Contact	Address	Phone
On Air/Walk-In	Dawn Merz	One Bridge Plaza Suite 204 Ogdensburg NY	(315) 393-1220
On Air/Walk-In	Dawn Merz	2155 SH 420 Massena NY	(315) 769-3333
Facebook	David Merz	One Bridge Plaza Suite 204 Ogdensburg NY	(315) 393-1220
Indeed.com	N/A	6433 Champion Grandview Way Austin, TX 78750	

Vacancies Filled During Period				
Position Filled	Date Filled	Source	# of Interviewee(s)	Hired
On air/Program Director	06/01/21	On-Air Ads	2	1
		Facebook	1	
		Total:	3	1

Menu Options			
Date	Menu Number	Total Complete	Description
Ongoing	6	1	Outreach for Job Bank, spot bank of commercials annually promoting job opportunities in the Seaway Valley. Covering all of our communities of license.
02/24/21	5	.25	Attended SUNY Potsdam job fair virtually.
05/07/21	5	.25	Attended (virtually) job mixer with post graduates hoping to practice interviewing and find employment
02/01/21 to 12/31/21	9	1	Established Sales Mentorship Program that meets weekly that mentor sales and management on sales, promotions, and education on products. This program allows the members to be able to share their expertise and ideas across other markets and experience mentoring other team members to find growth and development opportunities.
02/01/2021 – Ongoing	9	1	Established Station Mentorship Program by creating Format Captains that mentor staff on on-air, programming, promotions, and other duties in their respective format. This program allows the Format

			Captains to be able to share their expertise and experience mentoring team members to find growth and development opportunities and acquire new skills.
Total Menu Options Completed:		3.5	