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**EEO Recruitment Summary for Year Ending 4/30/2009**  
**Public File - 73.2080**

**Activities related to 73.2080 c2**

- I. I. WRVO offers internships throughout the year. Persons filing these positions during the year ending 4/30/2009 have come from:
  - SUNY-Oswego: 6
  - Non-student community members: 2
- II. These interns received hands-on training in the WRVO News, Operations and Development departments.
- III. II. During this reporting period WRVO continued to compile additional regional and national job listing sources in order to expand future recruiting efforts. No potential source has contacted WRVO requesting notification of openings.
- IV. WRVO hosted two Underwriter Informational Breakfasts; June 11, 2008 and November 12, 2008. Both meetings were informational, which included a tour of the WRVO facilities. Employment possibilities at WRVO were discussed at each meeting.
- V. Prior to the recruiting effort for both vacancies this period, Michele Frazier, EEO Officer for the Research Foundation of SUNY - Oswego office reviewed the proper procedures for recruiting, interviewing and selection with the Search Committee for each position. (The Research Foundation of SUNY is the employer for WRVO grant funded staff).
- VI. On August 18, 2008 WRVO Program Director Fred Vigeant spoke at SUNY Oswego's Educational Opportunity Program regarding internship and employment opportunities at WRVO.
- VII. WRVO Assistant General Manager for Technology Jeff Windsor and WRVO Radio Technician Leeland Mitchell both were part of a panel discussion at the 2008 Society of Broadcast Engineers conference. The panel discussed broadcasting careers with, and took questions from, broadcasting students that were attending the conference. WRVO internship and employment opportunities were discussed. The panel discussion was put together by Steve Keeler of Cayuga Community College and held on October 8, 2008.
- VIII. WRVO Program Director Fred Vigeant spoke at two SUNY Oswego Marketing classes on October 14, 2008 and March 4, 2009 concerning the field of broadcasting and the career opportunities in public broadcasting in particular.
- IX. On October 16, 2008 WRVO Program Director Fred Vigeant spoke to a SUNY Oswego Broadcast Newswriting class regarding careers in public broadcasting which included employment opportunities and internships at WRVO.
- X. WRVO General Manager John Krauss spoke to SUNY Oswego's Intro to Mass Media class about careers in the broadcasting field on November 4, 2008. The various internship opportunities at WRVO were also talked about.

- XI. November 11, 2008, WRVO News Director Chris Ulanowski spoke at St Joseph's Hospital in Syracuse as part of "Get to Know the Workings of the Media". Following his appearance, he distributed contact information concern potential internships at WRVO.
- XII. WRVO Program Director Fred Vigeant spoke at two SUNY Oswego Radio Production classes on November 12, 2008 and April 21, 2009. Internship and employment opportunities were discussed and contact information distributed.
- XIII. WRVO General Manager John Krauss met with SUNY Oswego's School of Communication, Media and the Arts Interim Dean Fritz Messere and SUNY Oswego alumni Mark Erskine (class of 1980). The group discussed potential employment availabilities at WRVO that Mark could share with SUNY alumni in the Northwest. The meeting was held on April 13, 2009.
- XIV. On April 15, 2009 WRVO General Manager John Krauss spoke at SUNY Oswego's Broadcasting Sales & Programming classes regarding careers in radio, including WRVO internship opportunities and employment.

Summary of full time vacancy recruiting is attached.

Prepared by John Krauss, General Manager  
for the Public File of WRVO, WRVD, WRVN, WRVJ

Last Entry 4/27/2009

**Vacancies: Two**

- A - Morning Edition Host
- B - Morning News Reporter/Producer

**Recruitment sources used:**

WRVO On-Air Announcements: A, B

John Krauss  
7060 State Route 104  
Oswego NY 13126  
800-341-3690

Syracuse Newspapers - Classified Ad: A

15 Herald Place, Syracuse NY  
Online: <http://www.syracuse.com/poststandardads>

Syracuse New Times - Classified Ad: B

1415 W. Genesee St  
Syracuse, NY 13204  
Online: <http://www.syracusenewtimes.com/>

NYS Jobs Service - Local Office: B

73 West Second St  
Oswego NY 13126  
315 342 3905

SUNY-Oswego: Communications Studies Department:: A, B

SUNY-Oswego: Career Planning & Placement Office: A, B

CareerBuilders.com (Job listing website): A

Current (National Pub Broadcasting Weekly) - Classified Ad: A, B

6930 Carroll Ave., Suite 350  
Takoma Park, MD 20912  
301270-7040

Corporation for Public Broadcasting Job Line: A, B

<http://www.cpb.org/jobs>

PubRadio Listserv: A,B

WRVO web site <http://wrvo.fm/jobs>: A, B

Syracuse University: A,B

Carreer Center  
235 Schine Student Center  
Syracuse NY 13244  
[careers@syr.edu](mailto:careers@syr.edu)

Employment Clearing House: A, B

National Association of Broadcasters  
1771 N Street NW  
Washington DC 20036

Howard University: A, B

Career Services Office  
529 Bryant St NW  
Washington DC 20059  
202-806-6100

Syracuse University: A, B

SI Newhouse School of Public Communications  
215 University Pl  
Syracuse NY 13244  
315-443-3496

Onondaga Community College: A, B  
Counseling Center  
4941 Onondaga Rd  
Syracuse NY 13215  
315-498-2622

Cayuga Community College: A, B  
Career Services Office  
197 Franklin St  
Auburn NY 13021  
315-255-1743

Ithaca College: A, B  
Placement Office  
953 Danby Rd  
Ithaca NY 14850  
607-274-1688

NYS Broadcasters Association: A, B  
Sandy Messineo  
1805 Western Ave  
Albany NY 12203  
518-456-8888

**Successful applicant recruitment source:**

Morning Edition Host - WRVO On-Air Announcement  
Morning News Reporter/Producer -CPB Job Online

**Applicant Pool Sources**WRVO On Air Announcements: A-1 , B-2

Syracuse Newspapers - Classified Ad: A -2, B-2

NYS Jobs Service - Local Office: A-0 , B-0

CPB Jobline: A-1 , B-4

WRVO Website: A-6, B-9

CareerBuilders.com: A-9

SUNY Oswego: Communications Studies Dept: A-0, B-0

SUNY Oswego: Other distribution: A-0, B-0