

EEO PUBLIC FILE REPORT - AMENDED

This Report covers full-time vacancy recruitment data for the period JANUARY 23, 2021 to JANUARY 22, 2022.

1) Employment Unit: GALAXY UTICA LICENSEE LLC

2) Unit Members (Stations and Communities of License): WKLL(FM) – Frankfort, NY
WUMX(FM) – Rome, NY
WTLB(AM) – Utica, NY
WIXT(AM) – Little Falls, NY
WRNY(AM) – Rome, NY

3) EEO Contact Information for Employment Unit:

Mailing Address: Galaxy Media Partners 235 Walton Street Syracuse, NY 13202	Telephone Number: 315.472.9111
	Contact Person/Title: Dana Loucks/Chief Financial Officer
	E-mail Address: dloucks@galaxymediapartners.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.) Digital Specialist	Employee Referral
2.) Sales Executive 1	Employee Referral
3.) Sales Executive 2	Employee Referral

WKLL(FM), WUMX(FM), WTLB(AM), WIXT(AM), and WRNY(AM) are Equal Opportunity Employers.

5) Recruitment Sources by Vacancy

Job Title: Digital Specialist

Referral Source of Hiree: Employee Referral

(i)Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Employee Referral	N/A	N/A	N/A	1	No
Indeed.com	N/A	6433 Champion Grandview Way, Bldg1, Austin, TX 78750	203-328-2691	1	No
On-Air Recruitment (careers@galaxymediapartners.com)	Nick Maine	520 Seneca St., Suite 101, Utica NY 13502	315-797-1330	0	No
Facebook.com	Nick Maine	520 Seneca St., Suite 101, Utica NY 13502	315-797-1330	0	No

Job Title: Sales Executive 1

Referral Source of Hiree: Employee Referral

(i)Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Employee Referral	N/A	N/A	N/A	1	No
Indeed.com	N/A	6433 Champion Grandview Way, Bldg1, Austin, TX 78750	203-328-2691	0	No
On-Air Recruitment (careers@galaxymediapartners.com)	Nick Maine	520 Seneca St., Suite 101, Utica NY 13502	315-797-1330	1	No
Facebook.com	Nick Maine	520 Seneca St., Suite 101, Utica NY 13502	315-797-1330	0	No

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Job Title: Sales Executive 2**Referral Source of Hiree: Employee Referral**

(i)Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Employee Referral	N/A	N/A	N/A	1	No
Indeed.com	N/A	6433 Champion Grandview Way, Bldg1, Austin, TX 78750	203-328-2691	1	No
On-Air Recruitment (careers@galaxymediapartners.com)	Nick Maine	520 Seneca St., Suite 101, Utica NY 13502	315-797-1330	0	No
Facebook.com	Nick Maine	520 Seneca St., Suite 101, Utica NY 13502	315-797-1330	0	No

6) Total # of Interviewees Referred: For the period from January 23, 2021 to January 22, 2022 this Employment Unit interviewed 6 interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives:**A) Initiative: Manager Training**

Galaxy Utica Licensee LLC Managers completed EEO Training courses at HRClassroom.com to stay current with methods of ensuring equal employment opportunity and preventing discrimination. Completed courses include, Code of Business Conduct and Ethics, Creating and Using Emergency Action Plans, Discipline of Employees Training, Diversity: Awareness to Action, Ergonomics in the Office, Fair Labor Standards Act (FLSA) Training, Hazard Communications Standard and Modifications by the GHS, Interviewing and Hiring Training, Performance Management – A Balanced Scorecard Approach, Termination of Employees Training, Workplace Violence Prevention Training, Pandemic Influenza, Drug-Free Work and Age Bias Prevention. All of these courses were completed between January 4, 2021 and January 14, 2022. The entire Galaxy staff both FT and PT took mandatory training on Sexual Harassment through HR Classroom in November 2021.

B) Initiative: Internship Program

Galaxy Utica Licensee LLC participates in Internship Programs with local educational institutions. 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, 2021 to January 22, 2022 this employment unit hosted 1 intern from SUNY Oneota.

C) Initiative: EEO Outreach

Stations in the employment unit aired announcements encouraging women, minority, educational, and other employment outreach centers in the community to contact the radio stations to be added to our list of job openings.

WKLL

53

15-second announcements

WKLL(FM), WUMX(FM), WTLB(AM), WIXT(AM), and WRNY(AM) are Equal Opportunity Employers.

WTLB(AM)	134	15-second announcements
WUMX	53	15-second announcements

D) Initiative: Hosting of Job Fairs

Hosting of Job Fair: On July 20, 2021, the employment unit held the Galaxy Media Partners Career Fair at Union Station in Utica, NY. The career fair brought together job seekers and local businesses from the greater Utica area.

Hosting of Job Fair: On August 8, 2021, the employment unit held the Galaxy Media Partners Career Fair at Union Station in Utica, NY. The career fair brought together job seekers and local businesses from the greater Utica area.

Hosting of Job Fair: On September 14, 2021, the employment unit held the Galaxy Media Partners Career Fair at Union Station in Utica, NY. The career fair brought together job seekers and local businesses from the greater Utica area.

Twenty-two businesses and 130 individuals attended these job fairs that were hosted by Galaxy Media Partners

E) Initiative: Participation in Job Fairs

Attendance at Job Fair: On July 20, 2021, the employment unit participated in the Galaxy Media Partners Career Fair at Union Station in Utica, NY. Management from Sales and Promotions were on site to answer questions and accept resumes for employment and internships, and employees met with students as well.

Attendance at Job Fair: On August 8, 2021, the employment unit participated in the Galaxy Media Partners Career Fair at Union Station in Utica, NY. Management from Sales and Promotions were on site to answer questions and accept resumes for employment and internships, and employees met with students as well.

Attendance at Job Fair: On September 14, 2021, the employment unit participated in the Galaxy Media Partners Career Fair at Union Station in Utica, NY. Management from Sales and Promotions were on site to answer questions and accept resumes for employment and internships, and employees met with students as well.

F) Initiative: Internet Program

Galaxy Utica Licensee LLC uses its stations' web sites and corporate site to provide general information about its job vacancies including what skills and qualifications are needed to fill specific positions