

EEO Public File Report
For the period: February 1, 2025 to January 31, 2026

Annual EEO Public File Report For:
Cayuga Media Group
1751 Hanshaw Road
Ithaca, New York 14850

The purpose of this EEO Public File Report is to comply with Section 73.20800 (6) of the FCC's 2002 EEO Rule. This report has been prepared on behalf of the stations WQNY, WYXL, WNYW, WHCU, WIII, WQNY HD 3, WYXL HD 2, WYXL HD 3, WFIZ, and WFIZ HD2, all located in Ithaca, New York.

The information contained in this report covers the time period beginning February 1, 2025 to January 31, 2026.

The FCC's 2002 EEO Rule requires that this report contain the following information.

- 1) A list of all full-time vacancies filled by Cayuga Radio Group stations during the applicable period.
- 2) For each such vacancy, the recruitment sources utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to section 73.2080c (1) of the EEO rule, which should be separately identified), identified by name, address, contact person and telephone number.
- 3) The recruitment source that referred to the employee for each full-time vacancy during the applicable period
- 4) Date reflects the total number of persons interviewed for full-time vacancies during the applicable period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies.
- 5) A list and brief description of the initiatives undertaken pursuant to section 73.2080c (2) of the FCC rules.

Sections 1, 2, and 3, which follow, have been designed, in the aggregate, to provide the required information.

Section 1: Vacancy Information

ANNUAL EEO PUBLIC FILE REPORT

CAYUGA MEDIA GROUP

WQNY- WQNY HD 3-WYXL-WNYY-WHCU-WIII-WYXL HD 2-WYXL HD 3-WFIZ-WFIZ HD2

This report covers full time vacancy recruitment data for the period 2/1/2024 – 1/31/2025

These sources were continually updated during this period of time.

Employment Unit Cayuga Media Group	Address: 1751 Hanshaw Rd. Ithaca, NY 14850	Contact: Chet Osadchey President/General Manager
Telephone: 607.257.6400	Fax: 607.257.6497	Email: cosadchey@cayugamediagroup.com

Vacancies filled 2/1/2024 to 1/31/25

Date Hired	Position	Hired Source	# Interviews	Referral Source
3/10/2025	Media Advisor	44	4	#41 -1, , #43 - 1, #44 – 1, #46 -1
8/11/2025	Media Advisor	35	7	#14 - 1, #35 – 1, # 45 – 1, #46 – 1, #47 - 2
9/1/2025	Operations Manager	51	4	#43 -1, # 44 – 2, #51 -1
9/8/2025	Promotions Director	50	3	#37 – 1. #47 -1, #50 -1

Cayuga Media Group had the following Part-Time Vacancies:

Voice Trackers/Board Ops: No new part time voice trackers were hired during the 2/1/25 – 1/3/26 time frame.

Interns: New York State Broadcasters Internship Program approved 2 individuals for our stations during the above-referenced time frame and we hired 2 for the period of 2/1/25 – 1/31/26

CAYUGA MEDIA GROUP

OUTREACH ACTIVITY DESCRIPTION FORM

Year 2/1/25 – 1/31/26

Section 2

Name of activity: Provide Training to ensure EEO and prevent discrimination

Cayuga Media Group continues to ensure EEO and prevent discrimination through the following means:

1. The Business Manager discusses with each department head EEO regulations when a position becomes available in their department and works with them to go over the EEO guidelines while going through the application/interview process.
2. If a new employee is hired as a department head, the General Manager and Business Manager will meet with them to discuss the EEO policies and procedures to insure that their department uses all the available tools to insure that no discrimination will exist in our workplace/
3. Our EEO Poster is posted in a high traffic area and visible for all employees to see.
4. The company EEO policy is stated on Page 7 of the Saga Communications handbook that all employees receive upon hire and updated when any item in the handbook is revised. The latest revision to this handbook was August 26, 2020.

Name of Activity:	Participation in Outreach Activities	Description of Initiatives
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Cayuga Media Group hosted a booth for the Ithaca College Broadcast Media Fair, 953 Danby Road, Ithaca, NY on 3/20/25 12:00 - 2:00 pm. Chet Osadchey was present at the booth to receive all students and alumni interested in the Broadcasting Industry.

Cayuga Media Group hosted a booth for the Dream Big, Career and Internship Fair, SUNY Oswego, 70+0 NY Rout 104, Oswego, NY on 3/5/2025 listing all current openings and giving information on careers in the Broadcasting Industry.

Cayuga Media Group hosted a booth for each of the Thursday Concert Series held on the Ithaca Commons, Ithaca, NY beginning 7/16/25 to distribute information on careers in the Broadcast Industry and to highlight all current opportunities to work with Cayuga Media Group.

Name of Activity: Participation in Job Fairs

Description of Initiatives

Cayuga Media Group hosted and participated in the following job fairs – free to attend which featured approximately 30 -40 employers from all the surrounding counties and any employers in the immediate area to discuss open positions in over 16 different fields:

Oven Fresh Live Job Fair was hosted by Cayuga Media Group at the Shops at Ithaca Mall on February 26, 2025

Oven Fresh Live Job Fair was hosted by Cayuga Media Group at Tompkins Cortland Community College (TC3) on April 24, 2025

Oven Fresh Live Job Fair was hosted by Cayuga Media Group at the Center for the Arts Conference Center in Homer, NY on August 13, 2025

Oven Fresh Live Job Fair was hosted by Cayuga Media Group at the Shops at Ithaca Mall on November 5, 2025

Cayuga Media Group has an ongoing shadowing and mentoring program with students in the community who have an interest in broadcasting.

WHCU Radio hosts a weekly radio show entitled “All Things Equal” this is a longform 15-minute radio program dealing with local conversation issues of equality, sustainability, equity, and diversity. Shows airs Tuesday mornings and are supported with a podcast online.

The employees at Cayuga Media Group are guest lecturers in classes at Tompkins Cortland Community College, Cornell University, Ithaca College, and local BOCES. They also serve as guest speakers at area high schools for “career days”.

NY State Broadcasters (Paid internships)

The New York State Broadcasters Association offers stations an opportunity to apply for paid internships through The New York State Broadcasters Association and the Nelson A. Rockefeller Internship Program.

December 30, 2024

Cayuga Media Group was awarded a NY State Broadcasters Internships for **2025**

Eligibility requirements:

At least 17 years of age, but less than 21 at time of entry

High School or undergraduate college student

Resident of NY State or attending school in NY State

The calls for interns are aired on all ten Cayuga Media Group Stations for 75 days.

The Internship opportunities are also posted on all 10 Cayuga Media Group web sites.

In addition, internship availabilities were sent to these contacts:
Cornell Career Services

Ithaca High School Guidance Office

Trumansburg High School Student Services

Dryden High School Guidance Office

South Seneca Central School

Handshake to the following Colleges: Albany State University, Alfred University, Binghamton University, Colgate University, Cornell University, Corning Community College, Elmira College, Hamilton College, Ithaca College, Keuka College, LeMoyne College, Mohawk Valley Community College, Nazareth University, St. John's University, St. Joseph's University, SUNY-Geneseo, SUNY-New Paltz, SUNY-Oswego, SUNY-Plattsburgh, SUNY-Adirondack, SUNY-Brockport, SUNY-Cobleskill, SUNY-Delhi, SUNY-Cortland, SUNY-Empire State University, SUNY-Erie, SUNY-Jefferson Community College, SUNY-Morrisville, SUNY-Old Westbury, SUNY-Oneonta, SUNY-Polytechnic Institute, Syracuse University, University at Buffalo, University of Rochester, Rochester Institute of Technology

2 interns were hired for the 1/2025 – 1/26 period. The interns were working predominately in the News Magazine and Promotions departments from July, 2025 through mid-August, 2025.

New York State Department of Labor posting website:

[Recruit Your Workforce | Department of Labor \(ny.gov\)](https://www.labor.ny.gov/recruit-your-workforce)

**ANNUAL EEO PUBLIC FILE REPORT
COVERING THE PERIOD FROM 2/1/25 TO 1/31/26**

Stations compromising report: WQNY-WYXL-WNYY-WHCU-WIII-WYXL HD 2-WYXL HD 3-WFIZ-WFIZ HD2
WQNY HD3

Section 3

Source for Recruitment/Referral

See Below:

	Organization's Name	Contact Person	Street Address	City	State	Zip	Email
1	American Red Cross/ Southern Tier	Colleen McCabe	620 E. Main St.	Endicott	NY	13760	colleenmccabe@redcross.org
2	Bryant & Stratton College-Syracuse	Shelly Schmit	953 James St.	Syracuse	NY	13203	https://www.bryantstratton.edu
3	Bryant & Stratton College-Syracuse	Chris Godleski	8687 Carling Road	Liverpool	NY	13090	cmgodleski@bryantstratton.edu
4	Canisius College		20001 Main Street	Buffalo	NY	14208	griffcareers@canisius.edu
5	Catholic Charities Career & Family Dev	Soren Klaverkamp	324 West Buffalo Street	Ithaca	NY	14850	soren.kleverkamp@dor.org
6	Challenge Industries, Inc.	Mike Barry	950 Danby Road, Suite 179	Ithaca	NY	14850	mikeb@aboutchallenge.org
7	Cornell Career Services	Demetra Dentes	Cornell University	Ithaca	NY	14853	employerscheduling@cornell.edu
8	Cornell Public Service Center		Cornell University	Ithaca	NY	14853	psc.cornell.edu cupsc@cornell.edu
9	Cornell Women's Resource Center	Laura Weiss	209 Willard Straight Hall	Ithaca	NY	14853	wrc@cornell.edu
10	Corning Community College	Katie Crowe	One Academic Drive	Corning	NY	14830	crowe@corning-cc.edu
11	Dutchess Community College	Tammy Macbrien	53 Pendell Road	Poughkeepsie	NY	12601	Careerservices@sunydutchess.edu
12	Elmira College		One Park Place	Elmira	NY	14901	eccareers@elmira.edu
13	Greater Ithaca Activities Center (GIAC)		301 W. Court St.	Ithaca	NY	14850	giacmain@cityithaca.org
14	Ithaca College Career Services	Kerry Spitze	953 Danby Road / 101 Muller	Ithaca	NY	14850	Handshake website
15	Medaille College - Buffalo	Carol Cullinan	18 Agassiz Circle	Buffalo	NY	14214	ccullinan@medaille.edu
16	Medaille College - Rochester	Carol Cullinan	1880 S. Winton Road	Rochester	NY	14618	ccullinan@medaille.edu
17	Multicultural Resource Center	Fabina Colon	516 W. Martin Luther King J St	Ithaca	NY	14850	fabina@multiculturalresourcecenter.org
18	NAACP-Auburn (Cayuga Co) Branch		PO Box 964	Auburn	NY	13021	unit2128@aol.com
19	NAACP-Syracuse Branch		2307 S. Salina St.	Syracuse	NY	13205	naacpandsyracuse@aol.com
20	National Woman's Organization NOW(150 W. 28th St.	New York	NY	10001	nownewyorkstate@gmail.com
21	Nazareth College	Linda Crandall	4245 East Avenue	Rochester	NY	14618	careers@naz.edu
22	Roberts Wesleyan College	Kathleen Tesavis	2301 Westside Dr.	Rochester	NY	14624	tesavisk@roberts.edu
23	Salvation Army Corps Community Cntr		150 North Albany Street	Ithaca	NY	14850	david.dunham@use.salvationarmy.org
24	Southside Community Center	Fern Morgan	305 South Plain St.	Ithaca	NY	14850	receptionist@sspride.org
25	SUNY Broome Community College	Gina Chase	PO Box 1017	Binghamton	NY	13902	chase@gm@sunybroome.edu
26	Suny Cortland Employer Services	Mickey Gibbons	P.O. Box 2000	Cortland	NY	13045	Handshake Website
27	Syracuse University	Susan Call	900 South Crouse Ave.	Syracuse	NY	13244	scall@syr.edu
28	TC3 Tompkins Cortland Comm College	Kerry Evaner	170 North Street P.O. Box 139	Dryden	NY	13053	https://app.purplebriefcase.com
29	The Learning Web Youth Outreach	Nino Hoder	33 West State St./Martin Luther King St.	Ithaca	NY	14850	nino@learning-web.org
30	The Univ of Buffalo (SUNY Buffalo)	Arlene Kaukus	259 Capen Hall	Buffalo	NY	14260	jobs@buffalo.edu
31	Tompkins County Workers' Center		115 Martin Luther King Jr. St./The Commons	Ithaca	NY	14850	TCWRH@tcworkerscenter.org
32	U.S. Dept. of Labor National Contact Center for Job Corp		224 Harrison Street, Suite 212	Syracuse	NY	13202	recruiting.jobcorp.gov
33	College Central Network	Includes Colleges	Jamestown Community College, Maria College,				www.collegecentral.com

			Orange County Community College, SUNY Broome, SUNY Schenectady County, SUNY Uster, SUNY Adirondack, SUNY Rockland Comm Coll, Westchester Comm College				
34	Westchester Community College	Gelaine Williams	75 Grasslands Road	Valhalla	NY	10595	Gelaine.williams@sunywcc.edu

Other Sources

35	Word of Mouth
36	Monster.com
37	Ithacacraigslist.com
38	Careerbuilder.com
39	Handshake

Includes Colleges

Albany State University,
Alfred University,
Binghamton University,
Colgate University, Cornell
University, Corning Comm
College, Elmira College,
Hamilton College, Ithaca
College, Keuka College,
LeMoyne College,
Mohawk Valley Community
College, Nazareth University,
St. John's University, St
Joseph's University, SUNY-
Geneseo, SUNY-New Paltz,
SUNY-Oswego, SUNY-
Plattsburgh, SUNY-
Adirondack, SUNY-
Brockport, SUNY-Cobleskill,
SUNY-Delhi, SUNY-
Cortland, SUNY-Empire State
University, SUNY-Erie,
SUNY-Jefferson Community
College, SUNY-Morrisville,
SUNY-Old Westbury, SUNY-
Oneonta, SUNY-Polytechnic
Institute, Syracuse University,

<https://www.Monster.com>
<https://www.Ithacacraigslist.com>
<https://www.Careerbuilder.com>

<https://www.joinhandshake.com>

		University at Buffalo, University of Rochester, Rochester Institute of Technology					
40	RadioJobsOnline						https://www.radioonline.com
41	Indeed.com						https://www.indeed.com
42	Allaccess.com						https://www.allaccess.com
43	Sagacom.com						https://sagacom.com
44	Ovenfreshjobs.com						https://www.ovenfresh.com
45	Vendor referral						
46	Associate referral						
47	Job Fairs						
48	NYS Department of Labor Job Posting						https://dol.ny.gov/find-job
49	Linked In						https://www.linkedin.com
50	NYS Broadcasters Association						https://nysbroadcasters.org
51	Internal Promotion						https://cayugamedia group.com

Other Internet Resources

National Broadcast	www.nab.org/bcc
New York State Broadcasters	www.nybroadcasterassn.org
Oven Fresh Jobs	www.ovenfreshjobs.com
Radio Advertising Bureau	www.rab.com
Saga Communications	www.sagacommunications.com
Workforce New York	www.tomkinsworkforceny.org
Media Recruiter	www.mediarecruiter.com

All Access

www.allaccess.com

Yahoo

www.yahoo.com

Career Builder

www.careerbuilder.com

Craigslist

www.ithaca.craigslist.org

Monster

www.monster.com

Indeed

www.indeed.com

NYS Dept of Labor

www.nys.dol.ny.gov

Linked In

www.linkedin.com

Oven Fresh Job Fairs

www.cayugamediagroup.com