

**II. WRVO EEO Narrative Statement for the Year Ending 1/31/2017**  
**Public File – 73.2080**

WRVO and its associated stations and regional translators continue to be an integral part of the Broadcast Curriculum of the State University of New York at Oswego.

The station maintains an active internship program for students who wish to experience the broadcasting industry firsthand. Persons filling these positions come from educational institutions throughout the area, with most coming from SUNY Oswego. Interns receive hands-on, practical experience producing news, feature projects and promotional announcements. Interns have contributed to projects that have won awards from the New York State Broadcasters Association, Associated Press and the Syracuse Press Club.

WRVO continues to compile regional and national job listing sources in order to expand future recruiting efforts. No potential source of applicants has contacted WRVO requesting notification of openings during the current reporting period. WRVO posts position vacancies with a number of employment listing services, including several which are highly distributed across the public broadcasting industry.

WRVO staff regularly participates in public speaking opportunities to further awareness of media careers to students and the general public. This includes guest-lecturing for broadcast-related classes at the request of those classes' regular instructors, on topics related to the field of broadcasting and career opportunities in public broadcasting in particular. Examples include classes in Communications, Public Relations, Journalism, Management and general Broadcasting.

WRVO regularly welcomes groups and individuals to tour our facilities and engages with members through email, newsletters, social media, public events and other means which adds to our ability to disseminate information about employment availability.

Prior to each search, the EEO Officer of the SUNY Research Foundation and/or the EEO Office of Human Resources at SUNY Oswego instructs search committee members on the proper procedure for recruiting, interviewing and selecting candidates for vacancies (which officer instructs the committee depends on whether the personnel line associated with the position is administered/funded by SUNY Oswego or the SUNY Research Foundation). A formal protocol is applied that assures all policies in this regard are met. Documentation to that effect is maintained in files at WRVO and the offices of the SUNY Research Foundation and the Office of Human Resources at SUNY Oswego. No full or part-time vacancies were recruited for or filled during this reporting period.

Revised 2/15/17

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**EEO Recruitment Summary for the Year Ending 1/31/2017**  
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**Activities related to 73.2080 c2**

1. WRVO Public Media offers internships throughout the year at our primary studios in Oswego. Interns are unpaid, and are volunteers and/or receive class credit. Interns receive hands-on training and instruction in the WRVO News and Production departments. During the year ending 1/31/2017, six students filled these positions; all came from SUNY-Oswego.
2. 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.
3. During the reporting period, WRVO did not recruit for, hire or otherwise fill any full or part-time staff positions.
4. In March 2016, WRVO Producer Leah Landry and News Director Catherine Loper facilitated a studio tour and discussion with SUNY-Oswego broadcasting students regarding radio station operations and career options.
5. In April 2016, WRVO News Director Catherine Loper participated in a media panel for Leadership Oswego County.
6. In April 2016, WRVO News Director Catherine Loper facilitated a discussion with Sarah Koenig of the *Serial* podcast for journalism students at Syracuse University.
7. In July 2016, WRVO News Director Catherine Loper spoke to a Syracuse University graduates on the topic of public radio.
8. In September 2016, WRVO Producer Leah Landry participated in the Biz Buzz Social Media Conference. This professional development conference covered such topics as building brand awareness, planning and executing a digital marketing program, creating compelling content, and social media success stories.
9. In September 2016, WRVO Station Manager Bill Drake attended the Public Radio Program Directors Conference, an annual national gathering of public radio content directors and providers. This professional development conference covered such topics as design thinking for radio, strategic communication for content leaders, growing the next generation of editors, audience building, building collaborations with the community, and more.
10. In September 2016, WRVO Station Manager Bill Drake, along with *Take Care* hosts Lorraine Rapp and Linda Lowen, participated in National Women's Health & Fitness Day at the SUNY Metro Center in Syracuse. We spoke with students and members of the general public about WRVO, our health and wellness program *Take Care*, and how WRVO incorporates health related issues into our regular programming and general news coverage.
11. In November 2016, WRVO News Reporter Tom Magnarelli spoke to a Syracuse Press Club group on the topic of freelance reporting.
12. In December 2016, WRVO News Reporters Tom Magnarelli and Payne Horning participated in a training session sponsored by WXXI in Rochester, New York. This professional development workshop focused on how to be a better, faster reporter.