

EEO PUBLIC FILE REPORT

This report covers full-time vacancy recruitment data for the period: January 1 – December 31, 2025.

1) Employment Unit: WAER, Newhouse School, Syracuse University

2) Unit Members (Stations and Communities of License): WAER, Syracuse, NY

3) EEO Contact Information for Employment Unit:

Mailing Address: WAER 795 Ostrom Ave Syracuse, NY 13244	Telephone Number: (315) 443-4021
	Contact Person/Title: Mark Lodato, Dean
	Email Address: mlodato@syr.edu

4) Full-time job vacancies filled by each station in the Employment Unit: For the period from January 1 – December 31, 2025, this Employment Unit hired Two (2) full-time employee(s) during the reporting period:

Job Title	Recruitment Source Referring Hiree
Professional in Residence	Internal hire
Director & General Manager	Re-hire of former employee

5) Recruitment sources for each full-time vacancy listed above:

Job Title: Professional in Residence **Referral Source of Hiree:** WAER internal Hire

Name of Recruitment Source	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification (yes or no)
SUjobopps.com	SU Human Resources	621 Skytop Road, Syracuse NY 13244	(315) 443-4042	1	no

Job Title: Director & General Manager **Referral Source of Hiree:** Referred by SU Employee

Name of Recruitment Source	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification (yes or no)
----------------------------	----------------	---------	------------------	----------------------------	---

SUjobopps.com	SU Human Resources	621 Skytop Road, Syracuse NY 13244	(315) 443-4042	1	no
---------------	--------------------	------------------------------------	----------------	---	----

6) Total # of Interviewees Referred: For the period from January 1 – December 31, 2025, this Employment Unit interviewed TWO (2) candidates for full-time job vacancies. One position (Professional in Residence) was filled with an existing staff member because of restructuring of staff. Position 2 (Director & General Manager) was filled on an interim basis by a former employee who previously held the position until a search to permanently fill the vacancy is conducted.

7) Supplemental Recruitment Initiatives:

The FCC’s list of supplementary EEO recruitment initiatives is found in 47 C.F.R. § 73.2080. During the relevant reporting period, the Employment Unit undertook the following activities set forth in that list:

(v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

WAER provided FOUR (4) paid internship positions during the reporting period.

(viii) Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;

Additionally, a part of WAER’s mission as a non-commercial FM station licensed to Syracuse University is to provide training opportunities for students and community members interested in acquiring broadcasting and production skills. WAER trains approximately 100 students and community members annually in the following areas: music announcing, sports announcing, broadcast journalism, analog and digital production. Many community participants choose to stay on as volunteers when opportunities are available. Others move on to apply their newly acquired skills elsewhere.

Syracuse University offers a variety of training options to help staff members enhance and develop skills. A comprehensive catalog of courses offers employees the options to develop multiple skills. Additionally, the licensee has arranged for each employee to have free access to the training resources available through LinkedIn Learning.

Syracuse University offers each of its employees, including station personnel, remitted tuition benefits. Employees can use their remitted tuition benefits to further their education and training efforts by taking courses as offered throughout the year.

The Syracuse University Office of Human Resources offers services to employees that promote skill development and support career advancement.

(x) Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;

First-Year Student Family Weekend Open House 9/28/25 – WAER staff handed out materials introducing student training opportunities at the radio station.

Newhouse Sports Media Center and Broadcast & Digital Journalism class visits– held the week of August 25, 2025 at the Newhouse School – WAER’s News and Public Affairs Director visited the Sports Media Center and select journalism classes to introduce students to training opportunities at the radio station.

Spring Virtual Communications, Journalism, and Media Career Fair on 03/21/25 – WAER, through the Newhouse School of Public Communications, participated in the virtual career fair.

Fall 2025 WAER Recruitment meeting held at Newhouse on 9/4/25 Dir. of Corporate Support, News and Public Affairs Director, and WAER Office Manager spoke with current and news students regarding their interests to identify potential opportunities at WAER.

WAER conducted TWO (2) recruitment events in 2025 (Spring and Fall) aimed at informing students and community members about opportunities to develop communications job skills and experience.

Fall Virtual Communications, Journalism, and Media Career Fair on 10/17/25 – WAER, through the Newhouse School of Public Communications, participated in the virtual fair.

(xii) Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities;

WAER routinely lists jobs and opportunities in Journalism Next, an online service that connects with National Association of Black Journalists (NABJ); National Association of Hispanic Journalists (NAHJ); Indigenous Journalists Association (IJA); Asian American Journalists Association (AAJA)

(xiv) Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;

WAER leaders took part in the Poynter Institute’s Digital Transformation Project – a 6-month immersive training program designed to enhance leadership competency in digital audience service and revenue. Participants included the stations General Manager, Content and Operations Director, Development Director, News Director, Underwriting Director, and Digital Content Specialist.

During the reporting period (January – May and September – December) WAER’s News and Public Affairs Director held workshops for student interns and professional staff on Fridays for 2 hours each. The workshops were focused on skill improvement.

Station management and hiring managers are provided with training and resources to ensure equal employment opportunities. All new employees must participate in new employee orientation, which covers the University’s anti-discrimination policies. All station personnel complete mandatory sexual

harassment training on an annual basis which is administered by the Syracuse University Office of Human Resources.

Syracuse University has robust non-discrimination policies, available at policies.syr.edu.