

**WBWL, WBZ, WJMN, WKAF, WKOX, WRKO, WXKS, WXKS-FM, WZLX****EEO PUBLIC FILE REPORT****December 1, 2019 - November 30, 2020****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-46	17

**WBWL, WBZ, WJMN, WKAF, WKOX, WRKO, WXKS, WXKS-FM, WZLX**

**EEO PUBLIC FILE REPORT**

**December 1, 2019 - November 30, 2020**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Action for Boston Community Development, Inc. 178 Tremont Street Boston, Massachusetts 02111 Phone : 617-348-6387 Email : hr@bostonabcd.org HR Recruitment	Y	0
2	All Access 28955 Pacific Coast Highway Suite 210 Malibu, California Phone : 310-457-6616 Url : www.allaccess.com Career Services Manual Posting	N	0
3	AWRT/Boston New England Chapter 55 Morrissey Boulevard Boston, Massachusetts 02125 Email : awrtboston@gmail.com Melissa Gaudette	N	0
4	Bentley University 175 Forest Street Waltham, Massachusetts 02452 Phone : 781-891-2375 Email : gmccue@bentley.edu Gayle McCue	Y	0
5	Bilingual Veterans Outreach Centers of Mass 719 Tremont Street Boston, Massachusetts 02118 Phone : 617-778-1310 Email : BVOCofMass@yahoo.com Fax : 1-413-736-2008 Career Services	N	0
6	Bridgewater State College 131 Summer Street Bridgewater, Massachusetts 02325 Email : careersrv@bridgew.edu Christine Tetreault	N	0

**WBWL, WBZ, WJMN, WKAF, WKOX, WRKO, WXKS, WXKS-FM, WZLX**

**EEO PUBLIC FILE REPORT**

**December 1, 2019 - November 30, 2020**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
7	Clark University 950 Main Street Worcester, Massachusetts 01610 Phone : 508-793-7258 Email : careers@clarku.edu Alexis Bazoukas  Prong 2 Ended Date: 7/13/2020	N	0
8	College of the Holy Cross One College Street Worcester, Massachusetts 01610 Email : CAREERS@holycross.edu Career Services	N	0
9	Columbia School of Journalism 2950 Broadway New York, New York 10027 Phone : 212-854-4422 Email : kujcareers@columbia.edu Melissa McLaney	Y	0
10	Craig's List P.O. Box 225159 San Francisco, California 94122 Url : www.craigslist.com Career Services Manual Posting	N	0
11	Curry College 1071 Blue Hill Avenue Milton, Massachusetts 02186 Phone : 617-333-2195 Kristin Menconi Manual Posting  Prong 2 Ended Date: 9/17/2020	N	0
12	Emerson College 120 Boylston Street Boston, Massachusetts 02116 Email : careers@emerson.edu Career Services	Y	0

**WBWL, WBZ, WJMN, WKAF, WKOX, WRKO, WXKS, WXKS-FM, WZLX**

**EEO PUBLIC FILE REPORT**

**December 1, 2019 - November 30, 2020**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
13	Emmanuel College 400 The Fenway Boston, Massachusetts 02115 Phone : 617-735-9930 Email : careercenter@emmanuel.edu Tracey Clingingsmith	Y	0
14	Endicott College Career Center 376 Hale Street Beverly, Massachusetts 01915 Phone : 978-232-2101 Email : careers@endicott.edu Dale McLennan	Y	0
15	Franklin Pierce University 40 University Drive Rindge, New Hampshire 03461 Email : careercenter@franklinpierce.edu Rosemary Nichols	Y	0
16	Freedom House, Inc. 14 Crawford Street Dorchester, Massachusetts 02121 Email : info@freedomhouse.com Tanika Stephens	N	0
17	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	1
18	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
19	Keene State College 229 Main Street Keene, New Hampshire 03435 Email : aca@keene.edu Career Services	N	0

**WBWL, WBZ, WJMN, WKAF, WKOX, WRKO, WXKS, WXKS-FM, WZLX  
EEO PUBLIC FILE REPORT**

**December 1, 2019 - November 30, 2020**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
20	Lasell College 1844 Commonwealth Ave. Newton, Massachusetts 02466 Email : careerservices@lasell.edu Career Services	N	0
21	Lesley University 29 Everett Street Cambridge, Massachusetts 02138 Email : crcjobs@lesley.edu Career Services  Prong 2 Ended Date: 9/16/2020	N	0
22	MA College of Liberal Arts 375 Church St. North Adams, Massachusetts 01247 Email : career@mcla.edu Career Services	N	0
23	Mass Bay Community College 50 Oakland Street Wellesley, Massachusetts 02481 Phone : 781-239-3142 Email : kbasch@massbay.edu Kate Basch	Y	0
24	Mass Rehab Commission 1 Parker Street Lawrence, Massachusetts 01843 Email : Paula.Santagati@state.ma.us Paula Santagati	Y	0
25	Massachusetts Broadcasters Association P.O. Box 401 43 Riverside Avenue Medford, Massachusetts 02155 Career Services Manual Posting	N	0
26	NAACP 330 Martin Luther King Blvd Mall of Roxbury Boston, Massachusetts 02119 Email : info@bostonnaacp.org Career Services	N	0
27	NAACP - Massachusetts Chapter P.O. Box 90163 Mason Square Station Springfield, Massachusetts 01139 Email : info@naacpspringfield.org Career Services	N	0

**WBWL, WBZ, WJMN, WKAF, WKOX, WRKO, WXKS, WXKS-FM, WZLX**

**EEO PUBLIC FILE REPORT**

**December 1, 2019 - November 30, 2020**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
28	NAB Career Center 1771 N. Street NW Washington, District of Columbia Email : hr@nab.org Career Center	N	0
29	New Hampshire Association of Broadcasters 707 Chestnut Street Manchester, New Hampshire 03104 Phone : 603.627-9600 Url : www.nhab.org Email : info@nhab.org Career Services	N	0
30	Progreso Latino, Inc. 626 Broad Street Central Falls, Rhode Island 02863 Email : info@progresolatino.org Mario Bueno	Y	0
31	RI Indian Council 807 Broad Street Providence, Rhode Island 02903 Email : dwaldron@rhodeislandindiancouncil.org Career Services	Y	0
32	Roxbury Community College 1234 Columbus Avenue Roxbury, Massachusetts 02120 Email : careerservices@rcc.mass.edu Career Services	N	0
33	Salem State College 352 Lafayette St. ECC 105 Salem, Massachusetts 01970 Phone : 978-542-6406 Email : career@salemstate.edu Lisa Morency	Y	0
34	Smith College 84 Elm Street Northampton, Massachusetts 01063 Phone : 413-585-4328 Email : eaccess@smith.edu Brenda Jameson	Y	0

**WBWL, WBZ, WJMN, WKAF, WKOX, WRKO, WXKS, WXKS-FM, WZLX**

**EEO PUBLIC FILE REPORT**

**December 1, 2019 - November 30, 2020**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
35	Society of Broadcast Engineers (SBE) Inc. 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Email : kjones@sbe.org Career Services	N	0
36	Suffolk University 8 Ashburton Place Boston, Massachusetts 02108 Phone : 617-573-8480 Email : careers@suffolk.edu Terry Wells	Y	0
37	The Career Institute of American International College 10 State Street Woburn, Massachusetts 01801 Phone : 781-939-0607 Email : jennifer.currie@aic.edu Career Services	Y	0
38	The New England Institute of Art 10 Brookline Place West Brookline, Massachusetts 02245 Email : kdbailey@aia.edu Karen Huyghue	N	0
39	The Work Place 29 Winter Street Boston, Massachusetts 02108 Email : feedback@theworkplace.org Fax : 1-617-428-0380 Career Services	N	0
40	Triangle, Inc. 420 Pearl Street Malden, Massachusetts 02148 Phone : 781-388-4320 Email : Dmuldoon@triangle-inc.org Fax : 1-781-322-0410 Debbie Muldoon	Y	0
41	U-Mass Dartmouth Student Employment Office 285 Old Westport Road Rm 106 North Dartmouth, Massachusetts 02747 Email : cdcinfo@umassd.edu Gail Berman	N	0

**WBWL, WBZ, WJMN, WKAF, WKOX, WRKO, WXKS, WXKS-FM, WZLX**

**EEO PUBLIC FILE REPORT**

**December 1, 2019 - November 30, 2020**

**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
42	University of Hartford School of Communications West Hartford, Connecticut 06117 Email : landolina@hartford.edu Sue Landolina	N	0
43	University of Maine Dept. of Communications and Journalism Orono, Maine 04469 Email : umainecareercenter@umit.maine.edu Career Services	N	0
44	Wentworth Institute of Technology 550 Huntington Avenue Boston, Massachusetts 02115 Email : careerservices@wit.edu Career Services	N	0
45	WJMN FM Station Website Massachusetts Url : <a href="http://iheartmediacareers.com">http://iheartmediacareers.com</a> Email : AnthonyAlfano@iheartmedia.com Career Services	N	0
46	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>1</b>

**WBWL, WBZ, WJMN, WKAF, WKOX, WRKO, WXKS, WXKS-FM, WZLX**

**EEO PUBLIC FILE REPORT**

**December 1, 2019 - November 30, 2020**

**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	1/1/2020	Participation in scholarship programs	For all of 2019 and 2020, Boston iHM has participated in the Massachusetts Broadcasters Student Broadcaster Scholarship. We run PSA's and donate financially to the Scholarship.	1	Market president
2	1/14/2020	Participation in events sponsored by community groups	On January 14, 2020, our SEU hosted the Somerville Media Center (mainly high school and college age members) for a station tour. After the tour, DJ Pup Dawg (PD and on air personality) led a discussion about his career in radio and his daily responsibilities at the station. SEU participants included our Regional President, Program Director, National Sales Coordinator, Project Manager, who spoke with the students about the radio industry and career opportunities in broadcasting.	1	program director Market President project manager national sales coordinator
3	10/13/2020	Establishment of training programs for station personnel	In October, 2020, one of our SEUs Managers took the Value Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	SR. Finance manager