

WAVZ, WELI, WKCI-FM
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 2017

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Integrated Events Specialist - New Haven	1-6, 8	5
Associate Account Executive	2-4, 6-8	7

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Career Services Unit 37 Marne Street Hamden, Connecticut 6514 Program Coordinator Manual Posting	N	0
2	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	0
3	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
4	Internal Job Posting Connecticut Career Services Manual Posting	N	0
5	Internal Transfer/Promotion	N	1
6	On-Air Announcements (One or More SEU Stations)	N	0
7	Station Website (One or More SEU Stations)	N	1
8	Station Websites (One or More SEU Stations)	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			2

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/18/2017	Establishment of an intern program designed to assist members of the community	Spring 2017: This SEU provided internships to 2 students from Quinnipiac University & University of Hartford. The interns worked closely with SEU staff to learn the "behind-the-scenes" functioning of a radio station. The program was administered by the Integrated Media Specialist and the interns received on-the-job training in the promotions department, assisted the promotions director, sales presentations and other sales related responsibilities and prepared winner sheets. They also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.	1	Integrated Media Director
2	4/6/2017	Participation in Job Fairs	The New Haven SEU participated in the Quinnipiac Job Fair in Hamden, CT. Station participants included our Account Executive and Director Media Events, who discussed careers in radio with attendees, accepted resumes, and discussed internships and employment opportunities. Participants also handed out information about open positions within the company.	2	Media Events Director AE
3	5/17/2017	Establishment of an intern program designed to assist members of the community	Summer 2017: This SEU provided internships to 2 students from Quinnipiac University & University of Alabama. The program was administered by the Integrated Media Specialist and the interns received on-the-job training in the promotions department, assisted the promotions director and prepared winner sheets.	1	Integrated Media Director

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4	10/10/2017	Participation in scholarship programs	From December 2016 to November 2017, the New Haven SEU participated in the Connecticut School of Broadcasting Scholarship Program. The Program was open to all students interested in careers in broadcasting. Station participants included a New Haven Account Executive, who administers our SEU's contribution to the program, and our Market Manager, who oversees the account as well. The New Haven SEU contributed a total of \$4,980 to the Program. We ran on air time for people to apply for the scholarships. The Market Manager helped in the judging of the scholarship funds.	2	AE Market Manager
5	10/11/2017	Participation in Job Fairs	The New Haven SEU participated in the Middlesex Community College Job Fair in Middlesex, CT. Station participants included our Account Executive and MID Manager, who discussed careers in radio with attendees, accepted resumes, and discussed internships and employment opportunities. Participants also handed out information about open positions within the company.	2	AE MID Director
6	11/27/2017	Establishment of an intern program designed to assist members of the community	Fall 2017: This SEU provided internships to 2 students from Quinnipiac University. The program was administered by the Integrated Media Specialist and the interns received on-the-job training in the promotions department, assisted the promotions director and prepared winner sheets.	1	Integrated Media Director