

WCIB-FM, WCOD-FM, WEII-FM, WXTK-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
Production Director/On-Air Talent	1, 4-5, 8	4
Traffic Coordinator	1, 4-6, 8	6
Traffic Coordinator	1-5, 7-8	2

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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	Cape Cod Times 319 Main Street Hyannis, Massachusetts 2601 Phone : 508-862-1175 Url : http://www.capecodonline.com Joanne Coyle Manual Posting	N	0
2	Current Employee - Transfer/Promotion	N	1
3	Employee Referral	N	1
4	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	2
5	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
6	Indeed.com	N	1
7	Internal Candidate	N	1
8	Massachusetts Broadcasters Association 43 Riverside Ave. Medford, Massachusetts 02155 Phone : 800-471-1875 Jordan Walton Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			6

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/5/2016	Participation in Job Fairs	During the week of December 5, 2016, our SEU participated in the Massachusetts Broadcasters Association's virtual job fair, an innovative, common-sense approach to using the Internet as a recruitment tool, which provides information about job openings from its participating radio stations	2	Finance Specialist Operations Manager
2	2/15/2017	Establishment of an intern program designed to assist members of the community.	During this reporting period, our SEU hosted one paid, student intern from Massasoit Community College. This student was supervised by our Asst. to the Director of Operations and was introduced to our programming, promotions and sales departments and assisted its members. Throughout the internship, this student was encouraged to ask questions and seek career advice.	1	Asst. to the Director of Operations
3	3/20/2017	Participation in Job Fairs	During the week of March 20, 2017, our SEU participated in the Massachusetts Broadcasters Association's virtual job fair, an innovative, common-sense approach to using the Internet as a recruitment tool, which provides information about job openings from its participating radio stations.	1	Finance Specialist Operations Manager
4	5/15/2017	Participation in scholarship programs	During this reporting period, our SEU participated in the Massachusetts Broadcasters Association's Student Broadcasters Scholarship Program, a statewide, station/association-funded program which awards ten qualified students with a \$2,000 scholarship toward the pursuit of a broadcasting career. Our SEU contributed financially to this Program, promoted it on all SEU stations throughout the month of March & April 2017, and our Market President collected applications and participated in the evaluation process that ultimately determined the scholarship recipients.	1	SVP/GM

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	10/18/2017	Provision of training to management	During this reporting period, out SEU participated in the Massachusetts Broadcasters Assoc. EEO Webinar presented by The Law Firm of Pillsbury, Cont'd. Winthrop, Shaw & Pittman.	1	Finance Specialist