

WHCN, WKSS, WPOP, WUCS, WWYZ
EEO PUBLIC FILE REPORT
December 1, 2016 - November 30, 2017¹

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
Digital Content Director	1-5, 7-9	5
Sports/News-Talk Program Director	1-4, 7-9	4
Outside Account Executive	1-4, 6-9	4
Associate AE	1-4, 6-9	4

¹ Report was modified in April 2018 to address reporting issues.

WHCN, WKSS, WPOP, WUCS, WWYZ**EEO PUBLIC FILE REPORT****December 1, 2016 - November 30, 2017****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	Central Ct State University 1615 Stanley St New Britain, Connecticut 6050 Email : Sershen@ccsu.edu Linda Sershen	N	0
2	Ct Employment Services 3580 Main St, 1st Floor Hartford, Connecticut 6106 Pat Madigan Manual Posting	N	0
3	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
4	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	5
5	Internal Candidate	N	2
6	Manchester Comm Tech College PO Box 1046 Manchester, Connecticut 6045 Email : Cochnio@mcc.commnet.edu Carl Ochnio	N	0
7	Manchester Comm Tech College PO Box 1046 Manchester, Connecticut 6045 Email : rhenderson@mcc.edu Robert Henderson	N	0
8	Manchester Comm Tech College PO Box 1046 Manchester, Connecticut 6045 Email : Jgreene@mcc.commnet.edu Julie Greene	N	0

WHCN, WKSS, WPOP, WUCS, WWYZ**EEO PUBLIC FILE REPORT**

December 1, 2016 - November 30, 2017

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
9	NAACP of Greater Hartford PO Box 1012 Hartford, Connecticut 6143 Joan Gibson Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			7

WHCN, WKSS, WPOP, WUCS, WWYZ

EEO PUBLIC FILE REPORT

December 1, 2016 - November 30, 2017

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 4 students from Eastern Connecticut State University & Manchester Community College. 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	Intergrated Media Director
2	4/6/2017	Participation in Job Fairs	The Hartford 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	Director of Media Events Account Executive
3	5/17/2017	Establishment of an intern program designed to assist members of the community	Summer 2017: This SEU provided internships to 4 students from Texas Christian University, College of Charleston, Western New England University & Eastern Connecticut State 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

WHCN, WKSS, WPOP, WUCS, WWYZ**EEO PUBLIC FILE REPORT****December 1, 2016 - November 30, 2017****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	8/23/2017	Establishment of an intern program designed to assist members of the community	Fall 2017: This SEU provided internships to 4 students from Manchester Community College, Vanderbilt, Central Connecticut State University, & UConn. 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
5	10/10/2017	Participation in scholarship programs	From December 2016 to November 30 2017, the Hartford 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 Hartford Account Executive, who administers our SEU's contribution to the program, and our Market Manager, who also oversees the account. The New Haven SEU contributed over \$20,000 to the Program. We ran on air commercials promoting the scholarship program. The Market Manager helped in the judging of the scholarship program.	2	AE Market Manager
6	10/11/2017	Participation in Job Fairs	The Hartford SEU participated in the Middlesex Community College Job Fair in Middlesex, CT. Station participants included two Account Executives and our 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.	3	Account Executive Account Executive MID Manager