

WCIB, WCOD-FM, WEII, WXTK
EEO PUBLIC FILE REPORT
December 1, 2017 - November 30, 2018

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
APD/AM Show Producer	1-3, 5-7	5
Outside Account Executive	1-3, 6, 8	1
Account Executive	1-4, 6, 8	4
Sales Assistant/Jr AE	1-4, 6, 8	2

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

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	4
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	3
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	Indeed.com 6433 Champion Grandview Way Austin, Texas 78750 TBD TBD Manual Posting	Y	7
5	Internal Posting	N	1
6	Massachusetts Broadcasters Association 43 Riverside Ave. Medford, Massachusetts 02155 Phone : 800-471-1875 Jordan Walton Manual Posting	N	0
7	Massachusetts Broadcasting Association 43 Riverside Avenue Medford, Massachusetts 02155 Phone : 800-471-1875 Url : www.massbroadcasters.org Jordan Walton Manual Posting	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			15

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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	4/25/2018	Participation in events or programs sponsored by educational institutions	Dennis/Yarmouth High School Career Day	2	Finance Specialist Operations Manager
2	5/25/2018	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 2018, and our Market President collected applications and participated in the evaluation process that ultimately determined the scholarship recipients	1	Market President