

WHYN, WHYN-FM, WRNX
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
Account Executive	1-9, 12-28, 31	9
Sales Assistant	2-12, 14-17, 21-25, 27-28, 30-31	4
Account Executive	2-3, 5-8, 12, 14-17, 21-25, 27-31	29

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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	American Int'l College 100 State St Springfield, Massachusetts 01109 Phone : 413-205-3263 Email : aiccareerservices@acad.aic.edu Career Services	N	0
2	Career Point 850 High St Holyoke, Massachusetts 01040 Phone : 413-535-3098 Career Services Manual Posting	N	0
3	Elms College 291 Spfld St Chicopee, Massachusetts 01013 Phone : 413-265-2272 Email : careers@elms.edu Career Services	N	0
4	Employee Referral	N	2
5	Hampden County Employ & Training 1176 Main St Springfield, Massachusetts 01103 Career Services Manual Posting	N	0
6	Holyoke Community College 303 Homestead Ave Holyoke, Massachusetts 01040 Phone : 413-538-7000 Roberta Niezgoda Manual Posting	N	0
7	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

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8	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
9	Indeed.com	N	13
10	Internal Posting	N	1
11	Internet Ad	N	2
12	Jewish Federation of Springfield 1160 Dickinson St Springfield, Massachusetts 01108 Career Services Manual Posting	N	0
13	Linked In	N	1
14	MA Career Development Institute 140 Wilbraham Rd Springfield, Massachusetts 01109 Phone : 413-781-5640 Sadie Stanley Manual Posting	N	0
15	MA Commission Against Discrimination 436 Dwight Street Springfield, Massachusetts 01103 Phone : 413-739-2145 Leon Davidson Manual Posting	N	0
16	Mount Holyoke College 50 College Road South Hadley, Massachusetts 01075 Phone : 413-538-2000 Career Services Manual Posting	N	0
17	NAACP of Springfield 25 St. James Ave Springfield, Massachusetts 01109 Phone : 413-734-2765 Career Services Manual Posting	N	0
18	On Air Recruitment Ad	N	1

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19	Other Source	N	1
20	Radio Recruitment Ad	N	1
21	Reg Employmnt Board of Hampden County 1441 Main St Suite 111 Springfield, Massachusetts 01103 Phone : 413-787-1547 Patricia Forton Manual Posting	N	0
22	Spanish-American Union 2335 Main Street Springfield, Massachusetts 01107 Phone : (413) 439-0231 Najat Fayad Manual Posting	N	0
23	Springfield College 263 Alden Street Springfield, Massachusetts 01109 Phone : 413-748-3000 Career Services Manual Posting	N	0
24	Station Website Posting (One or More SEU Stations) 1331 Main Street Springfield, Massachusetts 01103 Phone : 413-781-1011 Url : www.WHYNAM560.com, www.mykix1009.com, wwwmix931.com Nora Drapalski Manual Posting	N	0
25	UMASS Amherst 37 Mather Drive Amherst, Massachusetts 01003 Phone : 413-545-0111 Career Services Manual Posting	N	0
26	Unknown Referral Source	N	1
27	Urban League of Springfield 765 State Street Springfield, Massachusetts 01109 Phone : 413-739-7211 Career Services Manual Posting	N	0

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28	Valley Opportunity Council 300 High Street Holyoke, Massachusetts 01040 Phone : 413-533-0214 Career Services Manual Posting	N	0
29	Word of Mouth Referral	N	1
30	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
31	YWCA of Springfield 1 Clough Street Springfield, Massachusetts 01118 Phone : 413-732-3121 Career Services Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			24

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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	12/6/2017	Participation in events or programs sponsored by educational institutions	On December 6, 2017, WHYN-AM Morning Talk Show Host worked with students in their Business Communication class at Algonquin High School, Northboro, MA. He participated in a mock news show with the students where he listened, worked with and gave advice to the students. He also discussed broadcasting employment opportunities.	1	WHYN-AM Morning Talk Show Host
2	10/17/2018	Participation in Job Fairs	On October 17, 2018 our Boston Area President attended a Career Fair in Westfield, MA called Business, Communication & Technology Career Fair at Westfield State University where he discussed broadcast employment opportunities in our clusters.	1	Boston Area President
3	11/1/2018	Provision of training to management	During the Fall semester of 2018, our SEU's Senior Vice President of Programming taught a 3 month course at the Connecticut School of Broadcasting that covered how to compose resumes for broadcast-specific jobs as well as how to create an audio demo to showcase the skills of the students.	1	Senior VP Programming