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

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (&quot;RS&quot;) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Account Executive</td>
<td>1-9, 12-28, 31</td>
<td>9</td>
</tr>
<tr>
<td>Sales Assistant</td>
<td>2-12, 14-17, 21-25, 27-28, 30-31</td>
<td>4</td>
</tr>
<tr>
<td>Account Executive</td>
<td>2-3, 5-8, 12, 14-17, 21-25, 27-31</td>
<td>29</td>
</tr>
</tbody>
</table>
## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
</table>
| 1         | American Int'l College  
100 State St  
Springfield, Massachusetts 01109  
Phone : 413-205-3263  
Email : aiccareerservices@acad.aiu.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 Country 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        | LinkedIn | N | 1 |
| 14        | MA Career Development Institute  
140 Wilbraham Rd  
Springfield, Massachusetts 01109  
Phone: 413-781-5640  
Sadie Stanley  
Manual Posting | N | 0 |
| 15        | Massachusetts 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 |
| 10        | On Air Recruitment Ad | N | 1 |
**WHYN, WHYN-FM, WRNX**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2017 - November 30, 2018**  

**II. MASTER RECRUITMENT SOURCE LIST ("MRSIL")**

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</thead>
<tbody>
<tr>
<td>19</td>
<td>Other Source</td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td>20</td>
<td>Radio Recruitment Ad</td>
<td>N</td>
<td>1</td>
</tr>
</tbody>
</table>
| 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 Payad  
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  
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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</tr>
</thead>
</table>
| 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
# III. RECRUITMENT INITIATIVES

<table>
<thead>
<tr>
<th>Date</th>
<th>Type of Recruitment Initiative (Menu Selection)</th>
<th>Brief Description Of Activity</th>
<th>No. of Stations Participants</th>
<th>Participant Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>12/6/2017</td>
<td>Participation in events or programs sponsored by educational institutions</td>
<td>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.</td>
<td>1</td>
<td>WHYN-AM Morning Talk Show Host</td>
</tr>
<tr>
<td>10/17/2018</td>
<td>Participation in Job Fairs</td>
<td>On October 17, 2018 our Boston Area President attended a Career Fair in Westfield, MA called Business, Communication &amp; Technology Career Fair at Westfield State University where he discussed broadcast employment opportunities in our clusters.</td>
<td>1</td>
<td>Boston Area President</td>
</tr>
<tr>
<td>11/1/2018</td>
<td>Provision of training to management</td>
<td>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.</td>
<td>1</td>
<td>Senior VP Programming</td>
</tr>
</tbody>
</table>