# WBWL, WBZ, WJMN, WKA, WKOX, WRKO, WXKS, WXKS-FM, WZLX

**EEO PUBLIC FILE REPORT**  
January 1, 2017 - December 31, 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 Hire</th>
</tr>
</thead>
<tbody>
<tr>
<td>Traffic Coordinator</td>
<td>1, 3-6, 8-9, 12, 14-16, 19-20, 23-25, 27-31, 38-40, 42-43, 45, 47-51, 53, 55-59, 61-71</td>
<td>42</td>
</tr>
<tr>
<td>General Sales Manager</td>
<td>1, 3-6, 8-9, 12, 14-16, 19-20, 23-25, 27-31, 38-40, 43, 45, 47-50, 53, 55-59, 61-71</td>
<td>23</td>
</tr>
<tr>
<td>Director of Automotive Partnerships</td>
<td>1, 3-6, 8-9, 12, 14-16, 19-20, 23-25, 27-31, 38-40, 43, 45, 47-51, 53, 55-59, 61-71</td>
<td>23</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1, 3-6, 8-9, 12, 14-15, 19-20, 23-25, 27-31, 33, 37-40, 43, 45, 48-51, 53, 55-59, 61-62, 64-71</td>
<td>23</td>
</tr>
<tr>
<td>Sales Assistant</td>
<td>1, 3-6, 9, 12, 14-15, 19-20, 23, 25, 27-28, 30-31, 33-34, 38-40, 43, 45, 48-51, 53, 55-59, 61-62, 64-66, 68-71, 74</td>
<td>33</td>
</tr>
<tr>
<td>Sales Assistant</td>
<td>1, 3-6, 9, 12, 14-15, 19-20, 23, 25, 27-28, 30-31, 33-34, 38-40, 43, 45, 48-51, 53, 55-59, 61-62, 64-66, 68-71, 74</td>
<td>74</td>
</tr>
<tr>
<td>Receptionist</td>
<td>1, 3-6, 8-10, 12, 14-15, 19-20, 25, 27-28, 30-31, 34, 38-40, 43, 45, 48-51, 53, 55-59, 61-62, 64-66, 68-71</td>
<td>34</td>
</tr>
<tr>
<td>Outside Account Executive</td>
<td>1-6, 8-9, 12, 14-15, 17, 19-20, 25, 28, 30-31, 38-40, 43, 45-46, 48-53, 55-59, 61-62, 64-66, 68-71, 73</td>
<td>52</td>
</tr>
<tr>
<td>Writer/Editor</td>
<td>1-6, 8-9, 12, 14-15, 17, 19-20, 25, 28, 30-32, 38-41, 43, 45-46, 48-53, 55-62, 64-66, 68-71, 73</td>
<td>60</td>
</tr>
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<tr>
<td>Sales Assistant</td>
<td>1-2, 4-6, 8-9, 12, 14-15, 17, 19-20, 25, 28, 30-32, 38-40, 43, 45-46, 48-51, 53, 55-59, 61-62, 64-66, 68-71, 73</td>
<td>30</td>
</tr>
<tr>
<td>FT Writer (Union)</td>
<td>1-2, 4-6, 8-9, 12, 14-15, 17, 19-20, 25, 28, 30-32, 35, 38-40, 43, 45-46, 48-51, 53, 55-59, 61-62, 64-66, 68-71, 73</td>
<td>35</td>
</tr>
<tr>
<td>Director of Automotive Partnerships</td>
<td>1-2, 4-6, 8-9, 12, 14-15, 17, 19-20, 25, 28, 30-31, 38-41, 43, 45-46, 48-51, 53, 55-59, 61-62, 64-66, 68-71, 73</td>
<td>41</td>
</tr>
<tr>
<td>National Sales Assistant</td>
<td>1-2, 4-6, 8-10, 12, 14-15, 17-20, 25, 28, 30-31, 38-41, 43, 45-46, 48-51, 53, 55-59, 61-62, 64-66, 68-71, 73</td>
<td>18</td>
</tr>
<tr>
<td>Creative Services Director</td>
<td>1-2, 4-6, 8-10, 12, 14-15, 17, 19-20, 25-26, 28, 30-31, 38-40, 43, 45-46, 48-51, 53, 55-56, 58-59, 61-62, 64-66, 68-71, 73</td>
<td>26</td>
</tr>
<tr>
<td>WBWL Program Director</td>
<td>1-2, 4-6, 8-10, 12, 14-15, 17, 19-20, 25, 28, 30-31, 38-40, 43, 45-46, 48-51, 53, 55-59, 61-62, 64-66, 68-73</td>
<td>72</td>
</tr>
<tr>
<td>FT News Editor</td>
<td>1-2, 4-6, 8-10, 12, 14-15, 17, 19-20, 22, 25, 28, 30-31, 38-40, 43, 45-46, 48-51, 53, 55-59, 61-62, 64-66, 68-71, 73</td>
<td>22</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-2, 4-6, 8-9, 12, 14-17, 19-20, 22, 25, 28, 30-32, 35, 38-40, 43, 45-46, 48-51, 53, 55-59, 61-62, 64-66, 69-71, 73</td>
<td>35</td>
</tr>
<tr>
<td>Account Executive</td>
<td>1-2, 4-6, 8-9, 12, 14-17, 19-20, 22, 25, 28, 30-32, 35, 38-40, 43, 45-46, 48-51, 53, 55-59, 61-62, 64-66, 69-71, 73</td>
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<td>31</td>
</tr>
<tr>
<td>Sales Support - Project Manager/Video Producer</td>
<td>1-2, 4-5, 8-9, 12, 14-15, 17, 19-20, 25, 28, 30-32, 38-40, 43, 45-46, 48, 50-51, 53, 55-59, 61-62, 64-66, 69, 71, 73</td>
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## 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         | Action for Boston Community Development, Inc.  
178 Tremont Street  
Boston, Massachusetts 02111  
Phone: 617-348-6387  
Email: hr@bostonabcd.org  
HR Recruitment | Y                                                | 0                                                |
| 2         | All Access  
28955 Pacific Coast Highway Suite 210  
Malibu, California  
Phone: 310-457-6616  
Url: www.allaccess.com  
Career Services  
Manual Posting | N                                                | 0                                                |
| 3         | Amherst College Career Center  
Box 2210  
Amherst, Massachusetts 01002  
Email: Careers@amherst.edu  
Pat Brown | N                                                | 0                                                |
| 4         | AWRT/Boston New England Chapter  
55 Morrissey Boulevard  
Boston, Massachusetts 02125  
Email: awrtboston@gmail.com  
Melissa Gaudette | N                                                | 0                                                |
| 5         | Bentley University  
175 Forest Street  
Waltham, Massachusetts 02452  
Phone: 781-891-2375  
Email: gmccue@bentley.edu  
Gayle McCue | Y                                                | 0                                                |
| 6         | Berklee College of Music  
1140 Boylston Street  
Boston, Massachusetts 02215  
Phone: 617-747-2246  
Email: edc@berklee.edu  
Julie Bingham | Y                                                | 0                                                |
| 7         | Bilingual Veterans Outreach Centers of Mass  
719 Tremont Street  
Boston, Massachusetts 02118  
Phone: 617-778-1310  
Email: BVOCofMass@yahoo.com  
Career Services | N                                                | 0                                                |


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</table>
| 8         | Boston Career Link  
1010 Harrison Avenue  
Boston, Massachusetts 02119  
Email: BostonCareerLink@detma.org  
Fax: 1-617-427-8657  
Career Services | N | 0 |
| 9         | Bridgewater State College  
131 Summer Street  
Bridgewater, Massachusetts 02325  
Email: careersrv@bridgew.edu  
Christine Tetreault | N | 0 |
| 10        | Cambridge College  
1000 Mass Ave.  
Cambridge, Massachusetts 02138  
Phone: 617-873-0470  
Email: leslie.conder@cambridgecollege.edu  
Leslie Conder | Y | 0 |
| 11        | Cambridge NAACP  
P.O. Box 831  
Cambridge, Massachusetts 02139  
Email: cambridgenaacp@gmail.com  
Kathy Reddick | N | 0 |
| 12        | Clark University  
950 Main Street  
Worcester, Massachusetts 01610  
Phone: 508-793-7258  
Email: careers@clarku.edu  
Alexis Bazoukas | Y | 0 |
| 13        | Colby Sawyer College  
541 Main Street  
New London, New Hampshire 03281  
Phone: 603-526-3766  
Email: Ktaylor@colby-sawyer.edu  
Career Services | Y | 0 |
| 14        | College of the Holy Cross  
One College Street  
Worcester, Massachusetts 01610  
Email: CAREERS@holycross.edu  
Career Services | N | 0 |
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<tr>
<td>15</td>
<td>Columbia School of Journalism 2950 Broadway New York, New York 10027 Phone: 212-854-4422 Email: <a href="mailto:cujcareers@columbia.edu">cujcareers@columbia.edu</a> Melissa McLaney</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>16</td>
<td>Concilio Hispano 105 Windsor Street Cambridge, Massachusetts 02139 Email: <a href="mailto:info@centrolatino.org">info@centrolatino.org</a> Sylvia Saavedra-Keber</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>17</td>
<td>Craig's List P.O. Box 225159 San Francisco, California 94122 Url: <a href="http://www.craigslist.com">www.craigslist.com</a> Career Services Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>18</td>
<td>Current Employee</td>
<td>N</td>
<td>2</td>
</tr>
<tr>
<td>19</td>
<td>Curry College 1071 Blue Hill Avenue Milton, Massachusetts 02186 Phone: 617-333-2195 Email: <a href="mailto:careerdevelopment@curry.edu">careerdevelopment@curry.edu</a> Kristin Menconi</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>20</td>
<td>Emerson College 120 Boylston Street Boston, Massachusetts 02116 Email: <a href="mailto:careers@emerson.edu">careers@emerson.edu</a> Career Services</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>21</td>
<td>Emmanuel College 400 The Fenway Boston, Massachusetts 02115 Phone: 617-735-9930 Email: <a href="mailto:careerdevelopment@emmanuel.edu">careerdevelopment@emmanuel.edu</a> Nancy Harrod</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>22</td>
<td>Employee Referral Massachusetts Career Services</td>
<td>N</td>
<td>4</td>
</tr>
<tr>
<td>23</td>
<td>Employee Referral</td>
<td>N</td>
<td>7</td>
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| 24        | Employment and Training Resources  
201 Boston Post Road West Suite 200  
Marlboro, Massachusetts 01752  
Phone: 508-786-0928  
Email: etrcc@detma.org  
Fax: 1-508-766-5790  
Career Services | Y | 0 |
| 25        | Endicott College Career Center  
376 Hale Street  
Beverly, Massachusetts 01915  
Phone: 978-232-2101  
Email: careers@endicott.edu  
Dale McLennan | Y | 0 |
| 26        | Facebook post | N | 1 |
| 27        | Franklin Pierce University  
40 University Drive  
Rindge, New Hampshire 03461  
Email: NicholRM@franklinpierce.edu  
Rosemary Nichols | Y | 0 |
| 28        | Freedom House, Inc.  
14 Crawford Street  
Dorchester, Massachusetts 02121  
Email: info@freedomhouse.com  
Tanika Stephens | N | 0 |
| 29        | Holyoke Community College  
303 Homestead Ave  
Holyoke, Massachusetts 01040  
Phone: 413-552-2597  
Email: rpowers@hcc.mass.edu  
Career Services | Y | 0 |
| 30        | 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 | 11 |
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</table>
| 31        | 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 | 2 |
| 32        | Indeed  
7501 N Capital of Texas Hwy  
Austin, Texas 78731  
Phone : 800-462-5842  
Url : http://www.indeed.com  
Online Source | N | 6 |
| 33        | Indeed.com - Not Directly Contacted by SEU | N | 3 |
| 34        | Internal Posting | N | 3 |
| 35        | Internal Posting  
Massachusetts Career Services | N | 5 |
| 36        | Job Board | N | 1 |
| 37        | Jobnet  
210 South Street  
Boston, Massachusetts 02111  
Email : ralexander@detma.org  
Fax : 1-617-338-2050  
Rosemary Alexander | Y | 0 |
| 38        | Keene State College  
229 Main Street  
Keene, New Hampshire 03435  
Email : aca@keene.edu  
Career Services | N | 0 |
| 39        | Lasell College  
1844 Commonwealth Ave.  
Newton, Massachusetts 02466  
Email : careerservices@lasell.edu  
Career Services | N | 0 |
| 40        | Lesley University  
29 Everett Street  
Cambridge, Massachusetts 02138  
Email : crcjobs@lesley.edu  
Career Services | Y | 0 |
| 41        | Linked In | N | 5 |
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<tr>
<td>42</td>
<td>LinkedIn - Not Directly Contacted by SEU</td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td>43</td>
<td>MA College of Liberal Arts 375 Church St. North Adams, Massachusetts 01247 Email: <a href="mailto:career@mcla.edu">career@mcla.edu</a> Career Services</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>44</td>
<td>Mass Bay Community College 50 Oakland Street Wellesley, Massachusetts 02481 Phone: 781-239-3142 Email: <a href="mailto:jkomack@massbay.edu">jkomack@massbay.edu</a> Julie Komack</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>45</td>
<td>Mass Rehab Commission 1 Parker Street Lawrence, Massachusetts 01843 Email: <a href="mailto:Paula.Santagati@state.ma.us">Paula.Santagati@state.ma.us</a> Paula Santagati</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>46</td>
<td>Massachusetts Broadcasters Association P.O. Box 401 43 Riverside Avenue Medford, Massachusetts 02155 Career Services Manual Posting</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>47</td>
<td>Mount Ida College 777 Dedham Street Newton, Massachusetts 02459 Phone: 617-928-4602 Email: <a href="mailto:rbrooks@mountida.edu">rbrooks@mountida.edu</a> Rob Brooks</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>48</td>
<td>NAACP 330 Martin Luther King Blvd Mall of Roxbury Boston, Massachusetts 02119 Email: <a href="mailto:info@bostonnaacp.org">info@bostonnaacp.org</a> Career Services</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>49</td>
<td>NAACP - Massachusetts Chapter P.O. Box 90163 Mason Square Station Springfield, Massachusetts 01139 Email: <a href="mailto:info@naacpspringfield.org">info@naacpspringfield.org</a> Career Services</td>
<td>N</td>
<td>0</td>
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| 50        | NAB Career Center  
1771 N. Street NW  
Washington, District of Columbia  
Email : hr@nab.org  
Career Center | N | 0 |
| 51        | New Hampshire Association of Broadcasters  
707 Chestnut Street  
Manchester, New Hampshire 03104  
Phone : 603.627-9600  
Url : www.nhab.org  
Email : info@nhab.org  
Career Services | N | 0 |
| 52        | Other Source | N | 2 |
| 53        | Progresso Latino, Inc.  
626 Broad Street  
Central Falls, Rhode Island 02863  
Email : info@progresolatino.org  
Mario Bueno | Y | 0 |
| 54        | Recruiter | N | 1 |
| 55        | RI Indian Council  
807 Broad Street  
Providence, Rhode Island 02903  
Email : dwaldron@rhodeislandindiancouncil.org  
Career Services | Y | 0 |
| 56        | Roxbury Community College  
1234 Columbus Avenue  
Roxbury, Massachusetts 02120  
Email : careerservices@rcc.mass.edu  
Career Services | N | 0 |
| 57        | Salem State College  
352 Lafayette St. ECC 105  
Salem, Massachusetts 01970  
Phone : 978-542-6406  
Email : career@salemstate.edu  
Lisa Morency | Y | 0 |
| 58        | Smith College  
84 Elm Street  
Northampton, Massachusetts 01063  
Phone : 413-585-4328  
Email : eaccess@smith.edu  
Brenda Jameson | Y | 0 |
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<td>59</td>
<td>Society of Broadcast Engineers (SBE) Inc. 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Email: <a href="mailto:kjones@sbe.org">kjones@sbe.org</a> Career Services</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>60</td>
<td>Station Website</td>
<td>N</td>
<td>1</td>
</tr>
<tr>
<td>61</td>
<td>Suffolk University 8 Ashburton Place Boston, Massachusetts 02108 Phone: 617-573-8480 Email: <a href="mailto:twells@suffolk.edu">twells@suffolk.edu</a> Terry Wells</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>62</td>
<td>The Career Institute of American International College 10 State Street Woburn, Massachusetts 01801 Phone: 781-939-0607 Email: <a href="mailto:careerservices@aic.edu">careerservices@aic.edu</a> Career Services</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>63</td>
<td>The New England Institute of Art 10 Brookline Place West Brookline, Massachusetts 02245 Email: <a href="mailto:kdbailey@aii.edu">kdbailey@aii.edu</a> Karen Huyghue</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>64</td>
<td>The Work Place 29 Winter Street Boston, Massachusetts 02108 Email: <a href="mailto:feedback@theworkplace.org">feedback@theworkplace.org</a> Fax: 1-617-428-0380 Career Services</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>65</td>
<td>Triangle, Inc. 420 Pearl Street Malden, Massachusetts 02148 Phone: 781-388-4320 Email: <a href="mailto:Dmuldoon@triangle-inc.org">Dmuldoon@triangle-inc.org</a> Debbie Muldoon</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>66</td>
<td>U-Mass Darmouth Student Employment Office 285 Old Westport Road Rm 106 North Dartmouth, Massachusetts 02747 Email: <a href="mailto:cdcinfo@umassd.edu">cdcinfo@umassd.edu</a> Gail Berman</td>
<td>N</td>
<td>0</td>
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| 67        | University of Hartford  
            School of Communications  
            West Hartford, Connecticut 06117  
            Email: landolina@hartford.edu  
            Sue Landolina | N | 0 |
| 68        | University of Maine  
            Dept. of Communications and Journalism  
            Orono, Maine 04469  
            Email: umainecareercenter@umit.maine.edu  
            Career Services | N | 0 |
| 69        | Wentworth Institute of Technology  
            550 Huntington Avenue  
            Boston, Massachusetts 02115  
            Email: careerservices@wit.edu  
            Career Services | N | 0 |
| 70        | Westfield State College  
            577 Western Avenue  
            Westfield, Massachusetts 01086  
            Phone: 413-572-5206  
            Email: careers@westfield.ma.edu  
            Career Services | Y | 0 |
| 71        | WJMN FM Station Website  
            Massachusetts  
            Url: http://iheartmediacareers.com  
            Email: AnthonyAlfano@iheartmedia.com  
            Career Services | N | 0 |
| 72        | Word of Mouth Referral  
            | N | 2 |
| 73        | 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 |
| 74        | WXKS-FM Station Website  
            10 Cabot Road Suite 302  
            Medford, Massachusetts 02155  
            Email: AnthonyAlfano@iheartmedia.com  
            Career Services | N | 2 |

TOTAL INTERVIEWS OVER REPORTING PERIOD: 59
### 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>3/27/2017</td>
<td>Participation in scholarship programs</td>
<td>iHeartMedia Boston participated in the Massachusetts Broadcasters Association Student Broadcaster Scholarship program. During this reporting period, our SEU donated money to the MBA Student Broadcaster Scholarship Program, broadcast on-air announcements to promote the scholarship from March 27 - April 14, 2017 disseminated and collected completed scholarship program applications, and participated in the evaluation process.</td>
<td>1</td>
<td>Region President</td>
</tr>
<tr>
<td>11/28/2017</td>
<td>Provision of training to management</td>
<td>Our FCC Coordinator hosted an EEO training session with SEU hiring managers, which included the following topics: Discrimination/Harassment, Equal Opportunity and Community Outreach.</td>
<td>4</td>
<td>Director of Marketing&lt;br&gt;Sr. Vice President of Programming&lt;br&gt;Sr. Vice President of Sales&lt;br&gt;Region President</td>
</tr>
</tbody>
</table>