

**WAVZ, WELI, WKCI-FM**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2018 - November 30, 2019**

**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	6-7, 9, 16, 23	7
Account Executive	1-7, 9, 11-25	5
Account Executive	1-4, 6-7, 9, 11-25	7
National Sales Assistant/Administrative Assistant	1-4, 6-7, 9, 11-25	7
Market President	1-4, 6-7, 9, 11-25	7
Account Executive	1-4, 6-7, 9-25	10
Account Executive	1-4, 6-9, 11-25	8
Outside Account Executive, New Haven, CT	1-4, 6-7, 9, 11-25	7

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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	Albertus Magnus College 700 Prospect Street New Haven, Connecticut 6511 Phone : 203.773.8550 Joanne Wilkinson Manual Posting	N	0
2	Career Services Unit 37 Marne Street Hamden, Connecticut 6514 Program Coordinator Manual Posting	N	0
3	Career Transition Services Shaw's Cove Six New London, Connecticut 6320 Program Coordinator Manual Posting	N	0
4	Conn. State Conference of NAACP 245 Colonial Ave. 17A Waterbury, Connecticut 6704 Cicero Booker Manual Posting	N	0
5	Employee Referral	N	1
6	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0
7	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	7
8	Indeed.com	N	1
9	Internal Job Posting Connecticut Career Services Manual Posting	N	0

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10	Internal Transfer/Promotion	N	1
11	Job Resource Center 11 Pine Street Hamden, Connecticut 6514 Sue Hutchinson Manual Posting	N	0
12	Marrakech Inc 6 Lunar Drive Woodbridge, Connecticut 6525 Phone : 203.389.2970 John Allen Manual Posting	N	0
13	Naugatuck Valley Comm. College 750 Chase Parkway COOP Education Office Waterbury, Connecticut 6708 Phone : 203.575.8040 Career Services Manual Posting	N	0
14	New Haven Register Newspaper Connecticut Career Services Manual Posting	N	0
15	New Opportunities for Waterbury 232 North Elm Street Waterbury, Connecticut 6702 Program Coordinator Manual Posting	N	0
16	On-Air Announcements Connecticut Career Services Manual Posting	N	0
17	Opportunities Industrialization Center 232 North Elm Street Waterbury, Connecticut 6706 Phone : 203.756.7987 Elmore Shell Manual Posting	N	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
18	Quinnipiac University 275 Mount Carmel Ave Hamden, Connecticut 6518 Phone : 203.582.8200 Patricia Nielsen Manual Posting	N	0
19	Reg. Work Force Dev. Board 560 Ella Grasso Blvd New Haven, Connecticut 6519 Phone : 203.821.3682 Bill Petrie Manual Posting	N	0
20	Southern Connecticut State University 515 Cresent Street New Haven, Connecticut 6115 Phone : 203.392.8731 Jerry Dunklee Manual Posting	N	0
21	Spanish Action Council 1663 S. Main St Waterbury, Connecticut 6706 Miriam Gonzalez Manual Posting	N	0
22	Spanish Commission of Wallingford 37 Hall St Wallingford, Connecticut 6492 Phone : 203.265.5866 Blanca Santana Manual Posting	N	0
23	Station Websites Connecticut Career Services Manual Posting	N	0
24	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0

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25	YWCA Women & Family Center 167 Colony St Meriden, Connecticut 6450 Phone : 203.235.9297 Pamela Dove Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>10</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	1/18/2019	Establishment of an intern program designed to assist members of the community	Spring 2019: This SEU provided internships to 2 students from Quinnipiac University. 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 related responsibilities and prepared winner sheets. They also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.	1	Integrated Media Director
2	2/27/2019	Participation in Job Fairs	Quinnipiac University Career Fair	4	Integrated Media Specialist Intergrated Media Apecialist AE GSM
3	4/24/2019	Participation in Job Fairs	University of New Haven Job Fair	2	Integrated Media Specialist AE
4	5/17/2019	Establishment of an intern program designed to assist members of the community	Summer 2019: This SEU provided internships to 2 students from Quinnipiac University & Suffolk University. 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 related responsibilities and prepared winner sheets. They also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.	1	Integrated Media Director

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5	8/23/2019	Establishment of an intern program designed to assist members of the community	Fall 2019: This SEU provided internships to 2 students from Hofstra & Southern CT State University. The intern worked closely with the 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. This person also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.	1	Integrated Media Director
6	10/10/2019	Participation in scholarship programs	From December 2018 to November 20 2019, the New Haven 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 New Haven Account Executive, who administers our SEU's contribution to the program, and our Market Manager, who oversees the account as well. The New Haven SEU contributed a total of \$2,977 to the Program. We ran on air time for people to apply for the scholarships. The Market Manager helped in the judging of the scholarship fund.	1	Market President
7	10/23/2019	Participation in Job Fairs	The New Haven SEU participated in the Middlesex County Fall Career Fair in Cromwell, CT. Station participants included our Account Executives 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	Account Executive Integrated Media Assistant