

WBWL, WBZ, WJMN, WKAF, WKOX, WRKO, WXKS, WXKS-FM, WZLX**EEO PUBLIC FILE REPORT****December 1, 2018 - November 30, 2019****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
FT Reporter/Anchor	1-7, 9-11, 13-15, 17, 21-23, 27-52	23
Financial Analyst	1-11, 13-15, 17, 21-24, 27-52	22
Account Executive	1-7, 9-17, 21-25, 27-47, 49-52	16
Account Executive	1-4, 6-7, 9-11, 13-17, 21-23, 27-47, 49, 51-52	23
Sales Assistant	1-4, 6-7, 9-11, 13-17, 21-23, 27-47, 49, 51-52	23
Graphic Designer	1-4, 6-7, 9-11, 13-15, 17, 21-23, 27-47, 49, 51-52	23
News Reporter	1-4, 6-7, 9-11, 13-15, 17, 21-23, 27-47, 49, 51-52	23
News Writer	1-4, 6-7, 9-11, 13-15, 17, 21-23, 27-47, 49, 51-52	23
Regional Digital Sales Manager	1-4, 6-7, 9-11, 13-15, 17, 21-23, 27-47, 49, 51-52	23
Account Executive	1-4, 6-7, 9-11, 13-15, 17, 21-23, 27-42, 44-47, 49, 51-52	23
Sales Manager	1-4, 6-7, 9-11, 13-15, 17, 21-23, 27-33, 35-42, 44-47, 49, 51-52	22
Outside Account Executive	1-4, 6-7, 9-11, 13-15, 17, 21-23, 27-33, 35-42, 44-47, 49, 51-52	23
Vice President Marketing & Promotions Boston	1-4, 6-7, 9-11, 13-15, 17, 21-23, 27-33, 35-42, 44-47, 49, 51-52	23
On Air Talent	18	18
Outside Account Executive	1-4, 6-7, 9-11, 13-15, 17, 20-23, 27-33, 35-42, 44-45, 47, 49, 51-52	20
Account Executive	1-4, 6-7, 9-11, 13-15, 17, 19, 21-23, 26- 33, 35-42, 44-45, 47, 49, 51-52	23
Account Executive	1-4, 6-7, 9-11, 13-15, 17, 19, 21-23, 26- 33, 35-42, 44-45, 47, 49, 51-52	19
Transmission Site Manager	1-4, 6-7, 9-15, 17, 21-23, 27-33, 35-42, 44-45, 49, 51-52	23

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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	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	AWRT/Boston New England Chapter 55 Morrissey Boulevard Boston, Massachusetts 02125 Email : awrtboston@gmail.com Melissa Gaudette	N	0
4	Bentley University 175 Forest Street Waltham, Massachusetts 02452 Phone : 781-891-2375 Email : gmccue@bentley.edu Gayle McCue	Y	0
5	Berklee College of Music 1140 Boylston Street Boston, Massachusetts 02215 Phone : 617-747-2246 Email : cdc@berklee.edu Julie Bingham	Y	0
6	Boston Career Link 1010 Harrison Avenue Boston, Massachusetts 02119 Email : BostonCareerLink@detma.org Fax : 1-617-427-8657 Career Services	N	0
7	Bridgewater State College 131 Summer Street Bridgewater, Massachusetts 02325 Email : careersrv@bridgew.edu Christine Tetreault	N	0

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8	Cambridge College 1000 Mass Ave. Cambridge, Massachusetts 02138 Phone : 617-873-0470 Email : leslie.conder@cambridgecollege.edu Leslie Conder	Y	0
9	Clark University 950 Main Street Worcester, Massachusetts 01610 Phone : 508-793-7258 Email : careers@clarku.edu Alexis Bazoukas	Y	0
10	College of the Holy Cross One College Street Worcester, Massachusetts 01610 Email : CAREERS@holycross.edu Career Services	N	0
11	Columbia School of Journalism 2950 Broadway New York, New York 10027 Phone : 212-854-4422 Email : cujcareers@columbia.edu Melissa McLaney	Y	0
12	Concilio Hispano 105 Windsor Street Cambridge, Massachusetts 02139 Email : info@centrolatino.org Sylvia Saavedra-Keber	N	0
13	Craig's List P.O. Box 225159 San Francisco, California 94122 Url : www.craigsl.com Career Services Manual Posting	N	0
14	Curry College 1071 Blue Hill Avenue Milton, Massachusetts 02186 Phone : 617-333-2195 Email : careerdevelopment@curry.edu Kristin Menconi	Y	0

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15	Emerson College 120 Boylston Street Boston, Massachusetts 02116 Email : careers@emerson.edu Career Services	Y	0
16	Employee Referral Massachusetts Career Services	N	3
17	Endicott College Career Center 376 Hale Street Beverly, Massachusetts 01915 Phone : 978-232-2101 Email : careers@endicott.edu Dale McLennan	Y	0
18	Exigent Circumstances	N	1
19	Former Employee	N	1
20	Former Employee Referral	N	1
21	Freedom House, Inc. 14 Crawford Street Dorchester, Massachusetts 02121 Email : info@freedomhouse.com Tanika Stephens	N	0
22	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	7
23	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	31

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24	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source	N	5
25	Internal Posting Massachusetts Career Services	N	1
26	Jobnet 210 South Street Boston, Massachusetts 02111 Email : ralexander@detma.org Fax : 1-617-338-2050 Rosemary Alexander	Y	0
27	Keene State College 229 Main Street Keene, New Hampshire 03435 Email : aca@keene.edu Career Services	N	0
28	Lasell College 1844 Commonwealth Ave. Newton, Massachusetts 02466 Email : careerservices@lasell.edu Career Services	N	0
29	Lesley University 29 Everett Street Cambridge, Massachusetts 02138 Email : crcjobs@lesley.edu Career Services	Y	0
30	MA College of Liberal Arts 375 Church St. North Adams, Massachusetts 01247 Email : career@mcla.edu Career Services	N	0
31	Mass Rehab Commission 1 Parker Street Lawrence, Massachusetts 01843 Email : Paula.Santagati@state.ma.us Paula Santagati	Y	0

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32	Massachusetts Broadcasters Association P.O. Box 401 43 Riverside Avenue Medford, Massachusetts 02155 Career Services Manual Posting	N	0
33	NAACP 330 Martin Luther King Blvd Mall of Roxbury Boston, Massachusetts 02119 Email : info@bostonnaacp.org Career Services	N	0
34	NAACP - Massachusetts Chapter P.O. Box 90163 Mason Square Station Springfield, Massachusetts 01139 Email : info@naacpspringfield.org Career Services	N	0
35	NAB Career Center 1771 N. Street NW Washington, District of Columbia Email : hr@nab.org Career Center	N	0
36	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
37	Progreso Latino, Inc. 626 Broad Street Central Falls, Rhode Island 02863 Email : info@progresolatino.org Mario Bueno	Y	0
38	RI Indian Council 807 Broad Street Providence, Rhode Island 02903 Email : dwaldron@rhodeislandindiancouncil.org Career Services	Y	0
39	Roxbury Community College 1234 Columbus Avenue Roxbury, Massachusetts 02120 Email : careerservices@rcc.mass.edu Career Services	N	0

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40	Salem State College 352 Lafayette St. ECC 105 Salem, Massachusetts 01970 Phone : 978-542-6406 Email : career@salemstate.edu Lisa Morency	Y	0
41	Smith College 84 Elm Street Northampton, Massachusetts 01063 Phone : 413-585-4328 Email : eaccess@smith.edu Brenda Jameson	Y	0
42	Society of Broadcast Engineers (SBE) Inc. 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Email : kjones@sbe.org Career Services	N	0
43	Suffolk University 8 Ashburton Place Boston, Massachusetts 02108 Phone : 617-573-8480 Email : twells@suffolk.edu Terry Wells	Y	0
44	The Career Institute of American International College 10 State Street Woburn, Massachusetts 01801 Phone : 781-939-0607 Email : careerservices@aic.edu Career Services	Y	0
45	The Work Place 29 Winter Street Boston, Massachusetts 02108 Email : feedback@theworkplace.org Fax : 1-617-428-0380 Career Services	N	0
46	Triangle, Inc. 420 Pearl Street Malden, Massachusetts 02148 Phone : 781-388-4320 Email : Dmuldoon@triangle-inc.org Debbie Muldoon	Y	0

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47	U-Mass Dartmouth Student Employment Office 285 Old Westport Road Rm 106 North Dartmouth, Massachusetts 02747 Email : cdcinfo@umassd.edu Gail Berman	N	0
48	University of Maine Dept. of Communications and Journalism Orono, Maine 04469 Email : umainecareercenter@umit.maine.edu Career Services	N	0
49	Wentworth Institute of Technology 550 Huntington Avenue Boston, Massachusetts 02115 Email : careerservices@wit.edu Career Services	N	0
50	Westfield State College 577 Western Avenue Westfield, Massachusetts 01086 Phone : 413-572-5206 Email : careers@westfield.ma.edu Career Services	Y	0
51	WJMN FM Station Website Massachusetts Url : http://iheartmediacareers.com Email : AnthonyAlfano@iheartmedia.com Career Services	N	0
52	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:			50

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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	6/3/2019	Participation in Job Fairs	Date: March 21st Location: Keene State College iHeart Participant: Jen Richards Attendance: About 50 people Materials: A packet of an overview of iHM, contact information, business card.	1	Executive Assistant