

**WCIB, WCOD-FM, WEII, WXTK**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2021 - November 30, 2022**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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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	4/15/2022	Participation in events or programs sponsored by educational institutions	<p>MBA Student Broadcaster Scholarship Program. A statewide station/association-funded program, the Student Broadcaster Scholarship Program awards qualified students with a scholarship toward pursuing a degree in over-the-air broadcasting. The purpose of the program is two-fold in that it supports future broadcast generations, as well as provides stations with a reputable program to partner with to earn EEO credit.</p> <p>Our SVPS participated in the Massachusetts Broadcasters Assoc Virtual Job Fair in Cape Cod, MA. Station participants discussed careers in radio with interested attendees that applied during the virtual job fair, they accepted resumes, and will replay to all that applied. Additionally associated with the MBA they also participated in the MBA Scholarship program. Donating funds as well as reviewing of applicant's applications for the scholarship.</p>	1	SVP of sales
2	11/1/2022	Provision of training to management	In November 2022, our SEU's Sr. Vice President took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	Sr Vice President