

WHJJ, WHJY, WSNE-FM, WWBB
EEO PUBLIC FILE REPORT
December 1, 2022 - November 30, 2023

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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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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
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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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	12/8/2022	Participation in events or programs sponsored by educational institutions	Our SEU hosted Achievement Middle School for a station tour. Rhonda Lapham gave a quick class on Jingles and Sounders and the importance of Audio and Radio in a local market. Rhonda also took students on a station facilities for a “behind-the-scenes” look at broadcast operations, allowed the students to meet with the Steve Kelly in Production, discussed careers in radio, conducted a brief Q&A session regarding careers in broadcasting.	1	Market President
2	3/28/2023	Participation in Job Fairs	Our GM participated in the URI Career Fair in Kingston, RI. Rhonda discussed careers in radio with interested attendees, accepted resumes, discussed internship and employment opportunities, and handed out information about iHeartMedia.	1	General Manager
3	4/14/2023	Participation in scholarship programs	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.?? Our General Manager participated in the Massachusetts Broadcasters Assoc Scholarship program. Donating funds as well as reviewing applicant’s applications for the scholarship.	1	General Manager
4	6/5/2023	Participation in Job Fairs	Our Market President participated in the Massachusetts Broadcasters Assoc Virtual Job Fair in Providence, RI. Station participants discussed careers in radio/broadcasting with interested attendees that applied during the virtual job fair, they accepted resumes, and will reply to all that applied.	1	General Manager

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	10/25/2023	Provision of training to management	In October 2023, our Program Director 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	Program Director
6	10/25/2023	Provision of training to management	In October 2023, our Program Director took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace.	1	Program Director