

WXLO (FM), WORC-FM and WWFX (FM)
EEO PUBLIC FILE REPORT
December 1, 2017-November 30, 2018

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	1-4, 9-14	1
Account Executive	1-4, 9-14	9

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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	Word of Mouth Referral	N	1
2	Cumulus Careers Website Careers.cumulus.com	N	3
3	Station Website Postings: www.wxlo.com , www.nashicon989.com , www.thepikefm.com	N	0
4	On-Air Announcements (<i>one or more SEU stations</i>)	N	0
5	Cumulus Business Managers BM@cumulus.com	N	0
6	Craig’s List www.worcester.cragislist.org	N	0
7	All Access www.allaccess.com	N	0
8	Massachusetts Broadcasters Association 43 Riverside Avenue, PMB 401 Medford, MA 02155 Phone: 800-471-1875 www.massbroadcasters.org	N	0
9	Indeed (www.indeed.com)	N	5
10	Simply Hired (www.simplyhired.com)	N	0
11	Glass Door (www.glassdoor.com)	N	0
12	Link Up (www.linkup.com)	N	1
13	Internal Postings	N	0
14	ZipRecruiter (www.ziprecruiter.com)	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			10

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	On February 21, 2018, our SEU participated in a job fair sponsored and hosted by Assumption College in Worcester, MA. Our SEU's Office Manager occupied a booth and spoke with attendees about careers opportunities in broadcasting as well as job openings and internships within the SEU.
2	Participate in Job Fair	On April 25, 2018, our SEU participated in a job fair sponsored and hosted by Bay Path Vocational Tech School in Charlton, MA. Our SEU's Office Manager occupied a booth and spoke with attendees about careers opportunities in broadcasting as well as job openings and internships within the SEU.
3	Participate in Job Fair	For the week of September 10, 2018, our SEU participated in an on-line job fair sponsored by Massachusetts Broadcasters Association (www.massbroadcasters.org). Our SEU's Office Manager posted open positions and communicated with email respondents about the current openings within the SEU.
4	Participate in Job Fair	On September 12, 2018, our SEU participated in a job fair sponsored and hosted by Worcester State University in Worcester, MA. Our SEU's Office Manager occupied a booth and spoke with attendees about careers opportunities in broadcasting as well as job openings and internships within the SEU.
5	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	On March 5, 2018, one of our SEU's Programming Producers spoke at Nashoba Valley Technical High School, Westford, MA, about what it is like to be a woman in

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
		broadcasting.
6	Internship Program	<p>Our SEU hosted interns during the reporting period. The interns were supervised by our Promotions Director and gained hands-on experience in our Promotions and Production departments by writing scripts, proposals and follow-up reports; preparation and execution of on- and off-site events, interaction with clients and listeners; and digital editing and board operation. Interns were from the following schools or programs:</p> <p>Winter 2018: One (1) intern from Endicott University</p> <p>Spring 2018: One (1) intern from the Dynamy Program</p>
7	Participate in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	Our SEU supports the Mass Broadcaster's scholarship through donation and on-air support. These scholarship programs are designed to assist students interested in pursuing a career in broadcasting.
8	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	On July 11, 2018, students from The Real School of Music, Burlington MA, toured our facilities led by members of our SEU's Programming Department during which they talked about how radio stations operate and the opportunities available for a future career in broadcasting.