

**WXLO(FM), WORC-FM and WWFX(FM)
EEO PUBLIC FILE REPORT
December 1, 2019-November 30, 2020**

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
Continuity Coordinator/Sales Assistant	1-2, 5, 8-13	2

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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	0
2	Cumulus Careers Website Careers.cumulus.com	N	1
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	All Access (www.allaccess.com)	N	0
7	Massachusetts Broadcasters Association 43 Riverside Avenue, PMB 401, Medford, MA 02155 Phone: 800-471-1875 www.massbroadcasters.org	N	0
8	Indeed (www.indeed.com)	N	2
9	Simply Hired (www.simplyhired.com)	N	0
10	Glass Door (www.glassdoor.com)	N	0
11	Link Up (www.linkup.com)	N	0
12	Internal Postings	N	0
13	ZipRecruiter (www.ziprecruiter.com)	N	0
14	Adzuna (www.adzuna.com)	N	0
15	Job Is Job (www.jobisjob.com)	N	0
16	The Job Spider (www.jobspider.com)	N	0
17	MyJobHelper (www.myjobhelper.com)	N	0
18	Oodle (jobs.oodle.com)	N	0
19	Trovit (www.trovit.com)	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			3

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Online Job Fair	During the week of November 30, 2020, our SEU participated in an online 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.
2	Participate in events or programs sponsored by a community organization relating to career opportunities in broadcasting.	On January 24, 2020, our SEU's Market Manager was invited to join WCUW Radio to attend a meeting of the Theatre District, an organization that promotes downtown Worcester, and address the group about job opportunities and internships available in radio broadcasting.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020 our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media, Inc. entitled, "The FCC's Equal Employment Opportunity Rules, Your Guide to Compliance." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Training Programs	<p>Our SEU’s Program Director (“PD”) designs and conducts training programs for non-programming station personnel. During this reporting period, our PD:</p> <ul style="list-style-type: none"> ▪ spent time teaching a Promotions staff member how to operate the Board and also provided an introduction to the duties of a Production Assistant. ▪ worked with another member of our Promotions staff to teach him/her how to produce our public affairs show. <p>Obtaining these skills will help qualify each Promotions staff member for a higher level position in the future.</p>