

**WMAS(FM) and WHLL(AM)
EEO PUBLIC FILE REPORT
December 1, 2016 – November 30, 2017**

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	1-16	11

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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	Internal Posting / Word of Mouth Referral	N	1
2	Cumulus Careers Website Careers.cumulus.com	N	0
3	Station Website Postings www.947wmas.com www.1450thehall.com	N	0
4	On-Air Announcements (<i>both SEU stations</i>)	N	0
5	Cumulus Business Managers BM@cumulus.com	N	0
6	FutureWorks Career Center Contact: Kevin Lynn One Federal Street Springfield MA 01105 Phone: 413-858-2800 www.futureworks-now.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	Linked In Website www.linkedin.com	N	0
9	WMAS-FM Facebook Page www.facebook.com	N	0
10	SEU Twitter Account www.twitter.com	N	0
11	SEU Job Fairs (<i>see Section III</i>)	N	4
12	Indeed Job Bank www.indeed.com	N	0
13	Simply Hired (www.simplyhired.com)	N	0
14	Glass Door (www.glassdoor.com)	N	0
15	Link Up (www.linkup.com)	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			5

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Host Job Fair	<p>On January 30, 2017, our SEU co-hosted a job fair held with FutureWorks Career Center at the Basketball Hall of Fame in Springfield, Massachusetts. Our SEU solicited local employers to participate in this event and promoted the Fair on its Stations. The SEU also participated, providing attendees with information about career opportunities in broadcasting as well as job opportunities within the SEU. SEU participants included our Market Manager, Program Director and Promotions Director. This event was promoted on both SEU stations.</p>
2	Host Job Fair	<p>On June 5, 2017, our SEU co-hosted a job fair held with FutureWorks Career Center at the Basketball Hall of Fame in Springfield, Massachusetts. Our SEU solicited local employers to participate in this event and promoted the Fair on its Stations. The SEU also participated, providing attendees with information about career opportunities in broadcasting as well as job opportunities within the SEU. SEU participants included our Market Manager, Program Director and Promotions Director. This event was promoted on both SEU stations.</p>
3	Host Job Fair	<p>On October 16, 2017, our SEU co-hosted a job fair held with FutureWorks Career Center at the Basketball Hall of Fame in Springfield, Massachusetts. Our SEU solicited local employers to participate in this event and promoted the Fair on its Stations. The SEU also participated, providing attendees with information about career opportunities in broadcasting as well as job opportunities within the SEU. SEU participants included our Market Manager, Program Director and Promotions Director. This event was promoted on both SEU stations.</p>

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	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Internship Program	<p>During this reporting period our SEU hosted two (2) student interns as follows:</p> <ul style="list-style-type: none"> • Winter Semester – one (1) intern from Endicott College, Beverly, MA; • Fall Semester – one (1) intern from Minnechaug High School, Wilbraham, MA; <p>They were supervised by our Promotions Director and gained hands-on experience in our Programming, Promotions and Sales departments and assist with a variety of tasks including writing scripts, proposals and follow-up reports; on- and off-site events, including brainstorming; preparation and execution, and interaction with clients or listeners; digital editing and board operation.</p>