

WBWL, WBZ, WJMN, WKAF, WKOX, WRKO, WXKS, WXKS-FM, WZLX²**EEO PUBLIC FILE REPORT****December 1, 2019 - November 30, 2020¹****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 | 1-6, 9, 11-16, 18-20, 22-23, 26-37, 39-54 | 22 |
| Outside Account Executive | 1-4, 6-8, 10-12, 14-18, 20-23, 26-31, 33, 35-46, 50, 53-54 | 38 |
| Multimedia Automotive Account Executive | 1-4, 6-8, 10-12, 15-31, 33, 35-37, 39-46, 49-50, 53-54 | 24 |

¹ This report was modified in November 2021 and May 2022 to address reporting issues. Certain entitled sources were not notified of certain vacancies due to changed contact information and/or email/fax delivery failure.

² On December 19, 2017, the assignment of WKOX (the "Station") from AMFM Radio Licenses, LLC to the Ocean Station Trust LLC, as Trustee, was consummated (see FCC File No. BAL-20171102ABK). Pursuant to the underlying trust agreement, the Station continued to share employees with this station employment unit. Subsequently, on August 11, 2020, the donation of the Station from Ocean Station Trust II LLC to Delmarva Educational Foundation was consummated (see FCC File No. BAL-20200429AAA).

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|---|--|---|
| 1 | Action for Boston Community Development, Inc. 178 Tremont Street Boston, Massachusetts 02111 Phone : 617-348-6387 Email : hr@bostonabcd.org HR Recruitment | Y | 0 |
| 2 | All Access 28955 Pacific Coast Highway Suite 210 Malibu, California Phone : 310-457-6616 Url : www.allaccess.com Email : jdenver@allaccess.com Career Services | N | 0 |
| 3 | AWRT/Boston New England Chapter 55 Morrissey Boulevard Boston, Massachusetts 02125 Email : awrtboston@gmail.com Melissa Gaudette | N | 0 |
| 4 | Bentley University 175 Forest Street Waltham, Massachusetts 02452 Phone : 781-891-2375 Email : GA_UCS@Bentley.edu Gayle McCue | Y | 0 |
| 5 | Bilingual Veterans Outreach Centers of Mass 719 Tremont Street Boston, Massachusetts 02118 Phone : 617-778-1310 Email : BVOCofMass@yahoo.com Fax : 1-413-736-2008 Career Services | N | 0 |
| 6 | Bridgewater State College 131 Summer Street Bridgewater, Massachusetts 02325 Email : careersrv@bridgew.edu Christine Tetreault | N | 0 |
| 7 | Cambridge College 1000 Mass Ave. Cambridge, Massachusetts 02138 Phone : 617-873-0470 Email : Irina.galatskaya@cambridgecollege.edu Leslie Conder | Y | 0 |

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|------------------|--|--|---|
| 8 | Cambridge NAACP P.O. Box 831 Cambridge, Massachusetts 02139 Email : development@naacpldf.org Kathy Reddick | N | 0 |
| 9 | Clark University 950 Main Street Worcester, Massachusetts 01610 Phone : 508-793-7258 Email : careers@clarku.edu Alexis Bazoukas Prong 2 Ended Date: 7/13/2020 | N | 0 |
| 10 | Colby Sawyer College 541 Main Street New London, New Hampshire 03281 Phone : 603-526-3766 Email : Jennifer.tockman@colby-sawyer.edu Career Services | Y | 0 |
| 11 | College of the Holy Cross One College Street Worcester, Massachusetts 01610 Email : CAREERS@holycross.edu Career Services | N | 0 |
| 12 | Columbia School of Journalism 2950 Broadway New York, New York 10027 Phone : 212-854-4422 Url : https://journalism.columbia.edu/careers Email : cujcareers@columbia.edu Melissa McLaney | Y | 0 |
| 13 | Craig's List P.O. Box 225159 San Francisco, California 94122 Url : www.craigsl.com Career Services Manual Posting | N | 0 |

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|------------------|--|--|---|
| 14 | Curry College 1071 Blue Hill Avenue Milton, Massachusetts 02186 Phone : 617-333-2195 Email : careerdevelopment@curry.edu Kristin Menconi Prong 2 Ended Date: 9/17/2020 | N | 0 |
| 15 | Emerson College 216 Tremont Street, Boston, MA 02116, Boston, Massachusetts 02116 Url : https://careerbuzz.emerson.edu Email : careers@emerson.edu Career Services | Y | 0 |
| 16 | Emmanuel College 400 The Fenway Boston, Massachusetts 02115 Phone : 617-735-9930 Email : careercenter@emmanuel.edu Tracey Clingingsmith | Y | 0 |
| 17 | Employment and Training Resources 201 Boston Post Road West Suite 200 Marlboro, Massachusetts 01752 Phone : 508-786-0928 Email : DCSFeedback@MassMail.State.MA.US Fax : 1-508-766-5790 Career Services | Y | 0 |
| 18 | Endicott College Career Center 376 Hale Street Beverly, Massachusetts 01915 Phone : 978-232-2101 Email : careers@endicott.edu Dale McLennan | Y | 0 |
| 19 | Franklin Pierce University 40 University Drive Rindge, New Hampshire 03461 Email : careercenter@franklin Pierce.edu Rosemary Nichols | Y | 0 |
| 20 | Freedom House, Inc. 14 Crawford Street Dorchester, Massachusetts 02121 Email : info@freedomhouse.com Tanika Stephens | N | 0 |

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|------------------|---|--|---|
| 21 | Holyoke Community College 303 Homestead Ave Holyoke, Massachusetts 01040 Phone : 413-552-2597 Email : rpowers@hcc.edu Career Services | Y | 0 |
| 22 | iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting | N | 1 |
| 23 | iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting | N | 0 |
| 24 | Internal Transfer/Promotion | N | 1 |
| 25 | Jobnet 210 South Street Boston, Massachusetts 02111 Email : ralexander@detma.org Fax : 1-617-338-2050 Rosemary Alexander | Y | 0 |
| 26 | Keene State College 229 Main Street Keene, New Hampshire 03435 Email : aca@keene.edu Career Services | N | 0 |
| 27 | Lasell College 1844 Commonwealth Ave. Newton, Massachusetts 02466 Email : careerservices@lasell.edu Career Services | N | 0 |

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|------------------|--|--|---|
| 28 | Lesley University 29 Everett Street Cambridge, Massachusetts 02138 Career Services Manual Posting Prong 2 Ended Date: 9/16/2020 | N | 0 |
| 29 | MA College of Liberal Arts 375 Church St. North Adams, Massachusetts 01247 Email : career@mcla.edu Career Services | N | 0 |
| 30 | Mass Bay Community College 50 Oakland Street Wellesley, Massachusetts 02481 Phone : 781-239-3142 Email : kbasch@massbay.edu Kate Basch | Y | 0 |
| 31 | Mass Rehab Commission 230 Merrimack St Lawrence, Massachusetts 01843 Email : Paula.Santagati@state.ma.us Paula Santagati | Y | 0 |
| 32 | Massachusetts Broadcasters Association P.O. Box 401 43 Riverside Avenue Medford, Massachusetts 02155 Fax : 1-617-274-8833 Career Services | N | 0 |
| 33 | NAACP 330 Martin Luther King Blvd Mall of Roxbury Boston, Massachusetts 02119 Email : info@bostonnaacp.org Career Services | N | 0 |
| 34 | NAACP - Massachusetts Chapter P.O. Box 90163 Mason Square Station Springfield, Massachusetts 01139 Email : info@naacpspringfield.org Career Services | N | 0 |
| 35 | NAB Career Center 1771 N. Street NW Washington, District of Columbia Email : hr@nab.org Career Center | N | 0 |

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| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|---|--|---|
| 36 | New Hampshire Association of Broadcasters 707 Chestnut Street Manchester, New Hampshire 03104 Phone : 603.627-9600 Url : www.nhab.org Email : info@nhab.org Career Services | N | 0 |
| 37 | Progreso Latino, Inc. 626 Broad Street Central Falls, Rhode Island 02863 Email : info@progresolatino.org Fax : 1-401-724-5550 Mario Bueno | Y | 0 |
| 38 | Re-hire | N | 1 |
| 39 | RI Indian Council 807 Broad Street Providence, Rhode Island 02903 Email : dwaldron@rhodeislandindiancouncil.org Career Services | Y | 0 |
| 40 | Roxbury Community College 1234 Columbus Avenue Roxbury, Massachusetts 02120 Email : careerservices@rcc.mass.edu Career Services | N | 0 |
| 41 | Salem State College 352 Lafayette St. ECC 105 Salem, Massachusetts 01970 Phone : 978-542-6406 Email : career@salemstate.edu Lisa Morency | Y | 0 |
| 42 | Smith College 84 Elm Street Northampton, Massachusetts 01063 Phone : 413-585-4328 Email : recruiting@smith.edu Brenda Jameson | Y | 0 |
| 43 | Society of Broadcast Engineers (SBE) Inc. 9102 North Meridian Street Suite 150 Indianapolis, Indiana 46260 Email : kjones@sbe.org Career Services | N | 0 |

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|------------------|--|--|---|
| 44 | Station Website (one or more SEU stations) , Massachusetts n/a n/a Manual Posting | N | 0 |
| 45 | Suffolk University 8 Ashburton Place Boston, Massachusetts 02108 Phone : 617-573-8480 Email : careers@suffolk.edu Terry Wells | Y | 0 |
| 46 | The Career Institute of American International College 10 State Street Woburn, Massachusetts 01801 Phone : 781-939-0607 Email : jennifer.currie@aic.edu Career Services | Y | 0 |
| 47 | The New England Institute of Art 10 Brookline Place West Brookline, Massachusetts 02245 Email : kdbailey@aia.edu Karen Huyghue | N | 0 |
| 48 | The Work Place 29 Winter Street Boston, Massachusetts 02108 Email : feedback@theworkplace.org Fax : 1-617-428-0380 Career Services | N | 0 |
| 49 | Triangle, Inc. 420 Pearl Street Malden, Massachusetts 02148 Phone : 781-388-4320 Fax : 1-781-322-0410 Debbie Muldoon | Y | 0 |
| 50 | U-Mass Dartmouth Student Employment Office 285 Old Westport Road Rm 106 North Dartmouth, Massachusetts 02747 Email : cdcinfo@umassd.edu Gail Berman | N | 0 |
| 51 | University of Hartford School of Communications West Hartford, Connecticut 06117 Email : landolina@hartford.edu Sue Landolina | N | 0 |

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|--|--|--|---|
| 52 | University of Maine Dept. of Communications and Journalism Orono, Maine 04469 Email : umainecareercenter@maine.edu Career Services | N | 0 |
| 53 | Wentworth Institute of Technology 550 Huntington Avenue Boston, Massachusetts 02115 Email : careerservices@wit.edu Career Services | N | 0 |
| 54 | www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 3 |

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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 | 1/1/2020 | Participation in scholarship programs | For all of 2019 and 2020, our SEU participated in the Massachusetts Broadcasters Student Broadcaster Scholarship program, which awards scholarships to local high school students seeking a higher education in broadcasting. Our SEU runs on-air announcements to promote the program and makes financial contributions to help fund the program. | 1 | Market president |
| 2 | 1/14/2020 | Participation in events sponsored by organizations representing the community | On January 14, 2020, our SEU hosted students from the Somerville Media Center—most of whom were high school or college-aged students—for a station tour. After the tour, our Program Director led a discussion about his career in radio and his daily responsibilities at the station. Other SEU participants also spoke with the students about the radio industry and career opportunities in broadcasting. | 4 | program director Market President project manager national sales coordinator |
| 3 | 3/1/2020 | Establishment of a mentoring program | During the reporting period, our Market President mentored one of our regional VPs of Sales. During the mentoring program, our Market President worked regularly with the regional VP of Sales to provide her with the skills necessary to engage in advanced strategic thinking and develop a higher-level sales strategy for the Boston market. The mentoring program included weekly training sessions. As a result of the mentorship and training provided by this program, the regional VP of Sales was promoted to Senior VP of Sales in March 2020. | 2 | Market President Regional Senior Vice President of Sales |
| 4 | 10/15/2020 | Provision of training to management | In October, 2020, one of our SEUs Managers 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. Finance manager |