

WAVZ, WELI, WKCI-FM
EEO PUBLIC FILE REPORT

① December 1, 2015 - November 30, 2016

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	1-24	7
Account Executive	1-6, 8-24	6

① Footnote: on January 11th, 2017
the dates were corrected.

WAVZ, WELI, WKCI-FM
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016

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	Albertus Magnus College 700 Prospect Street New Haven, Connecticut 6511 Phone : 203.773.8550 Joanne Wilkinson Manual Posting	N	0
2	Career Services Unit 37 Marne Street Hamden, Connecticut 6514 Program Coordinator Manual Posting	N	0
3	Career Transition Services Shaw's Cove Six New London, Connecticut 6320 Program Coordinator Manual Posting	N	0
4	Conn. State Conference of NAACP 245 Colonial Ave. 17A Waterbury, Connecticut 6704 Cicero Booker Manual Posting	N	0
5	Connecticut Broadcasting Association Job Fair Connecticut Career Services Manual Posting	N	0
6	E-mail Inquiry	N	2
7	Employee Referral	N	1
8	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
9	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

WAVZ, WELI, WKCI-FM
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016

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
10	Internal Job Posting Connecticut Career Services Manual Posting	N	0
11	Job Resource Center 11 Pine Street Hamden, Connecticut 6514 Sue Hutchinson Manual Posting	N	0
12	Marrakech Inc 6 Lunar Drive Woodbridge, Connecticut 6525 Phone : 203.389.2970 John Allen Manual Posting	N	0
13	Naugatuck Valley Comm. College 750 Chase Parkway COOP Education Office Waterbury, Connecticut 6708 Phone : 203.575.8040 Career Services Manual Posting	N	0
14	New Haven Register Newspaper Connecticut Career Services Manual Posting	N	0
15	New Opportunities for Waterbury 232 North Elm Street Waterbury, Connecticut 6702 Program Coordinator Manual Posting	N	0
16	On-Air Announcements Connecticut Career Services Manual Posting	N	0
17	Opportunities Industrialization Center 232 North Elm Street Waterbury, Connecticut 6706 Phone : 203.756.7987 Elmore Shell Manual Posting	N	0

WAVZ, WELI, WKCI-FM
EEO PUBLIC FILE REPORT
 December 1, 2015 - November 30, 2016

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
18	Quinnipiac University 275 Mount Carmel Ave Hamden, Connecticut 6518 Phone : 203.582.8200 Patricia Nielsen Manual Posting	N	0
19	Reg. Work Force Dev. Board 560 Ella Grasso Blvd New Haven, Connecticut 6519 Phone : 203.821.3682 Bill Petrie Manual Posting	N	0
20	Southern Connecticut State University 515 Cresent Street New Haven, Connecticut 6115 Phone : 203.392.8731 Jerry Dunklee Manual Posting	N	0
21	Spanish Action Council 1663 S. Main St Waterbury, Connecticut 6706 Miriam Gonzalez Manual Posting	N	0
22	Spanish Commission of Wallingford 37 Hall St Wallingford, Connecticut 6492 Phone : 203.265.5866 Blanca Santana Manual Posting	N	0
23	Station Websites Connecticut Career Services Manual Posting	N	0
24	YWCA Women & Family Center 167 Colony St Meriden, Connecticut 6450 Phone : 203.235.9297 Pamela Dove Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			3

WAVZ, WELI, WKCI-FM
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/12/2016	Hosting of Job Fair	Hosted a Virtual Job Fair	2	Integrated Media Director GSM
2	11/18/2016	Establishment of training programs for station personnel	This SEU continued a mentoring program throughout 2016 in which students were given the opportunity to gain insight into the SEU's sales department. The students interacted with and shadowed general sales managers and account executives and learned how to place cold calls. The program was directed by the SEU's Director of Sales. Besides this program we also have a sales associate program in place where a new person is assigned to a seasoned sales person.	2	
3	11/18/2016	Participation in scholarship programs	This SEU awarded scholarship money to students from the Connecticut School of Broadcasting from December 2015 to November 30, 2016 in the amount of \$11,000.	1	