

WAVZ, WELI, WKCI-FM
EEO PUBLIC FILE REPORT
December 1, 2015 - November 30, 2016¹

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, 6-8	2
Account Executive	3-8	5

¹ This Report was amended January 2017 and November 2017 to address reporting issues.

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	E-mail Inquiry	N	1
2	Employee Referral	N	1
3	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
4	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
5	Internal Candidate	N	1
6	Internal Job Posting Connecticut Career Services Manual Posting	N	0
7	On-Air Announcements (One or More SEU Stations)	N	0
8	Station Websites (One or More SEU Stations)	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	1/27/2016	Establishment of an intern program designed to assist members of the community	Spring 2016: This SEU provided internships to 2 students from Quinnipiac University & Southern Connecticut State University. The interns worked closely with SEU staff to learn the "behind-the-scenes" functioning of a radio station. The program was administered by the Integrated Media Specialist and the interns received on-the-job training in the promotions department, assisted the promotions director, assisted in sales presentations and other sales related responsibilities and prepared winner sheets. They also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.	1	Integrated Media Director
2	5/17/2016	Establishment of an intern program designed to assist members of the community	Summer 2016: This SEU provided internships to 2 students from Southern Connecticut State University & Rollins College. The program was administered by the Integrated Media Specialist and the interns received on-the-job training in the promotions department, assisted the promotions director and prepared winner sheets.	1	Integrated Media Director
3	8/30/2016	Establishment of an intern program designed to assist members of the community	Fall 2016: This SEU provided internships to 2 students from Quinnipiac University. The program was administered by the Integrated Media Specialist and the interns received on-the-job training in the promotions department, assisted the promotions director and prepared winner sheets.	1	Integrated Media Director

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4	10/10/2016	Participation in scholarship programs	From December 2015 to November 30, 2016, the New Haven SEU participated in the Connecticut School of Broadcasting Scholarship Program. The Program was open to all students interested in careers in broadcasting. Station participants included a New Haven Account Executive, who administers our SEU's contribution to the program, and our Market Manager, who oversees the program. The New Haven SEU contributed a total of \$11,000 to the Program. We ran on air time to promote the scholarship funds for people to apply for and the Market Manager helps in the judgment of the scholarship funds	2	AE Market Manager