

**WERZ, WHEB, WMYF, WPKX, WQSO, WTBU**  
**EEO PUBLIC FILE REPORT**  
**December 1, 2018 - November 30, 2019**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-6, 8-9, 11-29, 31-40	16
Digital Program Director-NH and Worcester, MA	1-11, 13-16, 18-29, 31-32, 34-37, 39-40	7
Sales Assistant/Receptionist	1-9, 11-18, 20-37, 39-40	30
Outside Account Executive	1-6, 8-9, 11-18, 20-37, 39-40	30

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	African American Media Incubator Pearl Murphy 2164 Wisconsin Ave., NW Washington, District of Columbia Url : <a href="http://www.vc4africa.com/group/africanorthamerica">http://www.vc4africa.com/group/africanorthamerica</a> Email : <a href="mailto:sharris@radio-one.com">sharris@radio-one.com</a> S. Harris	N	0
2	Berlin Vocational Rehabilitation 3 12th St, Unit A Berlin, New Hampshire 03570 Url : <a href="http://www.gsil.org/vocational_rehabilitation.htm">http://www.gsil.org/vocational_rehabilitation.htm</a> Email : <a href="mailto:lbelanger@ed.state.nh.us">lbelanger@ed.state.nh.us</a> Career Services	N	0
3	Better Business Bureau 410 So Main St #3 Concord, New Hampshire 03301 Url : <a href="http://concord.bbb.org/">http://concord.bbb.org/</a> Email : <a href="mailto:info@bbbnh.org">info@bbbnh.org</a> Career Services	N	0
4	Center for Women's Business Advancement 2500 North River Road SNHU Manchester, New Hampshire 03106 Phone : 603-629-4697 Url : <a href="http://cwbanh.com">http://cwbanh.com</a> Email : <a href="mailto:cwbanh@snhu.edu">cwbanh@snhu.edu</a> Career Services	N	0
5	Chinese American Civic Assn. 33 Harrison Ave., 3rd Floor Boston, Massachusetts 02111 Url : <a href="https://aaca-boston.org/site/">https://aaca-boston.org/site/</a> Email : <a href="mailto:shinobuando@aaca-boston.org">shinobuando@aaca-boston.org</a> Career Services	N	0
6	Colby Sawyer College Kathy Taylor 100 Main St. New London, New Hampshire 03257 Url : <a href="http://www.colby-sawyer.edu/">http://www.colby-sawyer.edu/</a> Email : <a href="mailto:colbyweb@colby-sawyer.edu">colbyweb@colby-sawyer.edu</a> Career Services	N	0
7	Current Employee - Transfer/Promotion	N	4

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8	Dartmouth College Career & Employment Services 6208 Collis Ctr. Hanover, New Hampshire 03755 Url : <a href="http://jobs.dartmouth.edu/">http://jobs.dartmouth.edu/</a> Email : <a href="mailto:contact@dartmouth.edu">contact@dartmouth.edu</a> Career Services	N	0
9	Employment Clearinghouse - NAB Broadcast Resources Program 1771 N Street NW Washington, District of Columbia 20036 Url : <a href="http://www.nab.org/">http://www.nab.org/</a> Email : <a href="mailto:nab@nab.org">nab@nab.org</a> Career Services	N	0
10	Former Employee Referral	N	1
11	Foundation for Minority Interests in Media Sandra Rice 30 Rockefeller Plaza New York, New York 10112 Url : <a href="http://www.emmabowenfoundation.com/">http://www.emmabowenfoundation.com/</a> Email : <a href="mailto:phylis.eagle-oldson@corporate.ge.com">phylis.eagle-oldson@corporate.ge.com</a> Career Services	N	0
12	Granite State Independent Living Foundation Bernadette Harris PO Box 7268 Concord, New Hampshire 03301 Url : <a href="http://gsil.org/">http://gsil.org/</a> Email : <a href="mailto:info@gsil.com">info@gsil.com</a> Career Services	N	0
13	Great Bay Community College 320 Corporate Drive Portsmouth, New Hampshire Phone : 427-7636 Email : <a href="mailto:workreadygbcc@ccsnh.edu">workreadygbcc@ccsnh.edu</a> contact contact	N	0
14	Hesser College Career Planning Office 3 Sundial Ave. Manchester, New Hampshire 03101 Url : <a href="http://www.hessercollege.edu">www.hessercollege.edu</a> Email : <a href="mailto:privacy@khec.com">privacy@khec.com</a> Career Services	N	0

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15	Hispanic American Chamber 25 Sigourney St. Jamaica Plain, Massachusetts 02130-2917 Url : <a href="http://hacc.com/">http://hacc.com/</a> Email : <a href="mailto:info@hacc.com">info@hacc.com</a> Career Services	N	0
16	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	3
17	Indeed.com	N	4
18	Internal Posting 815 Lafayette Road Portsmouth, New Hampshire 03801 Career Services Manual Posting	N	0
19	Job Fair (see section III) Portsmouth, New Hampshire Career Services Manual Posting	N	0
20	Keene Vocational Rehab Office Michelle LaPlante 25 Roxbury St Manchester, New Hampshire 03104 Url : <a href="http://gsil.org/">http://gsil.org/</a> Email : <a href="mailto:edurant@ed.state.nh.us">edurant@ed.state.nh.us</a> Career Services	N	0
21	Lakes Region Community College 379 Belmont Road Laconia, New Hampshire Email : <a href="mailto:gmoulton@ccsnh.edu">gmoulton@ccsnh.edu</a> Gloria Moulton	N	0
22	Manchester Community College 1066 Front Street Manchester, New Hampshire Phone : 603-206-8171 Email : <a href="mailto:mgaschnig@ccsnh.edu">mgaschnig@ccsnh.edu</a> Lauren Smith	N	0

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23	Manchester Vocational Rehab Office Traci Biron 361 Lincoln St. Manchester, New Hampshire 03101 Url : <a href="http://www.gsil.org/vocational_rehabilitation.htm">http://www.gsil.org/vocational_rehabilitation.htm</a> Email : <a href="mailto:traci.biron@doe.nh.gov">traci.biron@doe.nh.gov</a> Career Services	N	0
24	National Assoc of Black Colleges Broadcasters PO Box 3191 Atlanta, Georgia Url : <a href="http://nabob.org/">http://nabob.org/</a> Email : <a href="mailto:aucdigestmail@aol.com">aucdigestmail@aol.com</a> Career Services	N	0
25	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Email : <a href="mailto:nab@nab.org">nab@nab.org</a> Fax : 1-202-429-5343 Career Services	N	0
26	NH Assoc of Broadcasters 707 Chestnut St. Manchester, New Hampshire 03104 Phone : 603-627-9600 Url : <a href="http://www.NHAB.org">www.NHAB.org</a> Career Services Manual Posting	N	1
27	NH Vocational Rehabilitation Career Services 21 South Fruit St, Ste 20 Concord, New Hampshire 03301 Fax : 1-603-271-7095 Career Services	N	0
28	NHTI Concord's Community College 31 College Drive Concord, New Hampshire Phone : 603-230-4000 X4280 Email : <a href="mailto:sposluszny@ccsnh.edu">sposluszny@ccsnh.edu</a> Sue Posluszny	N	0

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29	River Valley Community College 1 College Dr. Claremont, New Hampshire 03743 Phone : 603-542-7744 Url : <a href="http://www.nhti.edu/">http://www.nhti.edu/</a> Email : <a href="mailto:rivervalley@ccsnh.edu">rivervalley@ccsnh.edu</a> Tiffany Hardy	N	0
30	Self Referral	N	3
31	South Asian Journalists Assoc Columbia Grad School of Journalism 2950 Broadway Suite 201 New York, New York Url : <a href="http://saja.org/">http://saja.org/</a> Email : <a href="mailto:sajamember@gmail.com">sajamember@gmail.com</a> Career Services	N	0
32	State of NH Employment Security Office 2000 Lafayette Rd. Portsmouth, New Hampshire 03801 Url : <a href="http://www.nh.gov/nhes/">http://www.nh.gov/nhes/</a> Email : <a href="mailto:ashley.debonee@doe.nh.gov">ashley.debonee@doe.nh.gov</a> Career Services	N	0
33	The Cosby Center for Mass Communications Central State University Wilberforce, Ohio Email : <a href="mailto:admissions@centralstate.edu">admissions@centralstate.edu</a> Career Services	N	0
34	UNH Wildcat Careers UNH Durham, New Hampshire Career Services Manual Posting	N	0
35	University of New Hampshire 203 Huddleston Durham, New Hampshire 03824-3529 Url : <a href="http://www.unh.edu/">http://www.unh.edu/</a> Email : <a href="mailto:admissions@unh.edu">admissions@unh.edu</a> Career Services	N	0

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36	W.I.S.E 79 Hanover St., Suite 1 Lebanon, New Hampshire 03766 Url : <a href="http://www.wisefoftheuppervalley.org/">http://www.wisefoftheuppervalley.org/</a> Fax : 1-603-448-2799 Career Services	N	0
37	White Mountains Community College 2020 Riverside Drive Berlin, New Hampshire Email : <a href="mailto:jrivard@ccsnh.edu">jrivard@ccsnh.edu</a> Jamie Rivard	N	0
38	Word of Mouth Referral	N	2
39	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
40	YMCA Nancy Campbell PO Box 3433 Nashua, New Hampshire 03061 Url : <a href="http://nmymca.org/">http://nmymca.org/</a> Email : <a href="mailto:tjoslin@nmymca.org">tjoslin@nmymca.org</a> Career Services	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>18</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	12/3/2018	Co Sponsoring Job Fair	December 3, 2018 – December 7, 2018, iHeartMedia Portsmouth sponsored an online Virtual Job Fair with the New Hampshire Association of Broadcasters. iHeartMedia Portsmouth collected resumes for programming, sales, and engineering positions. iHeartMedia Portsmouth took an active role in the event, including promoting the Virtual Job Fair with on-air advertising, station website promotion, and social media posts. Station participants included the Senior Vice President of Programming, the Director of Engineering, and the Finance Manager from the Portsmouth SEU. The Senior Vice President of Programming is a member of the NHAB Board of Directors which discusses timing, analyzes participation levels and effectiveness, and ultimately implements the Virtual Job Fair.	3	SVP - Programming Director of Engineering Finance Manager
2	3/4/2019	Co Sponsoring Job Fair	March 8, 2019 – March 8, 2019, iHeartMedia Portsmouth sponsored an online Virtual Job Fair with the New Hampshire Association of Broadcasters. iHeartMedia Portsmouth collected resumes for programming, sales, and engineering positions. iHeartMedia Portsmouth took an active role in the event, including promoting the Virtual Job Fair with on-air advertising, station website promotion, and social media posts. Station participants included the Senior Vice President of Programming, the Director of Engineering, and the Finance Manager from the Portsmouth SEU. The Senior Vice President of Programming is a member of the NHAB Board of Directors which discusses timing, analyzes participation levels and effectiveness, and ultimately implements the Virtual Job Fair.	3	Finance Manager Director of Engineering Senior Vice President of Programming

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3	6/28/2019	Co Sponsoring Job Fair	June 24, 2019 – June 28, 2019, iHeartMedia Portsmouth sponsored an online Virtual Job Fair with the New Hampshire Association of Broadcasters. iHeartMedia Portsmouth collected resumes for programming, sales, and engineering positions. iHeartMedia Portsmouth took an active role in the event, including promoting the Virtual Job Fair with on-air advertising, station website promotion, and social media posts. Station participants included the Senior Vice President of Programming, the Director of Engineering, and the Finance Manager from the Portsmouth SEU. The Senior Vice President of Programming is a member of the NHAB Board of Directors which discusses timing, analyzes participation levels and effectiveness, and ultimately implements the Virtual Job Fair.	3	SVP - Programming Director of Engineering Finance Manager
4	8/15/2019	Provision of training to management	On August 15, 2019, Wendy Szaniawski, Finance Manager at the Portsmouth SEU, attended a Michigan Broadcasters webinar called "License Renewal" presented by David Oxenford. David presented broadcaster's activities that will be subject to scrutiny in the license renewal cycle including EEO requirements.	1	Finance Manager

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5	9/23/2019	Co Sponsoring Job Fair	September 23, 2019 – September 27, 2019, iHeartMedia Portsmouth sponsored an online Virtual Job Fair with the New Hampshire Association of Broadcasters. iHeartMedia Portsmouth collected resumes for sales and engineering positions. iHeartMedia Portsmouth took an active role in the event, including promoting the Virtual Job Fair with on-air advertising, station website promotion, and social media posts. Station participants included the Senior Vice President of Programming, the General Sales Manager, the Director of Engineering, and the Finance Manager from the Portsmouth SEU. The Senior Vice President of Programming is a member of the NHAB Board of Directors which discusses timing, analyzes participation levels and effectiveness, and ultimately implements the Virtual Job Fair.	4	Finance Manager General Sales Manager Senior Vice President of Programming Director of Engineering