

**WPRO (AM), WPRO-FM, WPRV (AM), WWLI (FM),
WEAN-FM and WWKX (FM)
EEO PUBLIC FILE REPORT
December 1, 2020-November 30, 2021**

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
Sales Assistant	1-2, 5, 7-14	1
Digital Accounts Manager	1-2, 5, 7-14	1
On-Air Morning Show Co-Host	1-2, 5, 7-14	1

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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	Cumulus Careers Website: www.cumulusmedia.jobs.net	N	12
2	Cumulus Business Managers: BM@cumulus.com	N	0
3	Internal Bulletin Board: 1502 Wampanoag Trail, East Providence, RI 02914 (401)433-4200	N	0
4	Word-of-Mouth Referral	N	0
5	Station Website Postings: <i>(one of more SEU stations)</i> 92PROFM.COM, LITEROCK105FM.COM, 630WPRO.COM, HOT1063.COM, 790BUSINESS.COM	N	0
6	On-Air Announcements: <i>(one or more SEU stations)</i> WPRO (AM)/WEAN-FM (simulcast) WPRO-FM, WWLI FM, WPRV AM, WWKX FM	N	0
7	Adzuna (www.adzuna.com)	N	0
8	Job Is Job (www.jobisjob.com)	N	0
9	The Job Spider (www.jobspider.com)	N	0
10	MyJobHelper (www.myjobhelper.com)	N	0
11	Oodle (jobs.oodle.com)	N	0
12	Trovit (www.trovit.com)	N	0
13	Glassdoor (www.glassdoor.com)	N	0
14	Indeed Website: <i>(not directly contacted by SEU)</i> http://www.indeed.com	N	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			14

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Sponsor events in the community designed to inform and educate the public concerning employment opportunities in broadcasting	Our SEU continues to collaborate with SHOWCASE Cinemas and the Rhode Island Interscholastic League to honor the achievements and community dedication of athletic teams across the State of Rhode Island. High schools from cities and towns throughout the State compete for the title of High School Team of the Week. Although the pandemic adversely impacted participation during the beginning of this reporting period, the practice resumed during this school year (<i>September 2021-June 2022</i>). So, on October 24, 2021, the winning high school team received a tour of our facilities led by members of the SEU's Programming Department, during which they talked about how radio stations operate and opportunities available for a future career in broadcasting.
2	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On March 24, 2021 our SEU's Business Manager participated in a presentation conducted by the law firm Wilkinson Barker Knauer entitled, "Staying on Top of Your Broadcast FCC EEO Obligations." The FCC's EEO recruitment, recordkeeping, and reporting requirements during COVID were discussed, after which questions were entertained.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On June 30, 2021 our SEU's Business Manager participated in a presentation sponsored in part by the Massachusetts Broadcasters Association entitled, "Building a Company with a Focus on Diversity and Inclusion." The presentation concentrated on how to better promote opportunities to a wider, more diverse group and why this is important for any company.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions	Our SEU’s Program Director (“PD”) worked with our Assistant Program Director to design a training program for a member of the Programming staff after which the Assistant Program Director spent time teaching this staff member the skills necessary to become an On-Air Talent. From November 2020 until January 2021 they “met” weekly via telephone and email and to discuss and review, among other programming functions related to performing on-air , how to use Adobe Audition and put together an On-Air demo tape. Obtaining these skills will help qualify this staff member for a higher level position in the future.
5	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 27, 2021, our SEU’s Market Manager took part in an presentation by Brooks Scott entitled, <i>Conversations of Race & Allyship in the Workplace</i> . During his presentation he emphasized the importance of learning better ways to communicate to create a healthier workplace environment. He discussed managing unconscious biases, team building around values, learning specific skills and tactics to navigate sensitive conversation, understanding how to give useful feedback, and encouraged attendees to hire, promote and acknowledge people who don’t look, think, act, and problem solve like them.
6	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 11, 2021, our SEU’s Market Manager participated in a presentation conducted by Merging Path Coaching entitled, <i>Managing Unconscious Bias</i> . This session focused on managing teams without a bias.