

**WPRO(AM), WEAN-FM, WPRV(AM), WPRO-FM, WWKX(FM), and
WWLI(FM)**

**EEO PUBLIC FILE REPORT
December 1, 2021 – November 30, 2022**

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
Producer/Board Operator	1-48	10
Producer	1-48	1

**WPRO(AM), WEAN-FM, WPRV(AM), WPRO-FM, WWKX(FM), and
WWLI(FM)**

**EEO PUBLIC FILE REPORT
December 1, 2021 – November 30, 2022**

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/en-US/	N	1
2	Adzuna Website www.adzuna.com/	N	0
3	Job Is Job Website www.jobisjob.com/	N	0
4	MyJobHelper Website www.myjobhelper.com/	N	0
5	Oodle Website www.jobs.oodle.com/careers/careers/	N	0
6	The Job Spider www.jobspider.com/	N	0
7	Trovit Website www.trovit.com/	N	0
8	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	0
9	Glassdoor Website <i>(not directly contacted by SEU)</i> www.glassdoor.com/index.htm	N	0
10	LinkedIn Website <i>(not directly contacted by SEU)</i> www.linkedin.com/jobs/	N	4
11	Abilities in Jobs www.abilitiesinjobs.com	N	0
12	Asian in Jobs www.asianinjobs.com	N	0
13	Black In Jobs www.blackinjobs.com	N	0
14	Hispanic In Jobs www.hispanicinjobs.com	N	0
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Diversity in Jobs www.diversityinjobs.com	N	0
17	Seniors in Jobs www.seniorsinjobs.com	N	0
18	Women in Jobs www.womeninjobs.com	N	0
19	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
20	Disabled Person www.disAbledperson.com	N	0
21	Hire Black Now www.hireblacknow.com	N	0
22	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
23	African American Job Search www.africanamericanjobsearch.com	N	0
24	Asian Job Search www.asianjobsearch.com	N	0
25	LGBT Job Search www.lgbtjobsearch.com	N	0
26	Disabled Job Seekers www.disabledjobseekers.com	N	0
27	US Diversity Job Search www.usdiversityjobsearch.com	N	0
28	Veteran Career Center www.veterancareercenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	West Warwick Public Library Job Club - West Warwick Public Library West Warwick, RI 02893 401-828-3750 steveco20@aol.com	N	0
31	CCRI Cooperative Education/ Career Placement Office 400 East Avenue Warwick, RI 02886 401-825-2322 tbfay@ccri.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Rhode Island Veterans Action Center (Operated by Vietnam Era Veterans Assoc. of RI) 685 Cranston Street Providence, RI 02907 (401) 521-6710 theRIspirit@aol.com	N	0
33	Employment Concepts, a Division of J. Arthur Trudeau Memorial Center 3451 Post Road Warwick, RI 02886 401-739-2700 mtower@trudeaucenter.org	N	0
34	Goodwill of Rhode Island 100 Houghton Street Providence, RI 02904 401-861-2080 jsalinas@goodwillri.org	N	0
35	WOONSOCKET netWORKri Center 219 Pond Street Woonsocket, RI 02895 401-235-1201 jason.fafard@dlt.ri.gov	N	0
36	West Warwick netWORKri Center 1330 Main Street West Warwick, RI 02893 401-828-8382 jane.palmer@dlt.ri.gov jason.fafard@dlt.ri.gov	N	0
37	PROVIDENCE netWORKri One Stop Center 1 Reservoir Avenue Providence, RI 02907 401-462-8900 jane.palmer@dlt.ri.gov roger.richards@dlt.ri.gov	N	0
38	Bristol Community College Office of Veterans' Affairs 777 Elsbree Street Fall River, MA 02720 beth.vezina@bristolcc.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	Bridgewater State University Tillinghast Hall, Rm. 100 5 School Street Bridgewater, MA 02325 lsennott@bridgew.edu	N	0
40	Massachusetts Rehabilitation Commission Taunton, MA 508-823-8141 kathryn.hall@massmail.state.ma.us	N	0
41	Massachusetts Rehabilitation Commission 320 Washington Street Brookline, MA 02445 617-739-9080 karen.mael@mrc.state.ma.us	N	0
42	Massachusetts Rehabilitation Commission 59 Temple Place Boston, MA 02111 617-357-8137 margaret.gilligan@massmail.state.ma.us	N	0
43	Employer Support of The Guard and Reserve 50 Maple Street Milford, MA 01757 508-233-7249 eleanor.j.cash.ctr@mail.mil	N	0
44	Brockton Area ARC 1250 W Chestnut Street Brockton, MA 02301 508-583-8030 rbiela@brocktonarc.net	N	0
45	Taunton Career Center 72 School Street Taunton, MA 02780 508-977-1400 ecampbell@detma.org jmckenna@bristoljobs.org	N	0
46	Fall River Career Center 446 North Main Street Fall River, MA 02720 508-730-5000 ecampbell@bristoljobs.org jmckenna@bristoljobs.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	Attleboro Career Center 95 Pine Street Attleboro, MA 02703 508-222-1950 ecampbell@detma.org spereira@detma.org	N	0
48	Norwich CT Works Center 113 Salem Turnpike, North Building, Suite 200 Norwich, CT 06360 860-859-5600 jason.sechrist@ct.gov ttremblay@chamberect.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			5

**WPRO(AM), WEAN-FM, WPRV(AM), WPRO-FM, WWKX(FM), and
WWLI(FM)**

EEO PUBLIC FILE REPORT

December 1, 2021 – November 30, 2022

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of December 2021, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a course prepared by Mineral entitled, “Harassment Prevention.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed five segments entitled “Working Well with Others,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On May 24, 2022, our Market and Business Managers as well as our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.’s Executive Vice President and General Counsel as well as its Vice President, Human Resources entitled, “The FCC’s Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers, Business Managers & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding Diversity, Equity, and Inclusion	<p>During the months of April and May of 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed three segments entitled “Unconscious Bias,” which addressed the meaning of Unconscious Bias – what it is, what are the types of Unconscious Bias and how do we overcome it.</p>
5	Management-level training regarding Diversity, Equity, and Inclusion	<p>During the month of August 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a ThinkZoom course on-line which included five separate segments dealing with Anti-Racism entitled: the Anti-Racism Continuum; Color-Blindness and Why it Doesn’t Work; Calling In vs. Calling Out People; Learning to Listen and Listening to Learn; and Keeping the Momentum going. Each session is designed to offer specific ways every individual can contribute to the ongoing fight against racism.</p>
6	Sponsor and host event reasonably calculated to disseminate information about careers in broadcasting (4)	<p>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.</p> <p>Accordingly, members of our SEU’s Programming Department gave each of the high school teams identified below a tour of our facilities, during which they talked about how radio stations operate and the opportunities available for a future career in broadcasting. In addition to the tour, each team recorded an audio promo. Every tour concluded at our "Wall of Fame," where we regaled the student athletes with stories about the artists that have visited the studios.</p> <ul style="list-style-type: none"> ▪ During the month of December 2021 our SEU welcomed the Rodgers High School Girls Volleyball Team. ▪ During the month of March 2022 our SEU welcomed the Barrington High School Boys and Girls Swim Team. ▪ During the month of September 2022 our SEU welcomed the Central Falls Boys Soccer Team. ▪ During the month of October 2022 our SEU welcomed the Mt. Hope Football Team. ▪ During the month of November 2022 our SEU

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
		welcomed the Ponaganset Boys Soccer team.
8	Host Job Fair	Our SEU organized and hosted a virtual job fair which took place during the month of September 2022. This event was promoted on all SEU stations. Job seekers were directed to the Microsoft Teams platform to participate, where our Digital Director was available to engage with participants who expressed interest in job openings within our SEU.
9	Participate in event/program sponsored by or on behalf of an educational institution related to careers in broadcasting	During the month of April 2022, our SEU welcomed a student from Barrington High School to assist her with the completion of her senior project at our studios. She was methodically exposed to all aspects of radio broadcasting, shadowing members of our staff to learn how the various departments work together to enable the smooth functioning of a radio station cluster. Staff members shared information about their career paths as well as the education and skills that contributed to their success. To fully appreciate the community outreach element of radio, the student joined our “street team” for an appearance at a popular local beach.