

**WPRO(AM), WPRO-FM, WPRV(AM), WWLI(FM),
WEAN-FM, and WWKX(FM)
EEO PUBLIC FILE REPORT
December 1, 2019-November 30, 2020¹**

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
Operations Manager/Program Director WWLI-FM	1-10, 12	9

¹ This Report was revised in May 2021 to address reporting issues.

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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	0
2	Cumulus Business Managers, BM@cumulus.com	N	0
3	Internal Bulletin Board , 1502 Wampanoag Trail, East Providence, RI 02914 (401)433-4200	N	1
4	Indeed Website: http://www.indeed.com	N	0
5	Glassdoor Website: http://www.glassdoor.com	N	0
6	LinkUp Website: http://www.linkup.com	N	0
7	ZipRecruiter Website: http://www.ziprecruiter.com	N	0
8	Internship Program	N	0
9	Word-of-Mouth Referral	N	5
10	Station Website Postings (<i>one of more SEU Stations</i>) 92PROFM.COM LITEROCK105FM.COM 630WPRO.COM HOT1063.COM 790BUSINESS.COM	N	0
11	On-Air Announcements (<i>one or more SEU stations</i>) WPRO (AM)/WEAN-FM (<i>simulcast</i>) WPRO-FM WWLI(FM) WPRV(AM) WWKX(FM)	N	0
12	Monster Website: http://www.monster.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			6

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	During this reporting period, our SEU hosted one student intern from the University of Rhode Island for the Fall 2019 semester. This intern was supervised by our Promotions Director and gained hands-on experience in our Promotions and Production departments. This intern was taught how to: write scripts, proposals and follow-up reports; prepare for and execute on- and off-site events; interact with clients and listeners; and, digitally edit and operate the board.
2	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020 our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media, Inc. entitled, "The FCC's Equal Employment Opportunity Rules, Your Guide to Compliance." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
3	Participate in event/program sponsored by community organizations relating to careers in broadcasting (<i>numerous</i>)	Our SEU collaborated with SHOWCASE Cinemas and the Rhode Island Interscholastic League to honor the achievements and community dedication of athletic teams across the State. Each week, from the beginning of December 2019 through mid-March 2020, our SEU hosted a High School Team of the Week. High schools from cities and towns throughout the State of Rhode Island competed for this title. Students from each winning high school team toured our facilities, led by members of our Programming Department, during which they talked about how radio stations operate and the opportunities available for a future career in broadcasting.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	During the Fall 2020 semester, our SEU's WPRO(AM) Evening Host spoke with journalism students at the University of Rhode Island about what his position entails, career opportunities in radio broadcasting in general, and the education/skill sets necessary for success in the industry.
5	Training program	Our SEU's Program Director ("PD") designed and conducted training programs for non-programming station personnel. During this reporting period, our PD spent time teaching a Programming staff member the skills necessary to become an On-Air Talent. Learning these skills will qualify this individual to be considered for a higher level, on-air position in the future, if such an opening becomes available.