

EEO PUBLIC FILE REPORT
for
WFCR, WNNZ(AM), WNNZ-FM, WNNU, WNNI
and employees at WAMH and WAIC*

12/1/17 – 11/30/18

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Reporter / Producer	7,15,16,17,24,28,32,35,38,45,46,48,49,50,66,69,70,71	46

*WAMH and WAIC are subject to Public Service Operating Agreements between New England Public Radio Foundation, Inc. (NEPR) and the Trustees of Amherst College (in the case of WAMH), and between NEPR and American International College (in the case of WAIC). In each case, NEPR provides programming and certain other services to the stations.

Master Recruitment Source List (MRSL)

					Require Notification of Vacancy	Interviewees Referred by RS over 12 month period
RS # Newspapers						
1	Bay State Banner	23 Drydock Avenue	Boston, MA 02210	(617) 261-4600	no	
2	Broadcasting Engineering Radio Magazine	PO Box 12901	Overland Park, KS 66282	(800) 896-9939	no	
3	Chronicle of Philanthropy	PO Box 791122	Baltimore, MD 21279-1122	(202) 466-1050	no	
4	Current Newspaper	1612 K St., NW, Suite 704	Washington DC 20006	(202) 463-7055	no	
5	Northeast Minority News	PO Box 4159	Hartford, CT 01620	(860) 249-6065	no	
6	Radio World	5827 Columbia Pike Suite 310	Baileys Crossroads, VA 22041	(703) 998-7600	no	
7	Union News/Sunday Republican	1860 Main Street	Springfield, MA 01101	(413) 788-1220	no	
Website Postings						
8	American Women in Radio & Television	www.awrt.org			no	
9	America's Job Bank	www.ajb.dni.us			no	
10	Association for Women in Communications, Inc.	www.womcom.org			no	
11	Association of Fundraising Professionals	www.afpnet.org			no	
12	Berkley Graduate School of Journalism	http://journalism.berkeley.edu/jobs/submit/			no	
13	BerkshireCreative.org	www.berkshirecreative.org			no	
14	Careerbuilder website	www.careerbuilder.com			no	
15	Columbia School of Journalism	www.journalism.columbia.edu/cs			no	
16	Corporation for Public Broadcasting Jobline	www.cpb.org/jobline			no	
17	Current website	http://current.org				
18	Greater Public website	www.greaterpublic.org			no	
19	Hidden-tech.net	www.hidden-tech.net			no	
20	HireDiversity.com	www.americasjobexchange.com			no	
21	HireCulture.org	www.hireculture.org			no	
22	Hispanic Portal..org	www.hispanicportal.org			no	
23	Idealist.org	www.idealists.org			no	
24	Indeed.com	www.indeed.com			no	
25	InsideRadio.com	www.insideradio.com			no	
26	JobsInTheValley.com	www.jobsinthevalley.com			no	
27	JobLink for Journalists	www.newslink.org/joblink			no	
28	JournalismJobs.com	www.journalismjobs.com			no	1
29	JournalismNow.com	www.journalismnow.com/employers			no	
30	LatPro.com	www.latpro.com			no	
31	LinkedIn	www.linkedin.com			no	
32	Massachusetts Broadcasters Association online job bank	www.massbroadcasters.org			no	
33	Massachusettsdiversity.com	www.massachusettsdiversity.com			no	
34	MassLive.com	www.masslive.com			no	
35	MediaBistro.com	www.mediabistro.com			no	
36	Monster.com	www.monsterboard.com			no	
37	National Society of Black Engineers	www.nsbe.org/careers/jobs			no	
38	Poynter.com	http://careers.poynter.org			no	
39	Public Radio Program Directors Association website	www.prpd.org			no	
40	Public Radio Technical Listserve	www.pubtech.org			no	

Master Recruitment Source List (MRSL)

RS #	Website Postings		Require Notification of Vacancy	Interviewees Referred by RS over 12 month period
45	UMass Amherst Employment website	http://www.umass.edu/humres	no	2
46	WFCR website	www.wfcr.org	no	2
47	Women in Philanthropy	wipowm.wildapricot.org	no	
Via Email				
48	Asian American Journalists Association	national@aaja.org	no	
49	National Association of Black Journalists	careerservices@nabj.org	no	
50	National Association of Hispanic Journalists	jobbank@nahj.org	no	
51	National Lesbian & Gay Journalists Assoc.	info@nlgia.org	no	
52	Native American Journalist Association	info@naja.com	no	
53	South Asian Journalists Association	saja@columbia.edu	no	
54	American International College	aiccareerservices@acad.aic.edu	no	
55	Bay Path College	salsmith@baypath.edu	no	
56	Clark University	careers@clarku.edu	no	
57	Greenfield Community College	jobpostings@gcc.mass.edu	no	
58	Hampshire College	nosgood@hampshire.edu	no	
59	Massachusetts College of Liberal Arts	sbailey@mcla.edu	no	
60	Smith College	cdo@smith.edu	no	
61	Williams College	occ@williams.edu	no	
62	Western New England College	cslatter@wnec.edu	no	
63	Holyoke Community College	rpowers@hcc.mass.edu	no	
64	Springfield Technical Community College	Fax: (413) 755-6316	no	
65	Elms College	careers@elms.edu	no	
Other				
66	Personal Referral		no	1
67	Job opening posted at conference		no	
68	PRADO List-serve		no	
69	Facebook - NEPR (WFCR & WNNZ page)		no	
70	Journalists of Color in Public Media - Facebook group		no	
71	NPR Social Media		no	

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Section III. RECRUITMENT INITIATIVES

In January 2002, WFCR established a program with the University of Massachusetts Amherst and Amherst, Smith, Hampshire and Mount Holyoke Colleges to provide paid internship opportunities for students in the areas of News, Programming and Marketing. Internships are offered for a minimum period of one semester, or during summer break, with the expectation of 8 – 10 hours per week of student time. Each internship period has its own application deadline and a separate pool of applicants is considered for each period.

Information about the internship program is available on WFCR's website and on the websites of all the participating colleges. Interested students are required to fill out an application indicating their area of interest and submit it to the station with a cover letter and resume.

The following is a list of the number of interns we had from 12/1/17 thru 11/30/18.

Spring Semester 2018

- 1 – Development
- 1 – Marketing
- 1 – Music Library
- 1 – Production
- 2 – Digital Media
- 2 – Media Lab
- 2 – News
- 2 – Programming

Summer 2018

- 1 - Development
- 1 – Digital News
- 1 – Marketing
- 2 – Media Lab
- 1 – Music Library
- 3 – News

Fall Semester 2018

- 1 - Development
- 1 – Marketing
- 1 – Music Library
- 1 – News
- 1 – Digital Media
- 1 – Digital News
- 3 – Media Lab

2. Participation in activities for an on behalf of several local high schools and colleges

Through a series of workshops called Media Lab, we train students from several area high schools in audio journalism and storytelling through sound. The program also includes paid interns from local colleges who serve as mentors for the high school students. We separately conduct similar classes for the students of local colleges. Most of the teaching takes place in our studio facilities, so the students can experience a professional radio station in person and use its production facilities.

Media Lab

9/25/17 – 12/19/17 NEPR Studios, Springfield, MA

2/17/18 – 5/17/18 NEPR Studios, Springfield, MA

College Course in Audio Storytelling

8/29/17 – 12/5/17 American International College students at NEPR Studios, Springfield, MA

9/6/17 – 12/13/17 Amherst College students at NEPR Studios, Amherst, MA