

EEO PUBLIC FILE REPORT
for
WFCR, WNNZ(AM), WNNZ-FM, WNNU, WNNI
and employees at WAMH and WAIC¹

12/1/15 – 11/30/16²

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
Media Lab Director	4, 8, 13, 16, 17, 23, 30, 33, 34, 37, 46, 48, 49, 52, 73	49
Webmaster / Graphic Designer	8, 14, 21, 23, 26, 33, 35, 37, 48, 49, 70, 73	23

¹ WAMH and WNNI are subject to Public Service Operating Agreements between New England Public Radio Foundation, Inc. (“NEPR”) and Trustees of Amherst College (in the case of WAMH), and, beginning July 1, 2016, between NEPR and American International College (in the case of WAIC). In each case, NEPR provides programming and certain other services to the stations.

² This Report was revised in November 2017 to address minor reporting issues.

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Section III. RECRUITMENT INITIATIVES

1. Internships

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 the New England Pubic Radio website (covering all of the above stations) 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 12/1/15 thru 11/30/16.

Spring Semester 2016

- 5 – Digital Media
- 1 – Marketing
- 3 – Media Lab
- 1 – Music Library
- 3 – News
- 1 – Production

Summer 2016

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

Fall Semester 2016

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

(continued)

2. Participation in activities for and 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.

Master Recruitment Source List (MRSL)

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	no
2	Broadcasting Engineering Radio Magazine	PO Box 12901	Overland Park, KS 66282	no
3	Chronicle of Philanthropy	PO Box 791122	Baltimore, MD 21279-1122	no
4	Current Newspaper	1612 K St., NW, Suite 704	Washington DC 20006	no
5	Daily Hampshire Gazette	115 Conz Street	Northampton, MA 01060	no
6	Northeast Minority News	PO Box 4159	Hartford, CT 01620	no
7	Radio World	5827 Columbia Pike Suite 310	Baileys Crossroads, VA 22041	no
8	Union News/Sunday Republican	1860 Main Street	Springfield, MA 01101	no
Website Postings				
9	American Women in Radio & Television	www.awrt.org		no
10	America's Job Bank	www.ajb.dni.us		no
11	Association for Women in Communications, Inc.	www.womcom.org		no
12	Association of Fundraising Professionals	www.afpnet.org		no
13	Berkley Graduate School of Journalism	http://journalism.berkeley.edu/jobs/submit/		no
14	BerkshireCreative.org	www.berkshirecreative.org		no
15	Careerbuilder website	www.careerbuilder.com		no
16	Columbia School of Journalism	www.journalism.columbia.edu/cs		no
17	Corporation for Public Broadcasting Jobline	www.cpb.org/jobline		no
18	Craig's List	http://westernmass.craigslist.org		no
19	Development Exchange, Inc.	www.deiworksite.org		no
20	Greater Public website	www.greaterpublic.org		no
21	Hidden-tech.net	www.hidden-tech.net		no
22	HireDiversity.com	www.americasjobexchange.com		no
23	HireCulture.org	www.hireculture.org		no
24	Hispanic Portal..org	www.hispanicportal.org		no
25	Idealist.org	www.idealist.org		no
26	Indeed.com	www.indeed.com		no
27	InsideRadio.com	www.insideradio.com		no
28	JobsInTheValley.com	www.jobsinthevalley.com		no
29	JobLink for Journalists	www.newslink.org/joblink		no
30	JournalismJobs.com	www.journalismjobs.com		no
31	JournalismNow.com	www.journalismnow.com/employers		no
32	LatPro.com	www.latpro.com		no
33	LinkedIn	www.linkedin.com		no
34	Massachusetts Broadcasters Association online job bank	www.massbroadcasters.org		no
35	Massachusettsdiversity.com	www.massachusettsdiversity.com		no
36	MassLive.com	www.masslive.com		no
37	MediaBistro.com	www.mediabistro.com		no
38	Monster.com	www.monsterboard.com		no
39	National Society of Black Engineers	www.nsbe.org/careers/jobs		no
40	Poynter.com	http://careers.poynter.org		no

41 Public Radio Program Directors Association website	www.prpd.org	no	
42 Public Radio Technical Listserve	www.pubtech.org	no	
43 Radio & Television News Directors Association	www.rtnda.org	no	
44 RadioGrit.com	www.radiogrit.com	no	
45 Society of Broadcast Engineers	www.sbe.org/jobline.org	no	
46 Society of Professional Journalists	www.spj.org	no	
47 Uloop Student Powered Marketplace	https://jobs.uloop.com/	no	
48 UMass Amherst Employment website	http://www.umass.edu/humres	no	2
49 WFCR website	www.wfcr.org	no	3

Via Email

50 Asian American Journalists Association	national@aaja.org	no	
51 California Chicano News Media Association	ccnmaininfo@ccnma.org	no	
52 National Association of Black Journalists	careerservices@nabj.org	no	
53 National Association of Hispanic Journalists	jobbank@nahj.org	no	
54 National Lesbian & Gay Journalists Assoc.	info@nlga.org	no	
55 Native American Journalist Association	info@naja.com	no	
56 South Asian Journalists Association	saja@columbia.edu	no	
57 American International College	aiccareerservices@acad.aic.edu	no	
58 Bay Path College	salsmith@baypath.edu	no	
59 Clark University	careers@clarku.edu	no	
60 Greenfield Community College	jobpostings@gcc.mass.edu	no	
61 Hampshire College	nosgood@hampshire.edu	no	
62 Massachusetts College of Liberal Arts	sbailey@mcla.edu	no	
63 Smith College	cdo@smith.edu	no	
64 Williams College	occ@williams.edu	no	
65 Western New England College	cslatter@wnec.edu	no	
66 Holyoke Community College	rpowers@hcc.mass.edu	no	
67 Springfield Technical Community College	Fax: (413) 755-6316	no	
68 Elms College	careers@elms.edu	no	
69 UnityFirst	jfondon@unityfirst.com	no	

Other

70 Personal Referral		no	1
71 Job opening posted at conference		no	
72 PRADO List-serve		no	
73 Facebook		no	