

**WRNN**  
**EEO PUBLIC FILE REPORT**  
**February 1, 2023- January 31, 2024**

**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 Hire
<b>During this reporting period, the employment unit had no hires</b>		

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	# of Interviewees Referred by RS Over Reporting Period
1	<b>During this reporting period, the unit had no hires</b>		

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity &amp; Scope of Broadcaster's Participation</b>
1.	Participate in event/program sponsored by or on behalf of an educational institution regarding recruitment practices.	<p>The station participated in 2 of the following virtual recruitment events. Station participants included Lynda McManus, HR Manager</p> <ul style="list-style-type: none"> <li>• March 20, 2023, Monroe College, Bronx, NY 10460</li> <li>• June 1, 2023, Monroe College, New Rochelle, NY 10538</li> </ul>
2.	Participate in Job/Career Fairs	<p>The station participated in the following Job/Career Fairs. Station participants included our HR Manager, Lynda McManus who interacted with interested attendees about careers in broadcasting via MS Teams video conferencing:</p> <ul style="list-style-type: none"> <li>• May, 16, 2023 – NY DOL Virtual Career Fair, New York City Virtual Career Fair</li> <li>• June, 13, 2023 – NY DOL Virtual Career Fair, New York City Virtual Career Fair</li> <li>• June, 22, 2-23 – NY DOL Virtual Career Fair, Hudson Valley, NY Virtual Career Fair</li> <li>• August 15, 2023 – NY DOL Virtual Career Fair, New York City Virtual Career Fair</li> <li>• Handshake – joinhandshake.com, a Recruiting platform where employers and colleges connect in one place. We can search and engage over six million students and alumni of colleges across the United States</li> </ul>
3.	Training for Management	<p>The station's HR Manager, Joe Pastore, participated in a meeting with other department heads to review FCC Equal Employment Opportunity (EEO) rules and policies for radio and TV broadcasters.</p> <ul style="list-style-type: none"> <li>• Date: May 8, 2023</li> </ul>

4.	Mentoring	<p>WRNN's HR Manager, Joe Pastore, has been mentoring the Financial Director, Alfred Yip, in best HR practices, recruitment strategies, and EEO compliance.</p> <ul style="list-style-type: none"><li>• Ongoing</li></ul> <p>WRNN's HR Manager, Joe Pastore, continues to mentor the Benefits and Payroll manager, Lynda McManus, in best HR practices, recruitment strategies, and in EEO compliance to ensure EEO compliance.</p> <ul style="list-style-type: none"><li>• October 2023 to present</li></ul> <p>WRNN's HR Manager, Joe Pastore, mentored the new hire Larry Chu, Controller, in best HR practices, recruitment strategies, and in EEO compliance to ensure EEO compliance when he hires for his staff.</p>
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