

WHCN, WKSS, WPOP, WUCS, WWYZ**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016¹****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
Senior AE	1, 3-5, 8-9, 15-18	5
Outside Account Executive	1, 3-4, 8-10, 15-19	10
National Sales Assistant/Administrative Assistant	1-10, 14-18	14
Senior AE	1-4, 6-9, 15-19, 21	19
Senior AE	1, 3-5, 8-9, 15-18	5
outside account executive	1-9, 15-18, 20	20
Digital Program Director	1, 3-5, 8-9, 13, 15-18	13
outside account executive	1, 3-5, 8-9, 15-18	5
General Sales Manager (Regional Auto Resp.)	1, 3-4, 8-9, 12, 14-18	14
Outside Account Executive	1, 4, 8-10, 16-19	19
Associate Account Executive	1, 4, 8-9, 16-19	19
Outside Account Executive	1, 4, 8-9, 11, 16-18	11

¹ This Report was amended in April 2017 and December 2017 to address reporting issues.

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Central Ct State University 1615 Stanley St New Britian, Connecticut 6050 Email : Sershen@ccsu.edu Linda Sershen	N	0
2	Connecticut School of Broadcasting Radio Park Birdseye Rd. Farmington, Connecticut 06063 Phone : 860-232-9988 Fax : 1-860-677-1141 Renee Falcone	N	0
3	CRT Comm Renewal Team 555 Windsor St Hartford, Connecticut 6120 Email : wigginse@crtct.org Miriam Gonzalez	N	0
4	Ct Employment Services 3580 Main St, 1st Floor Hartford, Connecticut 6106 Pat Madigan Manual Posting	N	0
5	Employee Referral	N	8
6	Fairfield University Career Planning Dolan Hall Fairfield, Connecticut 06430 Phone : 203-254-4081 Fax : 1-203-254-4107 Judy OShea	N	0
7	Goods Entertainment PO Box 1266 Weston, Connecticut 06883 Phone : 203.341.0111 Email : Adam@GoodsEntertainment.com Fax : 1-801-460-3100 Adam Goodman	N	0
8	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0

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9	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	1
10	Indeed.com	N	4
11	Indeed.com - Not Directly Contacted by SEU	N	1
12	Internal Candidate	N	1
13	Internal Transfer/Promotion	N	1
14	Linked In	N	2
15	Manchester Comm Tech College PO Box 1046 Manchester, Connecticut 6045 Email : Cochnio@mcc.commnet.edu Carl Ochnio	N	0
16	Manchester Comm Tech College PO Box 1046 Manchester, Connecticut 6045 Email : rhenderson@mcc.edu Robert Henderson	N	0
17	Manchester Comm Tech College PO Box 1046 Manchester, Connecticut 6045 Email : Jgreene@mcc.commnet.edu Julie Greene	N	0
18	NAACP of Greater Hartford PO Box 1012 Hartford, Connecticut 6143 Joan Gibson Manual Posting	N	0
19	Non-Employee Referral	N	4
20	Station Website Posting (One or More SEU Stations)	N	1
21	Word of Mouth Referral	N	1
TOTAL INTERVIEWS OVER REPORTING PERIOD:			24

WHCN, WKSS, WPOP, WUCS, WWYZ**EEO PUBLIC FILE REPORT****December 1, 2015 - November 30, 2016****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/27/2016	Establishment of an intern program designed to assist members of the community	Spring 2016: This SEU provided internships to 4 students from University of Hartford, UConn, Eastern Connecticut State University & Manchester Community College. The interns worked closely with SEU staff to learn the "behind-the scenes" functioning of a radio station. The internship, the program was administered by the Integrated Media Specialist and the interns received on-the-job training in the promotions department, assisted the promotions director, assisted in sales presentations and other sales related responsibilities and prepared winner sheets. They also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.	1	Integrated Media Director
2	5/17/2016	Establishment of an intern program designed to assist members of the community	Summer 2016: This SEU provided internships to 4 students from Siena College, Ithaca College, Western New England State University & University of Hartford. The program was administered by the Integrated Media Specialist and the interns received on-the-job training in the promotions department, assisted the promotions director and prepared winner sheets.	1	Integrated Media Director
3	6/12/2016	Hosting of Job Fair	On 6/12/2016, the Hartford SEU hosted an on-site job fair for all stations, including WHCN, WKSS, WPOP, WUCS, and WWYZ. Station participants included Integrated Media Planner and General Sales Managers, who accepted resumes and engaged in 10-minute "speed interview" sessions with individuals interested in careers with our SEU.	2	Integrated Media Planner GSM

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4	8/30/2016	Establishment of an intern program designed to assist members of the community	Fall 2016: This SEU provided internships to 4 students from Manchester Community College, Central Connecticut State University, UConn & the University of Hartford. The program was administered by the Integrated Media Specialist and the interns received on-the-job training in the promotions department, assisted the promotions director and prepared winner sheets.	1	Integrated Media Director
5	10/10/2016	Participation in scholarship programs	From December 2015 to November 30, 2016, the Hartford SEU participated in the Connecticut School of Broadcasting Scholarship Program. The Program was open to all students interested in careers in broadcasting. Station participants included a Hartford Account Executive, who administers our SEU's contribution to the program, and our Market Manager, who also oversees the account. The Hartford SEU contributed a total of \$35,357 to the Program. We ran on air ads promoting the scholarships as well as the Market Manager helping in the judging.	2	AE Market Manager