

WORC-FM, WWFX(FM), WXLO(FM)
EEO PUBLIC FILE REPORT
December 1, 2021 – November 30, 2022

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
Account Executive	1-61	10
Account Executive	1-62	62

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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/en-US/	N	0
2	Adzuna Website www.adzuna.com/	N	0
3	Job Is Job Website www.jobisjob.com/	N	0
4	MyJobHelper Website www.myjobhelper.com/	N	0
5	Oodle Website www.jobs.oodle.com/careers/careers/	N	0
6	The Job Spider www.jobspider.com/	N	0
7	Trovit Website www.trovit.com/	N	0
8	Indeed Website (<i>not directly contacted by SEU</i>) www.indeed.com	N	0
9	Glassdoor Website (<i>not directly contacted by SEU</i>) www.glassdoor.com/index.htm	N	0
10	LinkedIn Website (<i>not directly contacted by SEU</i>) www.linkedin.com/jobs/	N	1
11	Abilities in Jobs www.abilitiesinjobs.com	N	0
12	Asian in Jobs www.asianinjobs.com	N	0
13	Black In Jobs www.blackinjobs.com	N	0
14	Hispanic In Jobs www.hispanicinjobs.com	N	0
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Diversity in Jobs www.diversityinjobs.com	N	0
17	Seniors in Jobs www.seniorsinjobs.com	N	0
18	Women in Jobs www.womeninjobs.com	N	0
19	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
20	Disabled Person www.disAbledperson.com	N	0
21	Hire Black Now www.hireblacknow.com	N	0
22	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
23	African American Job Search www.africanamericanjobsearch.com	N	0
24	Asian Job Search www.asianjobsearch.com	N	0
25	LGBT Job Search www.lgbtjobsearch.com	N	0
26	Disabled Job Seekers www.disabledjobseekers.com	N	0
27	US Diversity Job Search www.usdiversityjobsearch.com	N	0
28	Veteran Career Center www.veterancareercenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	WOONSOCKET netWORKri Center 219 Pond Street Woonsocket, RI 02895 401-235-1201 jason.fafard@dlt.ri.gov	N	0
31	Massachusetts Rehabilitation Commission Vocational Rehab 1 Father DeValles Boulevard Fall River, MA 02723 matthew.berard@massmail.state.ma.us	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
32	Regional Employment Collaboratives a service of Riverside Community Care 270 Bridge Street Dedham, MA 02026 617-360-1646 cvbuckley@riversideecc.org pmendes@riversideecc.org	N	0
33	WIND/West - St. Luke's Catholic Church 70 W Main Street Westborough, MA 01581 508-366-8509 youthministry@stlukes-parish.org	N	0
34	UMASS Medical School Human Resources, 333 South Street Shrewsbury, MA 01545 cdugard@umassp.edu	N	0
35	Friendly House, Inc. 36 Wall Street Worcester, MA 01604 508-755-4362 sdaly@friendlyhousema.org	N	0
36	College of the Holy Cross 1 College Street, Box K Worcester, MA 01610 508-793-3880 jdraczyn@holycross.edu mchester@holycross.edu mjaquez@holycross.edu	N	0
37	Adult Education Programs, Worcester Community Action Council 484 Main Street, Second Floor Worcester, MA 01608 508-754-1176 kbrennan@wcac.net	N	0
38	Veteran Employment Center - MA MA kenneth.j.forchelli.ctr@mail.mil	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	Southeast Asian Coalition 484 Main Street, Suite 400 Worcester, MA 01608 508-791-4373 avsawyer@seacma.org mbanzuela@seacma.org	N	0
40	Las Centro Americas 11 Sycamore Street Worcester, MA 01608 (508) 798-1900 info@centrolasamericas.org	N	0
41	You Inc. 81 Plantation Street Worcester, MA 01604 (855) 496-8462 mayottek@youinc.org	N	0
42	Seven Hills Foundation 81 Hope Street Worcester, MA 01529 508-755-2340 sbrownfield@sevenhills.org	N	0
43	Center of Hope Foundation, Inc. P.O. Box 66, 100 Foster Street Southbridge, MA 01550 508-764-4085 mguntor@thecenterofhope.org	N	0
44	Montachusett Veterans Outreach Center, Inc. 268 Central Street Gardner, MA 01440 msantiago@veterans-outreach.org	N	0
45	Community Development Corp. 246 Central Street Gardner, MA 01440 jcruckshank@ggcdc.org	N	0
46	Massachusetts Veterans Inc 69 Grove Street Worcester, MA 01605 800-482-2565 allisonalaimo@veteransinc.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
47	Massachusetts Commission for the Blind - Springfield Office 436 Dwight Street Springfield, MA 01103 413-781-1290 christine.ventulett@state.ma.us	N	0
48	Work Without Limits University of Mass 333 South Street Shrewsbury, MA 01545 (877) 937-9675 megan.northup@umassmed.edu	N	0
49	Goodwill Career Center 570 Cottage Street Springfield, MA 01104 413-788-6981 hardyjk@comcast.net khardy@ourgoodwill.org	N	0
50	Massachusetts Rehabilitation Commission 320 Washington Street Brookline, MA 02445 617-739-9080 karen.mael@mrc.state.ma.us	N	0
51	Massachusetts Rehabilitation Commission 59 Temple Place Boston, MA 02111 617-357-8137 margaret.gilligan@massmail.state.ma.us	N	0
52	VetSuccess.Org (US Dept of Veteran Affairs) 150 South Huntington Avenue Boston, MA 02203 617-232-9500 ellen.shaw-peterson@va.gov	N	0
53	Employer Support of The Guard and Reserve 50 Maple Street Milford, MA 01757 508-233-7249 eleanor.j.cash.ctr@mail.mil	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
54	The Massachusetts Rehabilitation Commission One Parker Street Lawrence, MA 01843 978-975-8587 paula.santagati@state.ma.us	N	0
55	North Central Career Services 25 Main Street Gardner, MA 01440 (978) 632-5050	N	0
56	Workforce Central Career Center - Worcester 340 Main Street Worcester, MA 01608 508-799-1600 jmccarthy@detma.org workforce@workforcecentralma.org	N	0
57	Workforce Central Career Center 5 Optical Drive, Suite 200 Southbridge, MA 01550 508-765-6430 donna.joyce@massmail.state.ma.us michael.petrella@massmail.state.ma.us	N	0
58	North Shore Career Center of Lynn 181 Union Street Lynn, MA 01901 781-593-0585 pventresca@detma.org	N	0
59	North Central Career Center 100 Erdman Way Leominster, MA 01453 978-534-1481 rick.dumont@massmail.state.ma.us scott.percifull@state.ma.us	N	0
60	Framingham American Job Center 1671 Worcester Road Framingham, MA 01701 508-766-5700 angela.m.grant@massmail.state.ma.us careerteam.sean@gmail.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
61	CareerPoint 850 High Street Holyoke, MA 01040 413-532-4900 info@careerpointma.org yruiz@careerpointma.org	N	0
62	Employee Referral	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			2

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of December 2021, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a course prepared by Mineral entitled, “Harassment Prevention.” The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. In order to obtain a certificate of participation, managers were required to take a quiz following their completion of the tutorial.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the month of December 2021, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed five segments entitled “Working Well With Others,” which addressed the meaning of diversity, the diversity continuum, the mistake of stereotyping, the power of inclusion, and diversity = greatness.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On May 24, 2022, our Market and Business Managers as well as our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.’s Executive Vice President and General Counsel as well as its Vice President, Human Resources entitled, “The FCC’s Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers, Business Managers & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding Diversity, Equity, and Inclusion	During the months of April and May of 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete courses on-line using ThinkZoom. Participants viewed three segments entitled “Unconscious Bias,” which addressed the meaning of Unconscious Bias – what it is, the types of Unconscious Bias, and how to overcome it.
5	Management-level training regarding Diversity, Equity, and Inclusion	During the month of August 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a ThinkZoom course on-line which included five separate segments dealing with Anti-Racism entitled: the Anti-Racism Continuum; Color-Blindness and Why it Doesn’t Work; Calling In vs. Calling Out People; Learning to Listen and Listening to Learn; and Keeping the Momentum going. Each session is designed to offer specific ways every individual can contribute to the ongoing fight against racism.
6	Participate in Job Fair	On June 6 th , 8 th , 9 th and 10 th , 2022, our SEU participated in the virtual job fair sponsored by the Massachusetts Broadcasters Association. Our Promotions Director represented our SEU and was available to interact with interested participants about the media industry, career opportunities in radio, and job vacancies within the SEU.
7	Participate in Job Fair	On June 7, 2022, our SEU participated in the job fair sponsored by MassHire Central Career Center which took place at the DCU Center (<i>Digital Federal Credit Union Center</i>) in downtown Worcester. Our Promotions Director attended this event and spoke with interested attendees about career opportunities in broadcasting, the education/skill sets necessary for success in the radio business as well as job openings within the SEU.