

WHJJ-AM, WHJY-FM, WSNE-FM, WWBB-FM
EEO PUBLIC FILE REPORT
December 1, 2012 - November 30, 2013

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive- All Stations	1-9, 11-12, 14, 16-17, 19-27, 29-34, 36-37, 39, 42-43, 45	45
Production Director	4, 6, 10, 15-16, 18-19, 21, 28, 31, 33-35, 40-43, 45	45
Account Executive	4, 6, 10-11, 16, 18-19, 21, 28-29, 31, 33-35, 40-43, 45	45
Online Content Director	4, 6, 10-11, 13, 15-16, 18-19, 21, 28, 31, 33-35, 40-45	13
Sales Assistant	6, 10-11, 13, 16, 18-19, 21, 28, 31, 33-35, 38, 40-45	38

WHJJ-AM, WHJY-FM, WSNE-FM, WWBB-FM**EEO PUBLIC FILE REPORT****December 1, 2012 - November 30, 2013****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	American Women in Radio & Television 8405 Greensboro Drive Suite 800 McLean, Virginia 22102 Phone : 703-506-3290 Fax : 1-703-506-3266 Career Services	N	0
2	Amy Alpine Psychotherapy Lake City Professional Center 2611 NE 125th St. Seattle, Washington 98125 Phone : 206-367-5093 Career Services Manual Posting	N	0
3	Asian American Journalists Association 5 3rd Street Suite 1180 San Francisco, California 94103 Phone : 415-346-2051 Email : marcias@aaaja.org Marcia Santillan	N	0
4	BIIC 1468 Broad Street Providence, Rhode Island 02905 Phone : 401-941-9370 George Castro Manual Posting	N	0
5	Black Broadcasters Alliance 205 N. Michigan Avenue Suite 2015 Chicago, Illinois 60601 Phone : 412-829-9788 Fax : 1-401-829-0313 Sherman Kizart Manual Posting	N	0
6	Bryant University Career Services 1150 Douglas Pike Smithfield, Rhode Island 02917 Phone : 401-232-6090 Email : careers@bryant.edu Fax : 1-401-232-6742 Kathy Clarkin	N	0

WHJJ-AM, WHJY-FM, WSNE-FM, WWBB-FM**EEO PUBLIC FILE REPORT****December 1, 2012 - November 30, 2013****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
7	California Chicano News Media Assn. 3800 S. Figueroa Street Los Angeles, California 90037 Phone : 213-743-4960 Fax : 1-213-743-4989 Career Services	N	0
8	Career Connections 423 George Arden Avenue Warwick, Rhode Island 02886 Pam Tonry Manual Posting	N	0
9	CHISPA 421 Elmwood Ave Providence, Rhode Island 02907 Phone : 401-467-0111 Fax : 1-401-467-2507 Ingrid Rodas	N	0
10	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Url : https://careerchannel.silkroad.com/ Career Services Manual Posting	N	1
11	ExecutivesOnly.com 100 Jefferson Blvd. Warwick, Rhode Island 02888 Phone : 401-921-3319 Email : rosemarie@executivesonly.com Fax : 1-401-223-0276 Dan Resendes	N	0
12	Hispanic Americans for Fairness in Media 5400 E. Olympic Blvd. Suite 250 Los Angeles, California 90222-5142 Phone : 323-726-3126 Career Services Manual Posting	N	0
13	Indeed.com (Not directly contacted by SEU) Texas Career Services	N	5

WHJJ-AM, WHJY-FM, WSNE-FM, WWBB-FM**EEO PUBLIC FILE REPORT****December 1, 2012 - November 30, 2013****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	Indigenous Broadcast Center 810 East Ninth Ave. Anchorage, Alaska 99501 Phone : 907-277-2776 Fax : 1-907-263-7456 Career Services Manual Posting	N	0
15	Internal Candidate	N	2
16	International Institute of Rhode Island 645 Elmwood Ave Providence, Rhode Island 02907 Phone : 401-461-5940 Fax : 1-401-467-6530 Career Services	N	0
17	Job Fair	N	1
18	Johnson & Wales University 8 Abbott Park Place Providence, Rhode Island 02903 Email : careerpostings@jwu.edu Career Services	N	0
19	Jumpshot Media Rhode Island Phone : 508-291-8451 Email : jbirchfield@jumpshotmedia.com Career Services	N	0
20	Katharine Gibbs School 85 Garfield Ave Cranston, Rhode Island 02920 Phone : 401-223-3118 Fax : 1-401-421-6230 Ric Jackson Manual Posting	N	0
21	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0

WHJJ-AM, WHJY-FM, WSNE-FM, WWBB-FM**EEO PUBLIC FILE REPORT****December 1, 2012 - November 30, 2013****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
22	National Assn. Of Black College Broadcasters PO Box 3191 Atlanta, Georgia 30302 Phone : 404-523-6136 Email : lojelks@aol.com Fax : 1-404-523-5467 Career Services	N	0
23	National Assn. Of Black Sales Professionals 503 S. Oak Park Ave. Oak Park, Illinois 60304 Phone : 708-848-6008 Career Services Manual Posting	N	0
24	National Assn. Of Minority Media Executives 1921 Gallows Road Suite 600 Vienna, Virginia 22182 Phone : 703-893-2410 Fax : 1-703-893-2414 Career Services Manual Posting	N	0
25	National Association of Black Accountants 7249-A Hanover Parkway Greenbelt, Maryland 20770 Phone : 301-474-3114 Career Services Manual Posting	N	0
26	National Society of Black Engineers 1454 Duke Street Alexandria, Virginia 22314 Phone : 703-683-5312 Email : info@nsbe.org Career Services	N	0
27	Native American Journalists Association 414 E. Clark Street Vermillion, South Dakota 57069 Phone : 605-677-5285 Fax : 1-405-325-6945 Career Services	N	0

WHJJ-AM, WHJY-FM, WSNE-FM, WWBB-FM**EEO PUBLIC FILE REPORT****December 1, 2012 - November 30, 2013****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
28	New England Tech Career Services 2500 Post Road Warwick, Rhode Island 02886 Phone : 401-886-0736 Email : kdohoney@neit.edu Fax : 1-401-739-7738 Kathleen Dohoney	N	0
29	Office Team 275 Promenade Street Suite 140 Providence, Rhode Island 02908 Phone : 401-274-9265 Fax : 1-401-274-6410 Ashley Simpson	N	0
30	Organization of Chinese Americans 1001 Connecticut Ave N.W. Suite 707 Washington, District of Columbia 20036 Phone : 202-296-0540 Email : oca@ocanational.org Career Services	N	0
31	Progreso Latino, Inc. 626 Broad Street Central Falls, Rhode Island 02863 Phone : 401-728-5920 Email : jzapata@progresolatino.org Fax : 1-401-724-5550 Gregory Pherson	N	0
32	Project Esperanza / Project Hope 400 Dexter Street Central Falls, Rhode Island 02863 Phone : 401-723-9676 Paul Thomas Manual Posting	N	0
33	Providence College - Career Services 549 River Avenue Providence, Rhode Island 02918 Phone : 401-865-1000 Email : lpellecc@providence.edu Laura Pellecchia	N	0

WHJJ-AM, WHJY-FM, WSNE-FM, WWBB-FM**EEO PUBLIC FILE REPORT****December 1, 2012 - November 30, 2013****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
34	Rhode Island College Career Development Center 600 Mount Pleasant Ave Providence, Rhode Island 02908 Phone : 401-456-8031 Email : dmoran@ric.edu Fax : 1-401-456-8093 Demetria Moran	N	0
35	Roger Williams University Professional Development Rhode Island Phone : 401-276-4584 Email : careers@rwu.edu Fax : 1-401-276-4842 Career Services	N	0
36	Shiloh Apostolic Temple 1500-34 West Master St. Philadelphia, Pennsylvania 19121 Phone : 215-763-7335 Career Services Manual Posting	N	0
37	South Asian Journalists Association Columbia Grad School of Journalism 2950 Broadway New York, New York 10027 Phone : 212-854-5979 Career Services Manual Posting	N	0
38	Station Website Posting (One or More SEU Stations)	N	1
39	The Freeform Radio Initiative, Inc. Post Office Box 530369 Miami, Florida 33153-0369 Phone : 305 982 7233 Email : announcements@thefreeformradioinitiative.org Scott McWilliams	N	0
40	The Freeform Radio Initiative, Inc. Post Office Box 530369 Miami, Florida 33153-0369 Phone : 305 982 7233 Email : leads@freeformradio.org Scott McWilliams	N	0

WHJJ-AM, WHJY-FM, WSNE-FM, WWBB-FM**EEO PUBLIC FILE REPORT****December 1, 2012 - November 30, 2013****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	The Providence Plan 56 Pine Street Suite 3B Providence, Rhode Island 02903 Phone : 401-455-8880 Email : info@provplan.org Fax : 1-401-331-6840 Luis Phelan	N	0
42	Urban League of Rhode Island 246 Prairie Ave Providence, Rhode Island 02905 Phone : 401-351-5000 Fax : 1-401-454-1946 Career Services	N	0
43	URI - Career Services Rm. 228 Roosevelt Hall 90 Lower College Road Kingstown, Rhode Island 02881 Phone : 401-874-2311 Email : psergus@uri.edu Fax : 1-401-874-5525 Career Services	N	0
44	Veterans Affairs 830 Chalkstone Ave Providence, Rhode Island 02908 Phone : 401-273-7100 x 6147 Email : steven.myers2@va.gov Steven Myers	N	0
45	Word of Mouth Referral	N	12
TOTAL INTERVIEWS OVER REPORTING PERIOD:			22

WHJJ-AM, WHJY-FM, WSNE-FM, WWBB-FM**EEO PUBLIC FILE REPORT****December 1, 2012 - November 30, 2013****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/3/2012	Establishment of an intern program designed to assist members of the community	Hosted three college students, two from Roger Williams University and one from Elon University, in our Winter internship program. Interns are required to earn class credit for their work, which includes shadowing individuals from the marketing, promotions, programming, sales, and web departments within the cluster to learn about radio operations.	2	Program Director Promotions Manager
2	3/1/2013	Establishment of an intern program designed to assist members of the community	Hosted two college students from Johnson & Wales University and Rhode Island College, in our Spring internship program. Interns are required to earn class credit for their work, which includes shadowing individuals from the marketing, promotions, programming, sales, and web departments within the cluster to learn about radio operations.	2	Program Director Promotions Manager
3	4/3/2013	Participation in Job Fairs	In conjunction with the RI Broadcasters Association, our staff attended the University of Rhode Island's Spring Career and Job Fair at The Ryan Center, Kingstown, RI.	2	General Sales Manager Street Team Member
4	4/10/2013	Participation in Job Fairs	In conjunction with the RI Broadcasters Association, our staff attended Rhode Island College's Job & Internship Fair #1 in the Student Union Ballroom, Providence, RI.	1	General Sales Manager
5	4/26/2013	Participation in Job Fairs	Our staff attended the Military/Veterans Job Fair at the RI Convention Center, 5th floor Ballrooms D & E, Providence, RI. The Fair was sponsored by Workforce Solutions of Providence/Cranston, in partnership with the U.S. Department of Defense Employer Support for Guard and Reserves, Hero 2 Hired, the Greater Providence Chamber of Commerce, the Rhode Island Department of Labor & Training, and the cities of Providence and Cranston. The Job Fair is part of a series of Mayors' Job Fairs, a new partnership to promote employment .	3	General Sales Mgr Promotions Manager Street Team Member

WHJJ-AM, WHJY-FM, WSNE-FM, WWBB-FM**EEO PUBLIC FILE REPORT****December 1, 2012 - November 30, 2013****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	6/3/2013	Establishment of an intern program designed to assist members of the community	Hosted three college students from Rhode Island College in our Summer internship program. Interns are required to earn class credit for their work, which includes shadowing individuals from the marketing, promotions, programming, sales, and web departments within the cluster to learn about radio operations.	2	Program Director Promotions Manager
7	9/2/2013	Establishment of an intern program designed to assist members of the community	Hosted four college students, one each from Johnson & Wales University, Rhode Island College, New England Tech, and Bristol Community College in our Fall internship program. Interns are required to earn class credit for their work, which includes shadowing individuals from the marketing, promotions, programming, sales, and web departments within the cluster to learn about radio operations.	2	Program Director Promotions Manager
8	9/18/2013	Participation in events sponsored by community groups	Participated in the 4th Annual College Fair at McCoy Stadium, Pawtucket, RI. SEU was present to discuss available internship programs.	1	Promotions Manager
9	11/6/2013	Participation in Job Fairs	In conjunction with the RI Broadcasters Association, our staff attended the University of Rhode Island's Fall Career and Job Fair at Memorial Union, Kingstown, RI.	2	Business Manager Outside Account Executive