

**WPRO(AM), WPRO-FM, WPRV(AM), WWLI(FM),
WEAN-FM and WWKX(FM)
EEO PUBLIC FILE REPORT
December 1, 2019-November 30, 2020**

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
Operations Manager/Program Director WWLI-FM	1-12	9

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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 Corporate Recruitment Website, www.cumulus.com/careers	N	0
2	Cumulus Business Managers, BM@cumulus.com	N	0
3	Internal Bulletin Board, 1502 Wampanoag Trail, East Providence, RI 02914 (401)433-4200	N	1
4	Indeed Website: http://www.indeed.com	N	0
5	Glassdoor Website: http://www.glassdoor.com	N	0
6	Linkup Website: http://www.linkup.com	N	0
7	ZipRecruiter Website: http://www.ziprecruiter.com	N	0
8	Internship Program	N	0
9	Word-of-Mouth Referral	N	5
10	Station Website Postings (<i>one of more SEU Stations</i>) 92PROFM.COM LITEROCK105FM.COM 630WPRO.COM HOT1063.COM 790BUSINESS.COM	N	0
11	On-Air Announcements (<i>one or more SEU stations</i>) WPRO (AM)/WEAN-FM (simulcast) WPRO-FM WWLI FM WPRV AM WWKX FM	N	0
12	Monster Website: http://www.monster.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			6

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program	During this reporting period, our SEU hosted one student intern from the University of Rhode Island for the Fall 2019 semester. This intern was supervised by our Promotions Director and gained hands-on experience in our Promotions and Production departments. This intern was taught how to: write scripts, proposals and follow-up reports; prepare for and execute on- and off-site events; interact with clients and listeners; and, digitally edit and operate the board.
2	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On July 22, 2020 our Market and Business Managers participated in a presentation conducted by the Executive Vice President and General Counsel of Cumulus Media, Inc. entitled, "The FCC's Equal Employment Opportunity Rules, Your Guide to Compliance." The FCC's EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.
3	Host event/program sponsored by or on behalf of educational institutions relating to careers in broadcasting (approx. 12)	From the beginning of December 2019 through mid-March 2020, each week our SEU hosted a High School Team of the Week. High schools from cities and towns throughout the State of Rhode Island competed for this title. Every week, students from the winning school received a tour of our facilities conducted by members of our Programming Department, during which they talked about how radio stations operate as well as the opportunities available for a future career in broadcasting.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
4	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	During the Fall 2020 semester, our SEU's WPRO(AM) Evening Host spoke with journalism students at the University of Rhode Island about what his position entails, career opportunities in radio broadcasting in general, and the education/skill sets necessary for success in the industry.
5	Training program	Our SEU's Program Director ("PD") designs and conducts training programs for non-programming station personnel. During this reporting period, our PD spent time teaching a Programming staff member the skills necessary to become an On-Air Talent. Obtaining these skills is intended to qualify this individual to be considered for this higher level position if such an opening becomes available in the future.