

**WPRO(AM), WPRO-FM, WPRV(AM), WWLI(FM),  
WEAN-FM and WWKX(FM)  
EEO PUBLIC FILE REPORT  
December 1, 2018-November 30, 2019<sup>1</sup>**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Sales Assistant	1-10, 12	3
Promotions Director	1-10, 12-13	13
Account Executive	1-10, 12	4
Account Executive	1-10, 12	9

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<sup>1</sup> This Report was revised in May 2021 to address reporting issues.

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

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	<b>Cumulus Careers Website</b> <a href="http://www.cumulusmedia.job.net">www.cumulusmedia.job.net</a>	N	5
2	<b>Cumulus Business Managers</b> – corporate e-mail addresses are BM97581537, and BM2	N	0
3	<b>Internal Bulletin Board</b> , 1502 Wampanoag Trail, East Providence, RI 02914 (401)433-4200	N	4
4	<b>Indeed Website:</b> <a href="http://www.indeed.com">http://www.indeed.com</a>	N	6
5	<b>Glassdoor Website:</b> <a href="http://www.glassdoor.com">http://www.glassdoor.com</a>	N	0
6	<b>LinkUp Website:</b> <a href="http://www.linkup.com">http://www.linkup.com</a>	N	0
7	<b>ZipRecruiter Website:</b> <a href="http://www.ziprecruiter.com">http://www.ziprecruiter.com</a>	N	0
8	<b>Internship Program</b>	N	0
9	<b>Word-of-Mouth Referral</b>	N	3
10	<b>Station Website Postings</b> ( <i>one or more SEU Stations</i> ) 92PROFM.COM LITEROCK105FM.COM 630WPRO.COM HOT1063.COM 790BUSINESS.COM	N	0
11	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> ) WPRO(AM)/WEAN-FM ( <i>simulcast</i> ) WPRO-FM WWLI(FM) WPRV(AM) WWKX(FM)	N	0
12	<b>Monster Website:</b> <a href="http://www.monster.com">http://www.monster.com</a>	N	0
13	<b>Internal Transfer/Promotion</b>	N	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>19</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Internship Program	<p>During this reporting period, our SEU hosted four (4) student interns.</p> <p>Three of the four interns were supervised by our Promotions Director, and gained hands-on experience in our Promotions and Production departments. They were taught how to: write scripts, proposals and follow-up reports; prepare and execute of on- and off-site events; interact with clients and listeners; edit digital content; and, operate the board.</p> <p>One of the interns was supervised by our Marketing and Promotions Director, and learned the relationship among marketing, sales, and programming; was taught how to execute and recap on-air, on-site, and digital promotions; learned how to create sales packages; and, assisted the Director at various events.</p> <p>Our interns attended the following schools:</p> <p>Spring 2019 – Two (2) interns from Roger Williams University;</p> <p>Summer 2019 – One (1) intern from Salve Regina University;</p> <p>Fall 2019 – One (1) intern from the University of Rhode Island.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
2	Participate in event/program sponsored by community organizations relating to careers in broadcasting ( <i>numerous</i> )	Our SEU collaborated with SHOWCASE Cinemas and the Rhode Island Interscholastic League to honor the achievements and community dedication of athletic teams across the State. On a weekly basis during the school year (December 2018 through June 2019, and September 2019 through November 2019), our SEU hosted a High School Team of the Week at our studios in Providence. The high schools that compete for the title come from cities and towns throughout the State of Rhode Island. Students from each winning high school team toured our facilities, led by members of our Programming Department, during which they talked about how radio stations operate and the opportunities available for a future career in broadcasting.
3	Participate in event/program sponsored by an educational institution relating to career in broadcasting	On April 18, 2019, our SEU's Promotions Director participated in "Take Your Children to Work" Day at AIPSO in Johnston, RI, during which she spoke with students about careers in radio and opportunities available for a future career in broadcasting.
4	Participate in event/program sponsored by a community organization relating to careers in broadcasting	On January 10, 2019, our SEU's New Business Director participated in an event at the Massachusetts DECA District 8 Competition at the Cape Cod Resort and Conference Center in Hyannis, MA. DECA is an organization which gives students an opportunity to improve their business skills through interviews, role plays, business case studies, and written exams. Local business professionals, of which our New Business Director was one, helped judge the students' presentations. This event informed students about employment opportunities in various industries, and Our New Business Director was able to speak with students specifically about radio and the opportunities available for a future career in broadcasting.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>5</b>	Participate in event/program sponsored by an educational institution relating to careers in broadcasting	On April 1, 2019, our SEU's New Business Director took a group of students from Bristol Plymouth Technical High School to visit a current SEU client and learn how to perform a Client Needs Assessment, a skill which is important in broadcast sales. During the time spent together, our New Business Director also shared information about the wide-ranging career opportunities in radio, with an emphasis on sales.
<b>6</b>	Participate in event/program sponsored by an educational institution relating to career in broadcasting	During the Spring 2019 semester, our SEU's WPRO(AM) Evening Host spoke with journalism students at the University of Southern Florida-Tampa via Skype about career opportunities in broadcasting as well as the education/skill sets necessary for success in the radio business.
<b>7</b>	Participate in event/program sponsored by an educational institution relating to career in broadcasting (2)	During the Spring 2019 and Fall 2019 semesters, our SEU's WPRO(AM) Evening Host spoke with journalism students at the University of Rhode Island about career opportunities in broadcasting as well as the education/skill sets necessary for success in the radio business.
<b>8</b>	Participate in event/program sponsored by an educational institution relating to career in broadcasting	On March 29, 2019, our SEU's Promotions Director participated in Brennan Middle School's Career Day, during which she shared information about how radio stations operate and the opportunities available for a future career in broadcasting.
<b>9</b>	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the month of April 2019, our SEU participated in harassment prevention training. All SEU employees were required to complete a course prepared by ThinkHR entitled, "Workplace Harassment Prevention," designed to address sexual harassment with a focus on the forms of harassment prohibited by federal law. The course presented best practices for updating policies and procedures, reporting incidents, and following up on complaints. The course for managers was more extensive than the course for staff members. In order to obtain a certificate of participation, employees were required to take a quiz following their completion of the tutorial.