

EEO PUBLIC FILE REPORT

12/1/17 to 11/30/18

The River Radio Network Group

WXRV - WLKC -WXRG-WFNX - WTUB

A. Full & Part time vacancies filled in 2018

Account Executives: 3

Part Time On Air : 2

Part Time Street Team: 2

B. Recruitment/Referral Sources used to seek candidates for each vacancy

Account Executive	5 Interviewed	Position Filled Brian Naro Feb. 2018	#
On-Air	On-Air Commercial	WXRV -- 30 How Street, Haverhill, MA 01830	0
Station Web Sites	Career Opportunities	WXRV.com -- 30 How Street, Haverhill, MA 01830	2
Craig's List (MA and NH)	Job Listings	www.craigslist.com	0
Mass. Assoc. of Broadcasters	Classified Advertisement	43 Riverside Ave., PMB 401, Medford, MA 02155	0
NH Assoc. of Broadcasters	Classified Advertisement	707 Chestnut Street, Manchester, NH 03104	0
All Access Media	Classified Advertisement	www.allaccess.com	1
Word of Mouth	Word of Mouth -- Employees	WXRV -- 30 How Street, Haverhill, MA 01830	2
Account Executive	4 Interviewed	Position Filled Vicki Weeks Sept. 2018	#
On-Air	On-Air Commercial	WXRV -- 30 How Street, Haverhill, MA 01830	0
Station Web Sites	Career Opportunities	WXRV.com -- 30 How Street, Haverhill, MA 01830	2
Craig's List (MA and NH)	Job Listings	www.craigslist.com	0
Mass. Assoc. of Broadcasters	Classified Advertisement	43 Riverside Ave., PMB 401, Medford, MA 02155	0
NH Assoc. of Broadcasters	Classified Advertisement	707 Chestnut Street, Manchester, NH 03104	1
All Access Media	Classified Advertisement	www.allaccess.com	0
Word of Mouth	Word of Mouth -- Employees	WXRV -- 30 How Street, Haverhill, MA 01830	1
Account Executive	4 Interviewed	Position Filled Christoper Parsons Oct. 2018	#
On-Air	On-Air Commercial	WXRV -- 30 How Street, Haverhill, MA 01830	0
Station Web Sites	Career Opportunities	WXRV.com -- 30 How Street, Haverhill, MA 01830	2
Craig's List (MA and NH)	Job Listings	www.craigslist.com	0
Mass. Assoc. of Broadcasters	Classified Advertisement	43 Riverside Ave., PMB 401, Medford, MA 02155	0
NH Assoc. of Broadcasters	Classified Advertisement	707 Chestnut Street, Manchester, NH 03104	1
All Access Media	Classified Advertisement	www.allaccess.com	0
Word of Mouth	Word of Mouth -- Employees	WXRV -- 30 How Street, Haverhill, MA 01830	1

Part Time On-Air	4 Interviewed	Position Filled Christopher DeSimone Feb. 2018	#
On-Air	On-Air Commercial	WXRV -- 30 How Street, Haverhill, MA 01830	0
Station Web Sites	Career Opportunities	WXRV.com -- 30 How Street, Haverhill, MA 01830	0
Craig's List (MA and NH)	Job Listings	www.craigslist.com	0
Mass. Assoc. of Broadcasters	Classified Advertisement	43 Riverside Ave., PMB 401, Medford, MA 02155	1
NH Assoc. of Broadcasters	Classified Advertisement	707 Chestnut Street, Manchester, NH 03104	0
All Access Media	Classified Advertisement	www.allaccess.com	1
Word of Mouth	Word of Mouth -- Employees	WXRV -- 30 How Street, Haverhill, MA 01830	2

Part Time On-Air	4 Interviewed	Position Filled Travis Libman Feb. 2018	#
On-Air	On-Air Commercial	WXRV -- 30 How Street, Haverhill, MA 01830	0
Station Web Sites	Career Opportunities	WXRV.com -- 30 How Street, Haverhill, MA 01830	0
Craig's List (MA and NH)	Job Listings	www.craigslist.com	0
Mass. Assoc. of Broadcasters	Classified Advertisement	43 Riverside Ave., PMB 401, Medford, MA 02155	1
NH Assoc. of Broadcasters	Classified Advertisement	707 Chestnut Street, Manchester, NH 03104	0
All Access Media	Classified Advertisement	www.allaccess.com	1
Word of Mouth	Word of Mouth -- Employees	WXRV -- 30 How Street, Haverhill, MA 01830	2

B. Recruitment/Referral Sources used to seek candidates for each vacancy

Street Team	4 Interviewed	Position Filled Tanina Dawdowicz June 2018	#
On-Air	On-Air Commercial	WXRV -- 30 How Street, Haverhill, MA 01830	0
Station Web Sites	Career Opportunities	WXRV.com -- 30 How Street, Haverhill, MA 01830	2
Craig's List (MA and NH)	Job Listings	www.craigslist.com	0
Mass. Assoc. of Broadcasters	Classified Advertisement	43 Riverside Ave., PMB 401, Medford, MA 02155	1
NH Assoc. of Broadcasters	Classified Advertisement	707 Chestnut Street, Manchester, NH 03104	0
All Access Media	Classified Advertisement	www.allaccess.com	0
Word of Mouth	Word of Mouth -- Employees	WXRV -- 30 How Street, Haverhill, MA 01830	1
Street Team	4 Interviewed	Position Filled Sara Birse June 2018	#
On-Air	On-Air Commercial	WXRV -- 30 How Street, Haverhill, MA 01830	0
Station Web Sites	Career Opportunities	WXRV.com -- 30 How Street, Haverhill, MA 01830	2
Craig's List (MA and NH)	Job Listings	www.craigslist.com	0
Mass. Assoc. of Broadcasters	Classified Advertisement	43 Riverside Ave., PMB 401, Medford, MA 02155	1
NH Assoc. of Broadcasters	Classified Advertisement	707 Chestnut Street, Manchester, NH 03104	0
All Access Media	Classified Advertisement	www.allaccess.com	0
Word of Mouth	Word of Mouth -- Employees	WXRV -- 30 How Street, Haverhill, MA 01830	1

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C. Total number of persons interviewed for full-time and part-time office vacancies during 2018 -13

Source: See table below:

On-Air	On-Air Commercial	WXRV -- 30 How Street, Haverhill, MA 01830	0
Station Web Sites	Career Opportunities	WXRV.com -- 30 How Street, Haverhill, MA 01830	6
Craig's List (MA and NH)	Job Listings	www.craigslist.com	0
Mass. Assoc. of Broadcasters	Classified Advertisement	43 Riverside Ave., PMB 401, Medford, MA 02155	0
NH Assoc. of Broadcasters	Classified Advertisement	707 Chestnut Street, Manchester, NH 03104	2
All Access Media	Classified Advertisement	www.allaccess.com	1
Word of Mouth	Word of Mouth -- Employees	WXRV -- 30 How Street, Haverhill, MA 01830	4

D. Total number of persons interviewed for full-time and part-time vacancies during 2018-16

Source: See table below:

On-Air	On-Air Commercial	WXRV -- 30 How Street, Haverhill, MA 01830	0
Station Web Sites	Career Opportunities	WXRV.com -- 30 How Street, Haverhill, MA 01830	4
Craig's List (MA and NH)	Job Listings	www.craigslist.com	0
Mass. Assoc. of Broadcasters	Classified Advertisement	43 Riverside Ave., PMB 401, Medford, MA 02155	4
NH Assoc. of Broadcasters	Classified Advertisement	707 Chestnut Street, Manchester, NH 03104	0
All Access Media	Classified Advertisement	www.allaccess.com	2
Word of Mouth	Word of Mouth -- Employees	WXRV -- 30 How Street, Haverhill, MA 01830	6

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Sources entitled to notification of job vacancies:

Merrimack College, Hesser College, Northern Essex Community College, Emerson College, Boston University, Endicott College, University of New Hampshire, Plymouth State College, Salem High School, Whittier Technical Institute, UMass Lowell and Merrimack Valley Chamber of Commerce.

Narrative Statement:

In 2018, WXRV, WLKC, WXRG, WFNX and WFAT achieved broad and inclusive outreach:

Internship Program:

- A. Recruiting and administering the River Radio Network Women and Minority Internship Program (High Schools, Technical Institutes and Colleges and Universities)

Additional:

On-going work with employment placement offices of the following local colleges: Merrimack College, Northern Essex Community College, Emerson College, Boston University, Endicott College, University of New Hampshire, Plymouth State College and UMass Lowell. On-going work regionally with the following high schools and technical institutes: Whittier Technical Institute and Salem High School, Haverhill High School and Masconomet High School.

Throughout 2018, General Manager continued working with select Communication students from Emerson College, Northern Essex Community College in addition to Haverhill High School and Salem High School.

Presented employment opportunities through the Massachusetts Broadcasters Association, NH Broadcasters Association, The Merrimack Valley Chamber of Commerce Business Expo, Open House at Whittier Technical Institute, Haverhill High School & Salem, NH High School Job Fairs and Open House at Northern Essex Community College.

Provided regular tours of our stations to community and educational groups. These tours include explanations of career and internship opportunities.

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By posting job openings and station information on the following web sites: AllAccess Media, Craig's List.com, Merrimack College, Hesser College, Northern Essex Community College, Emerson College, Boston University, Endicott College, University of New Hampshire, Plymouth State College and UMass Lowell, Massachusetts Association of Broadcasters, New Hampshire Association of Broadcasters, Eagle-Tribune.com and our radio stations.