

EEO PUBLIC FILE REPORT – WNBP-AM (Newburyport, MA)

- A. Employment Unit Covered: WNBP-AM (including the following station covered by an LMA relationship: WRCA-AM, Watertown, MA)
- B. Reporting Period: December 1, 2019 – November 30, 2020
- C. Full-time Vacancies Filled and Recruitment Source to Fill Vacancy: No full time employees were hired during this reporting period.
- D. WNBP-AM engaged in the following outreach activities:

During the reporting period, personnel with substantial responsibility for hiring decisions at WNBP-AM participated in the joint National Black Journalist Association (“NABJ”) and National Association of Hispanic Journalists (“NAHJ”) virtual convention and job fair (August 2020).

A variety of training programs are offered to enable personnel to acquire new skills that could qualify them for higher-level positions, including programs in management and career development. Topics include:

Becoming a Transformational Leader	Leadership Fundamentals
Inclusive Leadership Training	Developing Your Team
Owning Your Career Development	Mapping Your Career Success

Other training activities include diversity and inclusion programs such as:

Inclusive Training for Individual Contributors
Micro-Inequities Training for Editorial and Research
Inclusion Dialogue: Conversations about Race

We also offer one-on-one mentoring and voice coaching.

In November 2020, personnel involved in making hiring decisions participated in training focused on equal employment opportunity, including: various EEO regulations, related reporting obligations, enforcement issues, interviewing best practices and skills, impacts on posting for, screening, and selecting applicants.