

WHJJ, WHJY, WSNE-FM, WWBB
EEO PUBLIC FILE REPORT
December 1, 2020 - November 30, 2021

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
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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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
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	12/10/2020	Provision of training to management	In December 2020, our SEU's Market President took the Harassment Prevention training course provided by iHeartMedia Learning Center. The course focuses on preventing sexual harassment as well as other forms of harassment and emphasizes the importance of facilitating a safe and inclusive work environment that provides equal opportunities to all.	1	Market President
2	10/10/2021	Participation in events or programs sponsored by educational institutions	Our Market President hosted students and the Director of Employment and Community Inclusion from West Bay Residential, an educational institution for individuals with special needs, for a virtual station tour. The students, whom were high school aged, and the Director were guided through our station facilities for a "behind-the-scenes" look at broadcast operations. A Q&A session took place in which internship and employment opportunities in broadcasting were discussed.	1	Market President
3	10/15/2021	Provision of training to management	In October 2020, our SEU's Senior Vice President took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	Sr. Vice President
4	10/25/2021	Participation in Job Fairs	Our SEU's Market President participated in the Massachusetts Broadcasters' Association Virtual Job Fair during which she discussed careers in radio with interested participants and accepted resumes.	1	Market president