

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

- A. Employment Unit Covered: WNBP-AM (includes WRCA-AM, Watertown, MA (under separate LMA))
- B. Reporting Period: December 1, 2020 – November 30, 2021
- 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”), National Association of Hispanic Journalists (“NAHJ”), and Asian American Journalists Association (“AAJA”) virtual convention and career fairs (July-August 2021). Personnel also participated in two Columbia Journalism School virtual career fairs in April 2021 and June 2021.

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:

Communication Styles and Effectiveness	Influencing Others	Navigating Networks
Enhance Your Professional Presence	Level Up Your Virtual Presence	Executive Presence
	Driving Your Career Development	

Other training activities include the Diversity and Inclusion Growth Series, which included the following courses:

Embracing disability in the workplace: Being mindful of what we can and can't see	From Unconscious Bias to Conscious Decision Making	Inclusive Leadership for Team Leads and Managers
Gender equity: How to build a gender inclusive culture in the workplace	Inclusion Training for Individual Contributors	Associations our Minds Make
	Working Across Cultures	

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

Bloomberg hired one college student as paid intern (as part of the Bloomberg 2021 Fall Intern Program). The intern was also exposed to journalism and tv programming businesses.

In November 2021, 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.