EEO PUBLIC FILE REPORT
for
WFCR, WNNZ(AM), WNNZ-FM, WNNU, WNNI
and employees at WGBY, WAMH and WAIC[1]

12/1/20 – 11/30/21

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Senior Director of Development	60, 62-68	65
Major Gifts Officer	60, 64, 65, 67, 68	65
Multimedia Reporter	60, 64, 65, 67-69	69
Administrative Assistant	60, 64, 65, 67, 68	60
Managing Editor, And Another Thing	58, 60, 64, 65, 67, 68	60
Multimedia Producer/Editor, And Another Thing	60, 64, 65, 67, 68	60
Technical Assistant, Radio	60, 64, 65, 67, 68	69
Brand Manager	60, 64, 65, 67, 68	69

[1] WAMH and WAIC are subject to Public Service Operating Agreements between New England Public Media, Inc. (NEPM) and the Trustees of Amherst College (in the case of WAMH), and between NEPM and American International College (in the case of WAIC). Likewise, WGBY and WFCR are subject to Public Service Operating Agreements between NEPM and WGBH Educational Foundation (in the case of WGBY) and NEPM and the University of Massachusetts Amherst (in the case of WFCR). In each case, NEPM provides programming and certain other services to the stations.

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II. MASTER RECRUITMENT SOURCE LIST

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Afro-American Cultural Center – AIC Naomi White 1000 State Street Springfield, MA 01109	N	0
2	American International College Career Services 1000 State Street Springfield, MA 01109	N	0
3	Bay Bath College Career Center 588 Longmeadow Street Longmeadow, MA 01106	N	0
4	Berkshire Community College Placement Office 1350 West Street Pittsfield, MA 01201	N	0
5	Black Mass Communications Student Union Bldg., Rm. 402 UMass Amherst, MA 01003	N	0
6	Career Point 850 High Street Holyoke, MA 01040	N	0
7	Casa Latina Inc. 140 Pine Street Florence, MA 01062	N	0
8	Community Foundation of West. MA P.O. Box 15769 Springfield, MA 01115	N	0
9	Department of Social Services 1537 Main Street, Suite 4 Springfield, MA 01103	N	0
10	Elms College Career Center 291 Springfield Street Chicopee, MA 01013	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Fairfield University 1073 No. Benson Rd. Fairfield, CT 06430-5	N	0
12	Future Works One Federal Street, Bldg. 103-3 Springfield, MA 01105	N	0
13	Girls, Inc. P.O. Box 6812 Holyoke, MA 01040	N	0
14	Girls Inc. of Pittsfield 165 East Street Pittsfield, MA 01201	N	0
15	Greenfield Community College Placement Office One College Dr. Greenfield, MA 01301	N	0
16	Hampden County Employ. & Train. Consortium 1176 Main Street Springfield, MA 01103	N	0
17	Holyoke Community College Career Services 303 Homestead Ave. Holyoke, MA 01040	N	0
18	Jewish Community Center of Spfld. 160 Dickinson Street Springfield, MA 01108	N	0
19	Jewish Federation of Greater Spfld. 1160 Dickinson Street Springfield, MA 01108	N	0
20	Junior League of Springfield C/O 64 Sewall Street Ludlow, MA 01056	N	0
21	Lighthouse 1401 State Street Springfield, MA 01109	N	0
22	MA Commission Against Discrimination 436 Dwight Street Springfield, MA 01103	N	0
23	Martin Luther King Community Center P.O. Box 91026 Springfield, MA 01109	N	0
24	Mass. Career Development Institute 140 Wilbraham Road Springfield, MA 01109	N	0
25	Mount Holyoke College Career Development Center South Hadley, MA 01075	N	0
26	Northern Educational Services 67 Mulberry Street Springfield, MA 01105	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
27	Open Pantry P.O. Box 5127 Springfield, MA 01101	N	0
28	Puerto Rican Cultural Center, Inc. 38 School Street Springfield, MA 01105-1	N	0
29	Puerto Rican Veteran's Association P.O. Box 70185 Springfield, MA 01107	N	0
30	Regional Employment Board 1441 Main Street, Suite 137 Springfield, MA 01103	N	0
31	YWCA Employment Opportunities 1 Clough Street Springfield, MA 01118	N	0
32	Smith College Career Development Office Northampton, MA 01063	N	0
33	Smith College Soc. Work School Northampton, MA 01063	N	0
34	Safe Passage 43 Center Street, # G Northampton, MA 01060-3	N	0
35	Spanish American Union P.O. Box 70192 2335 Main Street Springfield, MA 01107	N	0
36	Springfield Action Committee CARP Program 140 Wilbraham Ave. Springfield, MA 01109	N	0
37	Springfield Technical Community College Office of Disability Services 1 Armory Street Springfield, MA 01105	N	0
38	Springfield Technical Community College Human Services Department 1 Armory Square Springfield, MA 01105	N	0
39	UMass Employment Options Office University Career Center Amherst, MA 01003	N	0
40	UMass Everywoman's Center Wilder Hall Box 30520 Amherst, MA 01003	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
41	UMass Placement Office Amherst, MA 01003	N	0
42	Union Video Center 216 Student Union Bldg. UMass Amherst, MA 01003	N	0
43	United Way of Pioneer Valley P.O. Box 3040 Springfield, MA 01101	N	0
44	University of Massachusetts University Career Center Mather Drive Amherst, MA 01003	N	0
45	Comprehensive Employment Opportunities 285 Dorset Street Springfield, MA 01138	N	0
46	Urban League of Springfield Minority Employment Program 765 State Street Springfield, MA 01109	N	0
47	Valley Opportunity Council 317 Main Street Holyoke, MA 01040	N	0
48	Veteran Center Northgate Plaza 1985 Main Street Springfield, MA 01103	N	0
49	Veteran Community Care Center 583 Main Street Springfield, MA 01109	N	0
50	Western New England College Career & Human Resources 1215 Wilbraham Road Springfield, MA 01119	N	0
51	Westfield State College Placement Office Western Ave. Westfield, MA 01085	N	0
52	WGBH Human Resources Department One Guest Street Boston, MA 02135	N	0
53	Work Opportunity Center, Inc. Employment Specialists P.O. Box 481 Agawam, MA 01001	N	0
54	YMCA 275 Chestnut Street Springfield, MA 01104	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
55	Westover Job Corps Center 103 Johnson Road Chicopee, MA 01022	N	0
56	Abilities Unlimited 61 Union Street Westfield, MA 01086	N	0
57	Franklin Hampshire Career Center 178 Industrial Drive – Ste 1 Northampton, MA 01060	N	0
58	Corporation for Public Broadcasting CPB.org	N	0
59	MassLive.Com Springfield Newspaper JJ Wassmuth Jwassmuth@repub.com	N	0
60	NEPM website NEPM.org	N	18
61	Women in Philanthropy https://www.uway.org/get-involved/join/women-philanthropy	N	0
62	Chronicles of Philanthropy Chronicles of Philanthropy.com	N	0
63	Current/Former Employee Referral	N	0
64	LinkedIn Linkedin.com	N	3
65	Indeed Indeed.com	N	19
66	New England Blacks in Philanthropy newenglandblacksinphilantropy.com	N	0
67	Glassdoor Glassdoor.com	N	0
68	WGBH Website wgbh.org	N	0
69	Other source not directly notified by SEU	N	3
	TOTAL INTERVIEWEES OVER REPORTING PERIOD		43

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III. RECRUITMENT INITIATIVES

1. Internship Program

The SEU provides paid internship opportunities for students in the areas of News, Programming and Marketing. Internships are offered for a minimum period of one semester, or during summer break, with the expectation of 8-10 hours per week of student time. Each internship period has its own application deadline and a separate pool of applicants is considered for each period.

Information about the internship program is available on station websites and on the websites of all the participating colleges. Interested students are required to fill out an application indicating their area of interest and submit it to the station with a cover letter and resume.

Interns are exposed to core functions of the department in which they intern and are supervised by members of the department. During this reporting period, our SEU hosted three interns, one each during the Spring, Summer, and Fall semesters. The interns attended Bay Path University, UMass Amherst, and Emerson College.

2. Participation in activities for and on behalf of several local high schools and colleges

Through a series of workshops called Media Lab, the SEU trains students from several area high schools in audio journalism and storytelling through sound. The program also includes paid interns from local colleges who serve as mentors for the high school students. We separately conduct similar classes for the students from local colleges. Historically, most of the teaching has taken place in our studio facilities, so the students can experience a professional radio station in person and use its production facilities.

During this reporting period, students from the following colleges/universities and high schools participated virtually in the program during the Fall, Spring or Summer semesters: Holyoke Community College, UMass, Duggan Academy Middle School, Springfield Renaissance, Springfield Central High School, St. Mary's Academy, Springfield Conservatory of the Arts, Sabis International Charter School, High School of Science and Technology, and Springfield Honors Academy.

3. Participation in activities for and on behalf of several local high schools and colleges

On April 14, 2021, our SEU participated in a virtual "Get Hired Career Fair" sponsored by Westfield State University. During the event, participants had the opportunity to learn more about our stations and submit resumes. The SEU was represented by our Education Coordinator.

On March 31, 2021, our SEU participated in the "Public Media Virtual Career Fair" hosted by the Current (Community Brands). Participants had the opportunity to learn about careers in broadcasting and ask questions. Our Chief Content Officer represented SEU.

4. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination

SEU managers are required to participate annually in respectful workplace and DEI training to promote a workplace that is free from discrimination and hostility and that provides equal opportunities to all employees. During this reporting period, SEU managers participated in a "Preventing Harassment and Discrimination" training that took place on September 17, 2021 and an "Allyship & Bystander Intervention" training that took place on September 14, 2021.