

12/1/20 to 11/30/21

EEO PUBLIC FILE REPORT

The River Radio Network Group
Station WXRVR(FM), Andover, MA

A. Full & Part time vacancies filled in 2021
Part Time On Air: 1
Part Time Street Team: 1

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

On-Air	3 Interviewed	Position Filled David Virr	#
On-Air	On-Air Commercial	WXRVR -- 30 How Street, Haverhill, MA 01830	0
Station Web Sites	Career Opportunities	WXRVR.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	0
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	WXRVR -- 30 How Street, Haverhill, MA 01830	3

Street Team	2 Interviewed	Position Filled Sara Birse	#
On-Air	On-Air Commercial	WXRVR -- 30 How Street, Haverhill, MA 01830	0
Station Web Sites	Career Opportunities	WXRVR.com -- 30 How Street, Haverhill, MA 01830	1
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	0
Word of Mouth	Word of Mouth -- Employees	WXRVR -- 30 How Street, Haverhill, MA 01830	1

Broadcast Equal Employment Opportunity Program Report

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Station WXRV(FM), Andover, MA

C. Total number of persons interviewed for full-time and part-time office vacancies during 2021 – 4

Hired: 0

Source: See table below:

On-Air	On-Air Commercial	WXRV -- 30 How Street, Haverhill, MA 01830	2
Station Web Sites	Career Opportunities	WXRV.com -- 30 How Street, Haverhill, MA 01830	1
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	0
Word of Mouth	Word of Mouth -- Employees	WXRV -- 30 How Street, Haverhill, MA 01830	1

D. Total number of persons interviewed for full-time and part-time vacancies during 2021-5

Hired: Rehire David Virr P/T On Air

Rehire Sara Birse P/T Street Team

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	3
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	0
Word of Mouth	Word of Mouth --	WXRV -- 30 How Street, Haverhill, MA 01830	2

2021

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WXRV

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.

WXRV EEO PUBLIC FILE REPORT

DECEMBER 1, 2020 – NOVEMBER 30, 2021

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	4/19/21-4/30/21	Participation in Scholarship Program	Supported MA Broadcaster Association Scholarship program by providing airtime to make communities aware of the scholarship opportunities being offered & to make the community aware of careers in broadcasting in addition to review and selection of award candidate(s).	1	Business Mgr
2	4/19/21-4/30/21	Participation in MBA paid internship scholarship opportunity	Supported MA Broadcaster Association Scholarship program by providing airtime to make communities aware of the paid internship scholarship opportunity offered and to make the community aware of careers in broadcasting in addition to review and selection of award candidate(s). WXRV hired Isabelle Indelicato from Simmons University.	1	Business Mgr
3	2/15/21-2/19/21	Participation in Job Fairs	Business Department Participated in Massachusetts Broadcasters Association Q1 Virtual Job Fair. Recruited for Brand Ambassador and Account Executive.	2	Business Manager Promotion Assistant
4	8/8/21-11/19/21	Internship program designed to provide students with broadcasting experience	August 2021: Posted internship opportunities to several colleges outlets to assist our Promotion & Business Department & recruited qualifying intern for Fall 2021 Semester- Kelly O'Brien from University of New Haven, CT	2	Business Mgr Promotion Assistant

5	6/21/21- 6/25/21	Participation in Job Fairs	Business Department Participated in Massachusetts Broadcasters Association Q2 Virtual Job Fair. Recruited for Brand Ambassador and Account Executive	2	Business Mgr Promotion Assistant
6	10/26/21- 10/29/21	Participation in Job Fairs	Business Department Participated in Massachusetts Broadcasters Association Q4 Virtual Job Fair. Recruited for Web Developer and Account Executive(s).	2	Business Mgr Promotion Assistant