

12/1/20 to 11/30/21

EEO PUBLIC FILE REPORT

The River Radio Network Group
 Station WXRV(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 | WXRV -- 30 How Street, Haverhill, MA 01830 | 0 |
| Station Web Sites | Career Opportunities | WXRV.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 | WXRV -- 30 How Street, Haverhill, MA 01830 | 3 |
| | | | |

| Street Team | 2 Interviewed | Position Filled Sara Birse | # |
|------------------------------|----------------------------|--|---|
| 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 | 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 |
| | | | |

Broadcast Equal Employment Opportunity Program Report

2021

Beanpot License Corp.

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

Beanpot License Corp.

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 |