

EEO PUBLIC FILE REPORT – WBBR-AM (New York, NY)

- A. Employment Unit Covered: WBBR-AM (including the following stations subject to an LMA: KNEW-AM, WDCH-FM)
- B. Reporting Period: February 1, 2020 – January 31, 2021
- C. Full-time Vacancies Filled and Recruitment Source to Fill Vacancy:

| Vacancy Filled | Hire Source | Recruitment Source |
|--------------------------|-----------------------------|--------------------|
| Radio Technical Producer | Bloomberg Employee Referral | See chart below |

- D. Recruitment Sources:

| Recruitment Source | Contact Info | Referrals | Interviews |
|----------------------------------|---|-----------|------------|
| Bloomberg Career Website | Caryn Doyle Bloomberg L.P. 731 Lexington Avenue New York, NY 100d22 212-318-200 | 15 | 3 |
| Bloomberg TV/Radio | Caryn Doyle Bloomberg L.P. 731 Lexington Avenue New York, NY 10022 212-318-200 | 2 | 0 |
| Bloomberg Recruiter | Caryn Doyle Bloomberg L.P. 731 Lexington Avenue New York, NY 10022 212-318-200 | 1 | 0 |
| Bloomberg Employee Referrals | Caryn Doyle Bloomberg L.P. 731 Lexington Avenue New York, NY 10022 212-318-200 | 17 | 4 |
| New York Women in Communications | Cindie Facyson Diversity & Inclusion Recruitment Advertising Specialist New York Women in Communications 355 Lexington Avenue, 15 th Floor New York, New York 10017 727- 497-6565 ext. 3303 | 0 | 0 |
| Emma Bowen Foundation | Michael Barham Director of Strategy and Analytics Emma Bowen Foundation 30 Rockefeller Plaza New York, NY 10112 212-664-0199 | 0 | 0 |

| | | | |
|-----------------------------|--|-----------|-----------|
| Mediabistro.com | Sam Schemmel Account Manager Bayard 1430 Broadway; Floor 20 New York City, NY 10018 212-228-9400 ext. 262 | 0 | 0 |
| LinkedIn | Darren Sumter Global Account Manager LinkedIn 350 5th Ave, 22nd Floor New York, NY 10118 212-615-9068 | 16 | 4 |
| Indeed | Chad Dinzes National Accounts Manager Indeed chad@indeed.com 973-314-1243 | 25 | 1 |
| Glassdoor | Sam Schemmel Account Manager Bayard 1430 Broadway; Floor 20 New York City, NY 10018 212-228-9400 ext. 262 | 1 | 1 |
| Monster Jobs | Sam Schemmel Account Manager Bayard 1430 Broadway; Floor 20 New York City, NY 10018 212-228-9400 ext. 262 | 1 | 0 |
| CareerBuilder | Sam Schemmel Account Manager Bayard 1430 Broadway; Floor 20 New York City, NY 10018 212-228-9400 ext. 262 | 1 | 0 |
| DirectEmployers Association | Sam Schemmel Account Manager Bayard 1430 Broadway; Floor 20 New York City, NY 10018 212-228-9400 ext. 262 | 0 | 0 |
| AllAccess.com | ** | 9 | 0 |
| University Career Center | ** | 3 | 0 |
| Other | <i>[Applicant selected this category for recruitment source and did not provide additional information]</i> | 8 | 2 |
| Total | | 99 | 15 |

** WBBR-AM does not have a direct relationship with these sources, and thus, cannot provide contact information for them. These sources circulate information about WBBR-AM job postings, without obtaining the information from WBBR-AM personnel.

Note: Applicants self-select recruitment source during the application submission process.

Note: To date, no organization that distributes information about employment opportunities to job seekers or refers job seekers to employers, has requested notice of vacancies.

E. Outreach initiatives, in accordance with 47 C.F.R. 73.2080(c)(2):

1) 47 C.F.R. 73.2080(c)(2)(i), Job Fairs – During the reporting period, personnel with substantial responsibility for hiring decisions at WBBR-AM participated in the following career fairs: the National Black Journalist Association (“NABJ”) and National Association of Hispanic Journalists (“NAHJ”) virtual convention and job fair (August 2020).

2) 47 C.F.R. 73.2080(c)(2)(viii), Training Program – A variety of training programs are offered on an ongoing, on-demand basis, to enable personnel to acquire new skills that could qualify them for higher-level positions. Topics include:

| | |
|------------------------------------|-----------------------------|
| Becoming a Transformational Leader | Leadership Fundamentals |
| Inclusive Leadership Training | Developing Your Team |
| Owning Your Career Development | Mapping Your Career Success |

We also offer one-on-one voice coaching programs.

3) 47 C.F.R. 73.2080(c)(2)(ix), Mentoring Program – We offer an ongoing one-on-one mentoring program.

4) 47 C.F.R. 73.2080(c)(2)(xiv), EEO Program Training for Management Personnel – In November 2020, management and other 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 of broad dissemination and posting for, screening, and selecting applicants.