

EEO PUBLIC FILE REPORT **12/1/19 to 11/30/20**

The River Radio Network Group

WXRV - WLKC-WXRG-WFNX - WTUB

A. Full & Part time vacancies filled in 2020

Account Executives: 1

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

Account Executive	5 Interviewed	Position Filled Joey DiBrigida	#
On-Air	On-Air Commercial	WXRV -- 30 How Street, Haverhill, MA 01830	1
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 -- Employees	WXRV -- 30 How Street, Haverhill, MA 01830	1

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C. Total number of persons interviewed for full-time and part-time office vacancies during 2020 – 5

Hired: Joey Dibrigida Oct. 2020

Source: See table below:

On-Air	On-Air Commercial	WXRV -- 30 How Street, Haverhill, MA 01830	1
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
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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 2020-0

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	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
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All Access Media	Classified Advertisement	www.allaccess.com	0
Word of Mouth	Word of Mouth -- Employees	WXRV -- 30 How Street, Haverhill, MA 01830	0

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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.

Narrative Statement:

In 2020, WXRV achieved broad and inclusive outreach virtually:

Internship Program:

- A. Recruiting virtually and administering the Beanpot Broadcasting Women and Minority Internship Program (High Schools, Technical Institutes and Colleges and Universities)

Additional:

On-going work and communication with employment placement offices of the following local colleges: Merrimack College, Northern Essex Community College, Emerson College, Boston University, Endicott College, University of New Hampshire, Plymouth State College and UMass Lowell. On-going work regionally with the following high schools and technical institutes: Whittier Technical Institute and Salem High School, Haverhill High School and Masconomet High School. Placements were limited due to Covid protocols.

Throughout 2020, Management continued working virtually with select advisors providing remote opportunities from Emerson College, Endicott, UMass Lowell, Northern Essex Community College in addition to Haverhill High School and Salem, NH High School.

Presented employment opportunities through the Massachusetts Broadcasters Association Job Fairs, The Merrimack Valley Chamber of Commerce Business Expo, Open House at Whittier Technical Institute, Haverhill High School & Salem, NH High School Job Fairs and Open House at Northern Essex Community College. These events were virtual.

Due to Covid 19 protocols we did not provide regular tours of our station to community and educational groups. These tours would normally include explanations of career and internship opportunities.

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By posting job openings and station information on the following web sites: Craig's List.com, Merrimack College, Hesser College, Northern Essex Community College, Emerson College, Boston University, Endicott College, University of New Hampshire, UMass Lowell, Salem State, Massachusetts Association of Broadcasters, New Hampshire Association of Broadcasters, Eagle-Tribune.com and our radio stations.