WHCN, WKSS, WPOP, WUCS, WWYZ
EEO PUBLIC FILE REPORT
December 1, 2020 - November 30, 2021

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Senior AE	1-10, 12-13, 15-17, 20	10
Project Manager	1-3, 5-9, 11-20	11

WHCN, WKSS, WPOP, WUCS, WWYZ
EEO PUBLIC FILE REPORT
December 1, 2020 - November 30, 2021

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Albertus Magnus College 700 Prospect St New Haven, Connecticut 6511 Email : careerservices@albertus.edu Wiley Dawson	N	0
2	Central Ct State University 1615 Stanley St New Britian, Connecticut 6050 Email : Sershen@ccsu.edu Linda Sershen	N	0
3	CRT Comm Renewal Team 555 Windsor St Hartford, Connecticut 6120 Email : CRTHelpWH@crtct.org Miriam Gonzalez	N	0
4	Ct Employment Services 3580 Main St, 1st Floor Hartford, Connecticut 6106 Pat Madigan Manual Posting	N	0
5	Ct School of Broadcasting 80 Ferry Blvd Stratford, Connecticut 6615 Email : Christina@gocsb.com Career Services	N	0
6	Hartford College for Women 50 Elizabeth St Hartford, Connecticut 6105 Email : UofHart@hartford.edu Career Placement Career Placement	N	0
7	Hartford EDU None None, Connecticut Email : career@hartford.edu Linda Zigmont	Y	0
8	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0

WHCN, WKSS, WPOP, WUCS, WWYZ
EEO PUBLIC FILE REPORT
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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
10	Indeed.com - Not directly contacted by SEU	N	1
11	Internal Transfer/Promotion	N	1
12	LinkedIn - Not directly contacted by SEU	N	3
13	Manchester Comm Tech College PO Box 1046 Manchester, Connecticut 6045 Email : Cochnio@mcc.commnet.edu Carl Ochnio	N	0
14	Middlesex Community College 100 Training Hill Rd Middletown, Connecticut 06457 Email : MxCC@Platt.edu Career Services	N	0
15	NAACP of Greater Hartford PO Box 1012 Hartford, Connecticut 6143 Email : info@greaterhartfordnaacp.org Joan Gibson	N	0
16	Quinnipiac University 275 Mount Carmel Ave Hamden, Connecticut 6518 Url : www.qu.edu/qucc Email : lila.carney@qu.edu Lila Carney	N	0
17	Unknown (source not adequately identified upon inquiry by SEU)	N	2
18	Wesleyan University 45 Wyllys Ave Middletown, Connecticut 06459 Email : lstumpf@wesleyan.edu Career Services	N	0
19	www.allaccess.com Connecticut Email : jdenver@allaccess.com Career Services	N	0

WHCN, WKSS, WPOP, WUCS, WWYZ
EEO PUBLIC FILE REPORT
December 1, 2020 - November 30, 2021

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
		TOTAL INTERVIEWS OVER REPORTING PERIOD:	**7**

WHCN, WKSS, WPOP, WUCS, WWYZ
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	2/12/2021	Participation in scholarship programs	In February and March, 2021, our SEU participated in the Connecticut Broadcasters Association scholarship program, which awards scholarships to local students pursuing a career in broadcasting. Our Area President reviewed applications and helped make decisions on awarding scholarships. Interested students were also encouraged to come to our SEU's facilities to pick up an application.	1	Area President
2	3/17/2021	Participation in Job Fairs	On March 17, 2021, our SEU participated in a virtual job fair held by Albertus Magnus College. During the event our SEU had a virtual room on Zoom in which interested students were able to ask our VP of Marketing questions about broadcast career opportunities at our SEU.	1	VP of marketing
3	5/31/2021	Participation in events sponsored by organizations representing the community	On May 31, 2021, our SEU participated in an event sponsored by Special Olympics of Connecticut in which our On-Air Talent led a guided virtual tour of our SEU's facilities on Zoom for a group of 40 Special Olympic athletes. The event also featured a Q&A session that involved discussions about the radio broadcasting industry and how the athletes could pursue careers in broadcasting.	1	On air talent
4	7/20/2021	Establishment of training programs for station personnel	From July to November, 2021, our SEU's Program Director worked regularly with a part-time intern during off-hours to give him hands-on experience in the areas of programming and promotions. The program also included opportunities for the intern to take on on-air responsibilities and was focused on maximizing the intern's career development potential.	2	Program Director Part-Time Intern

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	10/28/2021	Provision of training to management	In October 2021, our SEU's VP of marketing took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	VP of marketing