

**WSHU(AM), WSHU-FM, WSUF(FM), WSTC(AM), and employees at
WQQQ(FM) and WYBC(AM)
EEO PUBLIC FILE REPORT
December 1, 2019 – November 30, 2020**

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
NO FULL-TIME JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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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
AS STATED IN SECTION I, NO FULL-TIME JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program (<i>Spring 2020</i>)	<p>Sacred Heart University, Incorporated (“SHU”), is proud of its robust internship program. Our internships are designed to provide undergraduate and graduate students of journalism with an opportunity to learn about broadcast journalism in the National Public Radio (“NPR”) style.</p> <p>During the Spring semester of this reporting period–January through May 2019–our SEU hosted four (4) students from Stony Brook University. These student interns were supervised by our Long Island Bureau Chief and, with guidance, conducted in-depth, on-the-ground reporting about issues of significance to Long Island on a regular basis. These interns also produced headlines and occasional short features.</p> <p>Our SEU also hosted one (1) student from Sacred Heart University who was supervised by our News Director and, with guidance, conducted in-depth, on-the-ground reporting about issues of significance to Fairfield and Westport, Connecticut as well as surrounding communities on a regular basis. The student also produced headlines and occasional short features.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
2	Internship Program (<i>Summer 2020</i>)	<p>During the Summer semester–May through August 2019–our SEU hosted three (3) students from Stony Brook University. These student interns were supervised by our Long Island Bureau Chief and, with guidance, assisted with on-the-ground investigation and reporting about issues of significance to Long Island regularly as well as the production of headlines and occasional short features.</p> <p>Our SEU also hosted one (1) student from Sacred Heart University who was supervised by our News Director and, with guidance, conducted in-depth, on-the-ground reporting about issues of significance to Fairfield and Westport, Connecticut as well as surrounding communities on a regular basis. This intern also produced headlines and occasional short features.</p>
3	Internship Program (<i>Fall 2020</i>)	<p>During the Fall semester–September through November 2019–our SEU hosted three (3) students from Stony Brook University. These student interns were supervised by our Long Island Bureau Chief and assisted with on-the-ground investigation and reporting about issues of significance to Long Island on a regular basis as well as the production of headlines and occasional short features.</p> <p>Our SEU also hosted one (1) student from Sacred Heart University who was supervised by our News Director and, with guidance, conducted in-depth, on-the-ground reporting about issues of significance to Fairfield and Westport, Connecticut as well as surrounding communities on a regular basis. This intern also produced headlines and occasional short features.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	News Fellowship Program (<i>Winter 2019 / 2020</i>)	<p>During the Winter semester of this reporting period, our SEU hosted one (1) paid news fellow from Stony Brook University.</p> <p>This Stony Brook University news fellow was supervised by our Long Island Bureau Chief and began her fellowship by shadowing one of our accomplished news reporters to learn about broadcast operations as well as the intricacies of the NPR reporting style. As the news fellow gained experience, she assisted with audio recordings, conducted research and investigations, wrote reports and voiced news segments until her mentors determined she was qualified to go out in the field as a news reporter. The SEU's seasoned reporters were always available to guide and support this fellow.</p> <p>Our SEU also hosted three (3) paid news fellows from Sacred Heart University. The Sacred Heart University news fellows were supervised by our News Director and also began their fellowships by each shadowing one of our accomplished news reporters to learn about broadcast operations as well as the intricacies of the NPR reporting style. As they gained experience, they assisted with audio recordings, conducted research and investigations, wrote reports and voiced news segments until their mentors determined they were qualified to go out in the field as a news reporter. The SEU's seasoned reporters were always available to guide and support these fellows.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	News Fellowship Program (<i>Spring 2020</i>)	During the Spring semester of this reporting period, our SEU hosted three (3) paid news fellows from Sacred Heart University. The Sacred Heart University news fellows were supervised by our News Director and also began their fellowships by each shadowing one of our accomplished news reporters to learn about broadcast operations as well as the intricacies of the NPR reporting style. As they gained experience, they assisted with audio recordings, conducted research and investigations, wrote reports and voiced news segments until their mentors determined they were qualified to go out in the field as a news reporter. The SEU's seasoned reporters were always available to guide and support these fellows.
6	News Fellowship Program (<i>Summer 2020</i>)	During the Summer semester of this reporting period, our SEU hosted three (3) paid news fellows from Sacred Heart University. The Sacred Heart University news fellows were supervised by our News Director and also began their fellowships by each shadowing one of our accomplished news reporters to learn about broadcast operations as well as the intricacies of the NPR reporting style. As they gained experience, they assisted with audio recordings, conducted research and investigations, wrote reports and voiced news segments until their mentors determined they were qualified to go out in the field as a news reporter. The SEU's seasoned reporters were always available to guide and support these fellows.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
7	News Fellowship Program (<i>Fall 2019</i>)	During the Fall semester of this reporting period, our SEU hosted three (3) paid news fellows from Sacred Heart University. The Sacred Heart University news fellows were supervised by our News Director and also began their fellowships by each shadowing one of our accomplished news reporters to learn about broadcast operations as well as the intricacies of the NPR reporting style. As they gained experience, they assisted with audio recordings, conducted research and investigations, wrote reports and voiced news segments until their mentors determined they were qualified to go out in the field as a news reporter. The SEU's seasoned reporters were always available to guide and support these fellows.
8	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During this reporting period (<i>Spring 2020</i>), our SEU's News Director taught an Advanced Visual Reporting and Storytelling class at Stony Brook University. He also provided insight about his career as well as the skills necessary to succeed in the broadcast industry.
9	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During this reporting period (<i>Spring 2020</i>), our SEU's News Director taught a Weekly Newscast class at Stony Brook University, and provided insight about his career as well as the skills necessary to succeed in the broadcast industry.
10	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During this reporting period (<i>Summer 2020</i>), our SEU's News Director taught an Advanced Digital Reporting Audio class at Stony Brook University. He also provided insight about his career as well as the skills necessary to succeed in the broadcast industry.
11	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During this reporting period (<i>Fall 2020</i>), our SEU's News Director taught an Advanced Digital Reporting Audio class at Stony Brook University, and provided insight about his career as well as the skills necessary to succeed in the broadcast industry.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
12	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During this reporting period (<i>Spring 2020</i>), our SEU's Assistant News Director taught an Audio Journalism Lab at Stony Brook University. He also provided insight about his career as well as the skills necessary to succeed in the broadcast industry.
13	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During this reporting period (<i>Spring 2020</i>), one of our SEU's Reporters taught the History of Broadcast at Sacred Heart University, and provided insight about his career as well as the skills necessary to succeed in the broadcast industry.
14	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During this reporting period (<i>Fall 2020</i>), one of our SEU's Reporters taught the Introduction to Media Culture at Sacred Heart University. He also provided insight about his career as well as the skills necessary to succeed in the broadcast industry.
15	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During this reporting period (<i>Fall 2020</i>), one of our SEU's Reporters taught the History of Broadcast at Sacred Heart University, and provided insight about his career as well as the skills necessary to succeed in the broadcast industry.
16	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On March 28, 2020, our SEU's Senior Editor attended the Columbia Journalism Career Expo, during which she had the opportunity to share what her position entails, and what it takes to succeed as an editor in the radio industry.
17	Participate in event/program sponsored by or on behalf of a professional association relating to careers in broadcasting	On May 27, 2020, our SEU's Manager was a guest panelist for the Public Media Business Association's Virtual Conference, during which the panel discussed "Critical Issues for University Licensee Managers."

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18	Participate in event/program sponsored by or on behalf of a professional association relating to careers in broadcasting	On September 9, 2020, our SEU's Manager was a guest panelist for the webinar presented by the National Federation for Community Broadcasters, during which the topic of discussion was "University Licensees and College Radio Futures."
19	Participate in event/program sponsored by or on behalf of a professional organization relating to careers in broadcasting	On September 24, 2020, our SEU's Manager was a guest panelist for the Long Island Press Club assembly, during which the topic of discussion was "How the Media has Covered the Black Lives Matter and Other Diversity Issues in a Polarized Era."
20	Participate in other activities reasonably calculated to disseminate information about careers in broadcasting	Our SEU's Manager was an active participant in on-going discussions with the New England News Collaborative to advocate the hiring of journalists of color through a shared mentoring and on-boarding process that would benefit the SEU as well as other stations.
21	Training regarding issues of race, diversity and inclusion	From August through December 2020, National Public Radio and Solutions Journalism Network provided our journalists with training concerning issues of race, diversity and inclusion.
22	Participate in other activities reasonably calculated to disseminate information about careers in broadcasting	Between January 14 th and March 13 th , 2020, our SEU hosted a Sacred Heart University undergraduate student in our work/study program. This student learned about all aspects of production by assisting our Production staff with a variety of projects in our Production department.
23	Participate in other activities reasonably calculated to disseminate information about careers in broadcasting (2)	During the current academic year, two (2) Sacred Heart University undergraduate students participated in our SEU's work/study program, during which they helped the WSHU Broadcast Center provide assistance to the Development department's stewardship and cultivation projects.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
24	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	In February 2020, our SEU's Assistant News Director was a guest lecturer at Suffolk Community College, during which he discussed the mission of Public Radio.
25	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting (2)	In February and again in Ocotober 2020, our SEU's Assistant News Director was a guest lecturer at Quinnipiac University, during which he discussed the mission of Public Radio.