

EEO ANNUAL PUBLIC FILE REPORT COSTA EAGLE RADIO VENTURES

This Report covers full-time vacancy recruitment data for the period December 1, 2018 to November 30, 2019.

1) Employment Unit: COSTA EAGLE RADIO VENTURES LTD

2) Unit Members (Stations and Communities of License):

WNNW-AM, Lawrence, MA
WCCM-AM, Haverhill, MA
WUBG-AM, Methuen, MA
WMVX-AM, Salem, NH

3) EEO Contact Information for Unit Member:

Mailing Address:	Telephone Number: 978-686-9966
Costa Eagle Radio Ventures, LTD 462 Merrimack Street Methuen, MA 01844	Contact Person/Title: Patrick J. Costa President/CEO
	E-mail Address: pcosta@cervmedia.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

<u>Job Title</u>	<u>Recruitment Source</u>
1. ACCOUNT MANAGER (ALL)) 1-9-19	ZIP RECRUITER
2. ACCOUNT MANAGER (ALL) 1-30-19	EMPLOYEE REFFERAL
3. ACCOUNT MANAGER (WMVX) 3-2-19	ON AIR ADVERTISING ON WMVX
4. ACCOUNT MANAGER (ALL) 3-25-19	INDEED.COM
5. ADMINISTRATIVE ASSISTANT (ALL) 4-19-19	STATION WEBSITE LISTING
6. ACCOUNT MANAGER (WMVX) 5-15-19	INDEED.COM
7. SOCIAL MEDIA DIRECTOR (ALL) 6-24-19	INDEED.COM
8. ADMINISTRATIVE ASSISTANT (ALL) 7-10-19	INDEED.COM
9. ACCOUNT MANAGER (ALL) 7-10-19	STATION WEBSITE LISTING
10. ACCOUNT MANAGER (ALL) 8-30-19	INDEED.COM
11. ACCOUNT MANAGER (ALL) 9-16-19	STATION WEBSITE LISTING
12. ACCOUNT MANAGER (ALL) 9-23-19	INDEED.COM
13. ADMINISTRATIVE ASSISTANT 10-2-19	STATION WEBSITE LISTING
14. ADMINISTRATIVE ASSISTANT 10-7-19	STATION WEBSITE LISTING
15. ACCOUNT MANAGER (ALL) 11-4-19	INDEED.COM

4a) Account Manager Interviews were conducted during the weeks of 12-30-18, 1-15-19, 2-23-19, 3-15-19, 5-1-19, 6-30-19, 8-10-19, 8/25/19, 9/2/19, 10-20-19. A total of 17 candidates were interviewed.

4b) Administrative Assistant interviews were conducted during the weeks of 4-10-19, 6/25/19, 9/15/19, 9/23/19. A total of 9 candidates were interviewed.

4c) Social Media Director interviews were conducted during the weeks of 5-15-19, 5/25/19. A total of 6 candidates were interviewed.

**5) Recruitment Sources:
Outreach Organizations**

#	Name	Organiza tion	Address (Street or Email)	City	State	Zip	Phone Number	Did the Sources Request Notification Pursuant to Prong 2?	Total # of Interviewees Referred For all new hires during this period.
1	Office of Career Services	Merrimack College	315 Turnpike Street	North Andover	MA	01845	978-837-5110	Yes	0
2	Office of Career Services	Northern Essex Community College	45 Franklin Street	Lawrence	MA	01840	978-738-7000	Yes	0
3	Office of Career Services	Middlesex Community College	33 Kearney Sq	Lowell	MA	01852	978-656-3200	No	0
4	Office of Career Services	Emerson College	25 Tremont Street	Boston	MA			Yes	0
5	Office of Career Services	MA Communications College	10 Brookline Place West	Brookline	MA	02245	800-903-4425	Yes	0
6	Office of Career Services	Curry College	1071 Blue Hill Avenue	Milton	MA	02186	617-333-0500	Yes	0
7	Office of Career Services	Northeastern	360 Huntington Ave	Boston	MA	02115	617-373-2000	Yes	0
8	Placement Office	Connecticut School of Broadcasting	49 Walnut park	Wellesley Hills	MA	02148	781-235-2050	Yes	0
9	Office of Career Services	Endicott College	376 Hale Street	Beverly	MA	01915	978-927-0585	Yes	0
10	Office of Career Services	New Hampshire College	2500 North River Road	Manchester	NH	03106		Yes	0
11	Office of Career Services	YMCA	38 Lawrence Street	Lawrence	MA	01840	978-687-0331	Yes	0
12	Job Placement	Gr. Lawrence Community Action Council	350 Essex Street	Lawrence	MA	01840	978-681-4900	Yes	0
13	Job Placement Officer	Veterans Office	200 Common Street	Lawrence	MA	01840	978-794-5846	Yes	0
14	Job Placement Officer	NAACP of Merrimack Valley	599 Canal Street	Lawrence	MA	01840	978-975-5177	Yes	0

6) Advertising

	Name	Address (Street or Email)	Phone Number	Total # of Interviewees Referred For all new hires during this period.
1	Employee Referral	462 Merrimack Street Methuen, MA 01844	978-686-9966	1
2	Zip Recruiter	Ziprecruiter.com	N/A	7
4	Indeed.com	Indeed.com	N/A	10
5	Costa Eagle Radio Websites	www.power800am.com www.valley989.com www.impacto1490am.com www.big1053.com www.costaeaglemedia.com	978-686-9966	14

7) Job Fairs

	Name	Organization	Date and Place of Job Fair	# of Interviewees Referred
1	Career Center Fair "Jobs First"	Valley Works	May 2018 Lawrence, MA	0
2	Merrimack Valley Job Fair	MV Chamber of Commerce	March 2018 Andover, MA	0

8) **Total # of Interviewees Referred:** For the period from **December 1, 2017 to November 30, 2018**, this Employment Unit interviewed 3 interviewees for full-time job vacancies.

9) **Supplemental Recruitment Initiatives:** List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report, including the nature of the activity, the scope of participation by the station (include station personnel involved by name and title) and specific date/time/place information.

(a) Initiative: Internships

Costa Eagle offers internships at the radio stations in our promotions, social media and programming departments. Interns must be high school or college students and the college students must receive college credit for the internships. The Program Directors, Lou Blasi and Darvin Garcia and the General Manager, Deborah Metros all oversee the internships to evaluate the interns and ensure they are receiving information and education. Internships are ongoing throughout the year.

(b) Initiative: Scholarship Program

Costa Eagle participates in a Scholarship Program with Northern Essex Community College. Costa Eagle Broadcasting also participates in the MBA funded scholarship program through station public service announcements and website postings and receives one full credit for participation.