

**WPRO(AM), WPRO-FM, WPRV(AM), WWLI(FM),
WEAN-FM and WWKX(FM)
EEO PUBLIC FILE REPORT
December 1, 2013 – November 30, 2014**

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
SALESPERSON	2-4, 6-23	23
SALESPERSON	2-4, 6-23	9
DIGITAL NEWS	2-21, 23	23
MANAGEMENT INFORMATION SYSTEMS TECH	2-4, 6-21	9
SALES ASSISTANT	2-4, 6-21, 23	23
PROMOTION MANAGER	2-4, 6-21	9
SALESPERSON	2-4, 6-23	9

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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
1	<i>Intentionally Omitted</i>	N/A	N/A
2	Cumulus Business Managers BM@cumulus.com	N	0
3	Rhode Island Dept. of Labor and Training/ Employ Rhode Island http://www.dlt.ri.gov/esu/ESUpostaJob.htm “Fax” Employer Service Unit - (401) 462-8722	N	0
4	Internal Posting	N	1
5	All Access Website www.allaccess.com	N	0
6	Community College of Rhode Island (CCRI) https://webfor.ccri.edu/coop/employers.cfm	N	0
7	Craig’s List http://providence.craigslist.org	N	0
8	Hire Veterans http://www.hireveterans.com	N	0
9	Word-of-Mouth Referral	N	13
10	Internship Program (<i>see Section III</i>)	N	4
11	NAACP Providence naacp.prov@verizon.net	N	0
12	New England Tech https://www.neit.edu/index.cfm?pg=154&title=Employer-Opportunities	N	0
13	Providence College Recruiting@providence.edu	N	0
14	Rhode Island College www.ric.edu/careerdevelopment/	N	0
15	Roger Williams University https://www.myinterfase.com/rwu/employer/home.aspx	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Salve Regina Contact: Christopher Pinault Christopher.pinault@salve.edu	N	0
17	SEU Job Fairs (<i>see Section III</i>)	N	14
18	Station Website Postings (<i>one or more SEU stations</i>) 92PROFM.COM LITEROCK105FM.COM 630WPRO.COM HOT1063.COM 790BUSINESS.COM	N	12
19	On-Air Announcements (<i>one or more SEU stations</i>) WPRO(AM)/WEAN-FM (<i>simulcast</i>) WPRO-FM WWLI(FM) WPRV(AM) WWKX-FM	N	19
20	University of Rhode Island http://career.uri.edu/	N	0
21	Year Up Contact: Kristen Easton Keaston@yearup.org	N	0
22	Cumulus – Public Career Site http://careers.cumulus.com	N	19
23	Indeed Website http://indeed.com	N	14
TOTAL INTERVIEWEES OVER REPORTING PERIOD			96

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Marketing & Promotions Internship Program	<p>The Cumulus-Providence SEU has established an extensive internship program. This Program is designed to assist students acquire the skills necessary for broadcast employment and all interns receive academic credit for their participation in the Program. Our Marketing & Promotions Department recruits interns from the University of Rhode Island, Providence College, Rhode Island College, New England Institute of Technology, Connecticut School of Broadcasting, Brown University, Bryant College, Johnson & Wales University and Northeastern, Keene State on an on-going basis.</p> <p>During this reporting period, our Marketing & Promotions Department Cumulus hosted five (5) student interns as follows:</p> <ul style="list-style-type: none"> •May – August 2014 one intern from Rhode Island College; •May – August 2014 two interns from University of Rhode Island; •September – December 2014 one intern from University of Rhode Island; •September – December 2014 one intern from Rhode Island College. <p>These interns reported to our SEU's four Marketing & Promotions Directors and assisted with a variety of tasks including planning and preparing for on- and off-site events as well as creating station-related materials.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
2	Programming Internship Program	<p>The Cumulus-Providence SEU has established an extensive internship program. This Program is designed to assist students acquire the skills necessary for broadcast employment and all interns receive academic credit for their participation in the Program. The Programming Department recruits interns from the University of Rhode Island, Providence College, Rhode Island College, New England Institute of Technology, Connecticut School of Broadcasting, Brown University, Bryant College, Johnson & Wales University and Northeastern, Keene State on an on-going basis.</p> <p>During this reporting period, the Programming Department hosted four (4) student interns as follows:</p> <ul style="list-style-type: none"> •January – October 2014 – one intern from Marist College; •January – May, 2014 one intern from University of Rhode Island; •June – September 2014 one intern from Providence College. •September – November 2014 one intern from Rhode Island College. <p>These interns reported to the WPRO-FM and WWLI-FM Morning Show Producers and assisted with preparation for the WPRO-FM and WWLI-FM morning shows as well as keeping the website up-to-date.</p>
3	Host Job Fair	<p>On September 11, 2014, our SEU hosted an open house at our studios in East Providence, Rhode Island. This event was promoted over the air and on the websites of all SEU stations. Attendees were introduced to staff members, listened to a presentation about selling radio time, toured the facilities/studios and discussed what a career in radio sales involves with our SEU representatives. Interested attendees completed applications, submitted resumes and received packets with information about all job openings. Interviews were conducted on site. SEU participants included our Market, Sales, and Business Managers as well as our Program Director.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Host Career Fair	On April 30, 2014, our SEU co- hosted a career fair at Twin River. Our SEU solicited local employers to participate in this event and promoted the Fair on both SEU stations. Our SEU also participated, providing attendees with information about career opportunities in broadcasting as well as job opportunities within the SEU. SEU participants included our Market, Sales, Assistant Business and Internet Managers as well as our Program Director.
5	Host Job Fair	On October 2, 2014, our SEU co-hosted the Ocean State Small Business Expo at the Crowne Plaza. Our SEU solicited local employers to participate in this event and promoted the Fair on both SEU stations. Our SEU also participated, providing attendees with information about career opportunities in broadcasting as well as job opportunities within the SEU. SEU participants included our Sales, Sports Sales and Business Managers.
6	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	Salve Regina University sponsors a career fair each spring and fall. Our SEU provided information about job openings within our SEU to a representative of the Rhode Island Broadcasters Association (RIBA) who then distributed this information to interested students/attendees at these Salve Regina career fairs. Resumes were collected from interested students/attendees and returned to SEU management for further review.