

**WPRO (AM), WPRO-FM, WPRV (AM), WWLI (FM),  
WEAN-FM and WWKX (FM)  
EEO PUBLIC FILE REPORT  
December 1, 2016-November 30, 2017**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-12	9
On Air Personality	1-12	9
Digital Specialist	1-12	4
Account Executive	1-12	9
Traffic Manager	1-12	9
Program Director	1-12	9
Account Executive	1-12	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	Cumulus Corporate Recruitment Website (Clear Company)	N	8
2	Cumulus Business Managers – corporate e-mail addresses are BM97581537, and BM2	N	0
3	Internal Bulletin Board, 1502 Wampanoag Trail, East Providence, RI 02914 (401)433-4200	N	1
4	Indeed Website: <a href="http://www.indeed.com">http://www.indeed.com</a>	N	4
5	Glassdoor Website: <a href="http://www.glassdoor.com">http://www.glassdoor.com</a>	N	0
6	Linkup Website: <a href="http://www.linkup.com">http://www.linkup.com</a>	N	0
7	ZipRecruiter Website: <a href="http://www.ziprecruiter.com">http://www.ziprecruiter.com</a>	N	0
8	Internship Program	N	0
9	Internal/External Referral	N	15
10	Station Website Postings (one of more SEU Stations) 92PROFM.COM LITEROCK105FM.COM 630WPRO.COM HOT1063.COM 790BUSINESS.COM	N	4
11	On-Air Announcements (one or more SEU stations) WPRO (AM)/WEAN-FM (simulcast) WPRO-FM WWLI FM WPRV AM WWKX FM	N	0
12	Simply Hired Website: <a href="http://www.simplyhired.com">http://www.simplyhired.com</a>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>32</b>

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**III. RECRUITMENT INITIATIVES**

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
<b>1</b>	Internship Program	<p>The Cumulus-Providence SEU has established an extensive internship program. This program is designed to assist students to acquire the skills necessary for broadcast employment. All interns receive academic credit for their participation in the program. The SEU recruits interns from the Providence area colleges and Universities on an on-going basis. During this reporting period, the SEU hosted the following:</p> <p>Summer 2017 – One (1) from Endicott College. The student was supervised by the WPRO-AM Program Director and Assistant Program Director and learned how to produce the Andy Gresh Show.</p> <p>Summer 2017 – One (1) from McDaniel College. The student was supervised by the WPRO-AM Program Director and Assistant Program Director and learned how to produce the Andy Gresh Show.</p> <p>Summer 2017 – One (1) from Dean College. The student was supervised by the WWLI Promotions director and learned about how to do events and marketing.</p> <p>Spring 2017 – One (1) from Suffolk University. The student was supervised by the WPRO-FM Program Director and learned how to produce a morning show.</p> <p>Spring 2017 – Two (2) from Rhode Island College. The students were supervised by the WWKX-FM Program Director and Promotions Director and learned how to produce a morning</p>

		<p>show and how to do events and marketing.</p> <p>Spring 2017 – One (1) from Roger Williams University. . The student was supervised by the WWKX-FM Program Director and Promotions Director and learned how to produce a morning show and how to do events and marketing.</p>
2	Sponsor events in the community designed to inform and educate the public concerning employment opportunities in broadcasting	<p>Weekly during the school year (September through June), the SEU hosts a High School Team of the Week. The High Schools that compete for the title come from all cities and towns in the State of Rhode Island. Students from the winning school tour the facilities led by members of the SEU’s Programming Department during which they talked about how radio stations operate and the opportunities available for a future career in broadcasting.</p>
3	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	<p>On September 8, 2017, our SEU’s WWLI Program Director spoke to students at Otterbein University about internships and careers in radio and opportunities available for a future career in broadcasting.</p>
4	Participate in events sponsored by organizations representing community groups interested in broadcast employment issues, including conventions, career days, workshops and similar activities	<p>On March 4, 2017, our SEU’s WWLI Morning Show Host spoke at an alumni networking event at Syracuse University about a career in radio and opportunities available for a future career in broadcasting.</p>
5	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	<p>On March 13, 2017, our SEU’s New Business Director participated in an event at Bristol Plymouth Technical High School designed to educate students on employment opportunities in various industries and spoke specifically about careers in radio and opportunities available for a future career in broadcasting.</p>

<b>6</b>	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	On March 17, 2017, our SEU's New Business Director took students from Bristol Plymouth Technical High School to a current SEU Client to perform a Client Needs Assessment. This is in conjunction with Initiative 5 listed above, which educates students on employment opportunities in various industries and specifically gives them experience in a Broadcast Sales Career.
<b>7</b>	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	On March 7 and 8, 2017 our SEU's WWLI Morning Show Host spoke to students at Syracuse University about a career in radio and opportunities available for a future career in broadcasting.
<b>8</b>	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	On March 8, 2017, our SEU's WWLI Mid-Day Host spoke to students at Hampden Meadows School during their Career Café about careers in radio and opportunities available for a future career in broadcasting.
<b>9</b>	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting	On March 26, 2017, our SEU's WWLI Mid-Day Host spoke to students at Hampden Meadows High School during their Career Day about careers in radio and opportunities available for a future career in broadcasting.