

**WPRO (AM), WPRO-FM, WPRV (AM), WWLI (FM),  
WEAN-FM and WWKX (FM)  
EEO PUBLIC FILE REPORT  
December 1, 2017-November 30, 2018**

**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>
Producer (Afternoon Drive)	1-12	1
Producer (Morning Drive)	1-12	4
Account Executive	1-12	1

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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	10
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	0
4	Indeed Website: <a href="http://www.indeed.com">http://www.indeed.com</a>	N	2
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	1
7	ZipRecruiter Website: <a href="http://www.ziprecruiter.com">http://www.ziprecruiter.com</a>	N	0
8	Internship Program	N	0
9	Word of Mouth Referral	N	1
10	Station Website Postings (one of more SEU Stations) 92PROFM.COM LITEROCK105FM.COM 630WPRO.COM HOT1063.COM 790BUSINESS.COM	N	0
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	Monster Website: <a href="http://www.monster.com">http://www.monster.com</a>	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>14</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
1	Internship Program	<p>Our SEU hosted interns during the reporting period. The interns were supervised by our Promotions Director and gained hands-on experience in our Promotions and Production departments by writing scripts, proposals and follow-up reports; preparation and execution of on- and off-site events, interaction with clients and listeners; and digital editing and board operation. Interns were from the following schools or programs:</p> <p>Winter 2018 – One (1) from Roger Williams University and one (1) from University of Rhode Island</p> <p>Spring 2018 – Two (2) from University of Rhode Island and one (1) from Rhode Island College</p> <p>Summer 2018 – One (1) from University of Rhode Island, one (1) from Endicott College, one (1) from Bryant University, one (1) from Walsh University and one (1) from Roger Williams University</p> <p>Fall 2018 – One (1) from University of Rhode Island and one (1) from Emerson College</p>
2	Host a Job Fair	<p>On November 27, 2018, our SEU hosted a Job Fair at its Business Office. The SEU provided attendees with information about career opportunities in broadcasting as well as job opportunities within the SEU. SEU Job Fair participants included the Market Manager, Sales Directors and Program Directors. The Job Fair was promoted on all SEU stations.</p>

3	Sponsor events in the community designed to inform and educate the public concerning employment opportunities in broadcasting	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.
4	Participate in events sponsored by organizations representing community groups interested in broadcast employment issues, including conventions, career days, workshops and similar activities	On January 10, 2018, our SEU's New Business Director participated in an event at the Mansfield MA Holiday Inn 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.
5	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	On March 16, 2018, 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 initiative is designed to educate students on employment opportunities in various industries and specifically gives them experience in a broadcast sales career.
6	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	During the Spring 2018 and Fall 2018 semester, our SEU's WPRO-AM Evening Host spoke with journalism students at University of Southern Florida-Tampa via Skype about careers in radio and opportunities available for a future career in broadcasting.
7	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	On April 3, 2018 and October 16, 2018, our SEU's WPRO-AM Evening Host spoke with journalism students at the University of Rhode Island about careers 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.	In October 2018, our SEU's WPRO-AM Morning Show Producer spoke with journalism students at Curry College about how to be effective with your internships in radio and opportunities 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 May 11, 2018, our SEU's WPRO-FM Promotions Director spoke with students at Sarah Dyer Barnes Elementary School in Johnston, RI about careers in radio and opportunities available for a future career in broadcasting.
<b>10</b>	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	On June 6, 2018, our SEU's WPRO-FM Promotions Director spoke with students at Brown Avenue Elementary School in Johnston, RI about careers in radio and opportunities available for a future career in broadcasting.
<b>11</b>	Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	On November 14, 2018, our SEU's WPRO-FM Mid-Day Host spoke with students at Central High School in Providence, RI about careers in radio and opportunities available for a future career in broadcasting.