



**WMAS-FM and WHLL(AM)  
EEO PUBLIC FILE REPORT  
December 1, 2017 - November 30, 2018**

**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	<b>Internal Posting/Word of Mouth Referral</b>	N	0
2	<b>Cumulus Careers Website –Internal Job Board</b>	N	0
3	<b>Station Website Postings</b> <a href="http://www.947wmas.com">www.947wmas.com</a> www.1450thehall.com	N	0
4	<b>On Air- Announcements</b> (both SEU stations)	N	0
5	<b>Cumulus Business Managers</b> BM@cumulus.com	N	0
6	<b>Future Works Career Center</b> Contact: Kevin Lynn 1 Federal Street Springfield, MA 01105 Phone: 413-858-2800 www.futureworks-now.com	N	5
7	<b>Massachusetts Broadcasters Association</b> Contact: Jordan Walton 43 Riverside Avenue, PMB 401 Medford, MA 02155 Phone: 1800-471-1875 www.massbroadcasters.org	N	0
8	<b>Linked in Website- Recruiter Lite Package</b> www.Linkedin.com	N	3
9	<b>WMAS-FM/WHLL-AM Facebook Page</b> www.facebook.com	N	0
10	<b>SEU Twitter Account</b> www.twitter.com	N	0
11	<b>SEU Job Fairs</b> (see section III)	N	2
12	<b>Career Page</b> www.CareerPage.org	N	0
13	<b>Cumulus Media Public Job Board</b>	N	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
14	<b>Indeed Job Bank</b> www.Indeed.com	N	2
15	<b>Glass Door</b> www.Glassdoor.com	N	0
16	<b>Link Up</b> www.LinkUp.com	N	0
17	<b>Zip Recruiter</b> www.Zip Recruiter.com	N	0
18	<b>Monster</b> www.Monster.com	N	0
19	<b>Walk in/Self-Referral</b>	N	2
20	<b>Employee Referral</b>	N	0
21.	<b>Past Hire/Previous Employee</b>	N	1
22.	<b>MassHire</b> Contact: Kevin Lynn Charles F Hurley Building 19 Staniford Street Boston, MA 02114 Phone 617-626-5300 www.Mass.gov	N	3
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>18</b>

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III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Host Job Fair	On January 29, 2018 our SEU co-hosted a job fair held with Future Works Career Center at the Basketball Hall of Fame in Springfield, Massachusetts. Our SEU solicited local employers to participate in this event and promoted the fair on both its stations. The SEU also participated, providing attendees with information about career opportunities within the SEU. SEU Participants included our Market Manager, Promotions Director, Program Director, and Assistant Business Manager. Thirty-eight (38) companies participated seeking new hires, and over 300 people attended the fair in search of new employment.
<b>2</b>	Host Job Fair	On June 4, 2018 our SEU co-hosted a job fair held with Future Works Career Center at the Basketball Hall of Fame in Springfield, Massachusetts. Our SEU solicited local employers to participate in this event and promoted the fair on both its stations. The SEU also participated, providing attendees with information about career opportunities within the SEU. SEU Participants included our Market Manager, Promotions Director, Program Director, and Assistant Business Manager. Thirty-six (36) companies participated seeking new hires, and 422 people attended the fair in search of new employment.
<b>3</b>	Host Job Fair	On October 15, 2018 our SEU co-hosted a job fair held with Future Works Career Center at the Basketball Hall of Fame in Springfield, Massachusetts. Our SEU solicited local employers to participate in this event and promoted the fair on both its stations. The

		<p>SEU also participated, providing attendees with information about career opportunities within the SEU. SEU Participants included our Market Manager, Promotions Director, Program Director, and Assistant Business Manager. Forty-three (43) companies participated seeking new hires, and 302 people attended the fair seeking new employment.</p>
<p><b>4</b></p>	<p>Internship Program</p>	<p>During this reporting period, the SEU hosted a student intern during the winter semester from Minnechaug High School in Wilbraham, MA. The internship was supervised by our Promotions Director. The internship provided the intern with an opportunity to gain hands-on experience in our Programming, Promotions, and Sales Departments. The intern was instructed regarding a variety of tasks including writing scripts, proposals and follow-up reports; on- and off-site events, including brainstorming, preparation and execution. During this time, the intern gained hands-on experience interacting with clients and listeners, digital editing, and board operation.</p>
<p><b>5</b></p>	<p>Establish a Mentoring Program for Station Personnel</p>	<p>During this reporting period, beginning in February 2018, the SEU's Interim Business Manager mentored the Assistant Business Manager so she could obtain the skills and experience necessary to become the Business Manager in the Springfield market. The topics covered included: (i) accounting functions such as debits, credits, general ledger coding, and (ii) accounts receivable management, including credit and collections, monitoring and administering trade accounting functions, revenue recognition, expense accruals, account reconciliation, variance analysis, forecasting, and budget preparation. The Assistant Business Manager also was mentored with respect to basic management skills, personnel issues, maintaining the SEU's EEO program, and other FCC compliance matters.</p>