

**WBOQ-FM**

**EEO PUBLIC FILE REPORT**

**December 1, 2014 thru November 30, 2015**

**I. VACANCY LIST**

See Master Recruitment Source List for recruitment source data.

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Promotions Manager	1,15	1

## WBOQ-FM

### II. MASTER RECRUITMENT SOURCE LIST (MRSL)

December 1, 2014 - November 30, 2015

RS Number	RS INFORMATION	Source Entitled to Vacancy Notification? (Yes/No)	No of Interviewees Referred by RS over 12-month period
1	On Air Announcements WBOQ-FM Todd Tanger 8 Enon Street Beverly, MA 01915 978-927-1049	Y	1
2	Endicott College Career Center Diane M. Halle Library Att:Dale McLennan 2nd Fl-276 Hale Street Beverly, MA 01915 978-232-2101	Y	0
3	Emerson College Att: Jack Casey 120 Boylston Street Boston, MA 02116-4624 617-824-8500	Y	0
4	Connecticut School of Broadcasting 73 TV Place Needham, MA 02494	Y	0
5	The New England Institute of Art and Comm. 10 Brookline Place West Brookline, MA 02445 Att: Ayfer Candeger 617-232-2084	Y	0
6	University of Massachusetts-Lowell Office of Career Services 200 Southwick Hall One University Avenue Lowell, MA 01854 978-934-2355	Y	0
7	Massachusetts Broadcasters Association 43 Riverside Avenue PMB 401 Medford, MA 02155 800-471-1875 www.massbroadcasters.org	Y	0
8	Salem Partnership 6 Central Street Salem, MA 01970	Y	0
9	NOW 7 Wall Street Gloucester, MA 01930 978-281-4421	Y	0

10	Community Minority Cultural 298 Union Street #2 Lynn, MA 01901 781-477-7090	Y	0
11	Curry College Blue Hill Ave 02186	1071 Milton, MA 617-333-0500	Y 0
12	Gordon College 225 Grapevine Road Wenham, MA 01984 978-927-2300	N	0
13	Linked In	Y	0
14	Internal Posting	Y	0
15	<a href="http://www.craigslist.com">www.craigslist.com</a>	Y	3
16	Salem State College Career Services Staff 352 Lafayette Street Salem, MA 01970	Y	0
<b>TOTAL INTERVIEWEES OVER 12 MONTH PERIOD</b>			<b>4</b>

## WBOQ-FM

### III. RECRUITMENT INITIATIVES

December 1, 2014 thru November 30, 2015

	TYPE OF RECRUITMENT	BRIEF DESCRIPTION OF ACTIVITY
1	Massachusetts Broadcasters Association Student Broadcaster Scholarship Program 2015	Participated in the Massachusetts Broadcaster Association Student Broadcaster Scholarship Program. WBOQ-FM aired announcement promoting the Scholarship Program and also participated in choosing the scholarship recipients.
2	Winter/Spring 2015 Internship Program- NECCO(Rachel Rozavsky) and URI (Andres Contreras)	During the Winter/Spring Semester (Nov 2014 thru April 2015) the station hosted 2 college student in our internship program. Interns are required to earn class credit for their work, which includes shadowing individuals from the marketing, promotions, programming, production and sales departments to learn about what we do as a whole.
3	Summer 2015 Internship Program - College- University of New Hampshire (Kaitlyn Kelley), UMASS Lowell(Kasey DiPaolo), Stonehill College(Michael Cronin), Salem State University (Sarah Whitcomb) Houghton College (Kasey Canister)	During the Summer Semester (May thru August 2015), the station hosted 5 college students in an internship program. Interns are required to earn class credit for their work, which includes shadowing individuals from the marketing, promotions, programming, production and sales departments to learn about what we do as a whole.
4	Beverly High School Career Exploration Day/Job Fair- Friday, February 27, 2015	Andrew Holden and Joanne Flannery participated in this career/job fair in Beverly, MA. We talked about our job responsibilities, work hours, salary, educational requirements, benefits and some success stories. This was a great opportunity to meet and interview young adults in the sophomore class.
5	Salem State University Career Fair 3/2/2015	Joanne Flannery and intern from NECCO Rachel Rosarvsky participated in the career fair at Salem State Univ..

6	North Shore Technical High School Career Fair April 16,2015	Joanne Flannery and intern from NECCO Rachel Rosavsky participated in the career fair at NS Tech High School. We had the opportunity to meet junior and senior high school students to share bus experiences and gather resumes for future interns at the station.
7	North Shore Community College, Veterans Career Day, Lynn MA, Tuesday, May 5, 2015	Andrew Holden and Joanne Flannery participated in the veterans career fair at NSCC's Lynn campus.
8	Beverly High School - One month internship with a candidate from the graduating senior class	Mackensie Mason, Beverly High School senior interned with the radio station from April 13th thru May 8th, 2015. This was a new program instituted by BHS for the graduating seniors to acquaint them with a major they would be studying in college.
9	Station Tours - Boy Scouts and Girl Scouts	We conducted 4 separate tours with girls scouts and boys scouts on the North Shore from March 2015-Oct 2015. Ages 7-13 yrs old.
10	Job Shadow- Ipswich High School School-to-Work Program	Sara Whitmore, a sophomore from Ipswich High School job shadowed the station from 8a-2p on May 6, 2015.
11	Station Tour - Salem State University- Sport Mgmt Class	Anthony Casella and three classmates toured the station on April 23rd at 10am. Station tour to be used as part of a larger assignment for their class.