

WBOQ-FM

EEO PUBLIC FILE REPORT

December 1, 2015 thru November 30, 2016

I. VACANCY LIST

See Master Recruitment Source List for recruitment source data.

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree

WBOQ-FM

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

December 1, 2015 - November 30, 2016

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	0
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	www.craigslist.com	Y	0
16	Salem State College Career Services Staff 352 Lafayette Street Salem, MA 01970	Y	0
TOTAL INTERVIEWEES OVER 12 MONTH PERIOD			0

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III. RECRUITMENT INITIATIVES

December 1, 2015 thru November 30, 2016

	TYPE OF RECRUITMENT	BRIEF DESCRIPTION OF ACTIVITY
1	Massachusetts Broadcasters Association Student Broadcaster Scholarship Program 2016	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 2015/2016 Internship Program- Lynn Vocational Technical High School	During the Winter/Spring Semester (Oct 2015 thru May 2016) the station hosted 1 High School 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 2016 Internship Program - College- Alexa DiFilippo-Merrimack College, Jenny Richard-St.Anselm College, Cameron Surette-Merrimack College, Sean Gavin-Marist College, Russell Thompson-Salem State University.	During the Summer Semester (May thru August 2016), 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 12, 2016	Kirsten McMahon 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 March 3,2016	Joanne Flannery and Promotions Manager Kirsten McMahon participated in the career fair at Salem State University. We had the opportunity to meet college students and gather resumes for future interns at the station.
6	North Shore Community College, Veterans Career Day, Lynn MA, Tuesday, May 4, 2016	Kirsten McMahon and Joanne Flannery participated in the veterans career fair at NSCC's Lynn campus.

7	Peabody High School Career Day - April 29, 2016. 9a-11a	Kirsten McMahon and Joanne Flannery participated in career Day at Peabody High School and met with students from the sophomore class.
8	Stoneham High School Career Day, March 2016	Kirsten McMahon and Joanne Flannery participated in Career Day 9a-11a at Stoneham High School and addressed students with career expectations.
9	Remote broadcast at Lynn Vocational Technical High School. April 14, 2016.	Kirsten McMahon and Joanne Flannery participated in their annual career fair interviewing potential (juniors) interns for next year. We also provided a remote broadcast with morning hosts Dana Hersey and Kevin Mugs McGonagle to highlight benefits of a Technical High School education.
10	Endicott College One month internship May 2016	Caroline Johnson/Endicott College 120 hour internship for Communication Degree.
11	Beverly Build Day 2016	Kirsten McMahon and Joanne Flannery brought all of the interns participating in summer 2016 internship to volunteer their time at Gage park in Beverly on July 8, 2016 from 10a-3pm.