

WBOQ-FM

EEO PUBLIC FILE REPORT

December 1, 2016 thru November 30, 2017

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, 2016 - November 30, 2017

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

WBOQ-FM

III. RECRUITMENT INITIATIVES

December 1, 2016 thru November 30, 2017

	TYPE OF RECRUITMENT	BRIEF DESCRIPTION OF ACTIVITY
1	Massachusetts Broadcasters Association Student Broadcaster Scholarship Program 2017	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 2016/2017 Internship Program- Lynn Vocational Technical High School - Stanley Wotring	During the Winter/Spring Semester (Oct 2016 thru May 2017) 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	Fall 2016 through Spring 2017 - Seem Collaborative-Justin Dheel	The Seem Collaborative's Foundations for Life program delivers extended services to students 18 years and older. The program's goal is to promote the greatest level of independence possible for each student by providing community-based transition skills for students who require such training after completing grade 12.
4	Beverly High School Career Exploration Day/Job Fair- Friday, February 10, 2017, 9a-11a.	Kirsten McMahan 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 2, 2017, 4-7p	Joanne Flannery and Promotions Manager Kirsten McMahan 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	Salem High School- Career Day - June 8, 2017 8:00-10:30am	Joanne Flannery participated in Career Day at Salem High School. Four 30 minute sessions with each participant speaking for 10 minutes.
7	Peabody High School Career Day - April 28 2017. 9a-11a	Kirsten McMahan and Joanne Flannery participated in career Day at Peabody High School and met with students from the sophomore class.

8	Gordon College Campus, Annual Job and Internship Fair, Thursday, February 23, 2017, 3-5:30p	Kirsten and McMahon and Joanne Flannery met with students at Gordon College in Wenham MA to gather information for possible internships at the radio station.
9	Seem Collaborative Field Trip, May 8, 2017	Joanne Flannery and Jay Foss led a group of disabled students from the Seem Collaborative for a tour of the radio station.
10	Endicott College- Fall 2017 internship	Carson Coffey a senior at Endicott College interned with the radio station for his fall semester. He provided the station 32 hrs/wk.
11	Beverly Build Day 2017, North Shore CDC	Kirsten McMahon and Joanne Flannery brought all of the interns participating in summer 2017 internship to volunteer their time at Gage park in Beverly on July 21, 2016 from 10a-3pm.
12	Beverly High School Senior Internship - April 24 thru May 19th 2017	Madison Monahan spent the last month of her senior year working at the station for some communications experience. Which is what she was going to be majoring in at college.
13	Manchester Essex High School April 10 thru May 17, 2017	Thomas Ambrose spent the last part of his high school senior year at the radio station interning with Dana and Mugs Morning show.
14	2017 Summer Internships. Students from Merrimack College, Sacred Heart, Saint Michael and UNH helped out during the morning show or during regular business hours.	During the Summer Semester (May thru August 2017, 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.