

WBOQ-FM

EEO PUBLIC FILE REPORT

December 1, 2017 thru November 30, 2018

I. VACANCY LIST

See Master Recruitment Source List for recruitment source data.

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Weekend Disc Jockey	7	Position still vacant
Morning DJ	1,7,13	1
Morning DJ	1,7,13	7
Account Executive	1,7,12, 13	13

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

December 1, 2017 - November 30, 2018

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	2
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 43Riverside Avenue PMB 401 Medford, MA 02155 800-471-1875 www.massbroadcasters.org	Y	2
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	Gordon College 225 Grapevine Road Wenham, MA 01984 978-927-2300	N	0
12	Linked In	Y	0
13	Internal Posting	Y	2
14	www.craigslist.com	Y	0
15	Salem State College Career Services Staff 352 Lafayette Street Salem, MA 01970	Y	0
TOTAL INTERVIEWEES OVER 12 MONTH PERIOD			6

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III. RECRUITMENT INITIATIVES

December 1, 2017 thru November 30, 2018

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Massachusetts Broadcasters Association Student Broadcaster Scholarship Program 2018	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	Lynn Vocational Technical High School remote broadcast with morning show dj's. April 26, 2018	Morning DJ's Dana Hersey and Kevin Mugs McGonagle broadcast the morning show live from Lynn Voke Tech. The show coincided with Lynn Voke Tech's career fair being held that day. Dignitaries interviewed about the benefits of attending a vocational high school.
3	Sail Program, Ipswich High School. May 10, 2018	Kenneth Wallace from the Sail Program at Ipswich High School job shadowed the radio station on Thursday, May 10th. Jay Foss showed Ken how the board works in Studio A and recorded some liners for Ken. We answered all of his musical questions and discovered that Ken was a fan of Green Day.
4	Beverly High School Career Exploration Day/Job Fair- Friday, February 10, 2018, 9a-11a.	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	Endicott College - Winter 2018 Internship	We hosted Marissa Lefebvre from Endicott College for the month of January 2018. Marissa was responsible for working with the promotions department and assisting the manager with keeping NS Happenings, website, facebook up to date. She also assisted the morning dj's with show prep.
6	Landmark High School - April 30th thru May 11th, 2018.	Loren Morgan a senior at Landmark High School shadowed the morning show for two weeks before graduation. He arrived early to do prep work for the morning guys and was also able to sing his very own rap song he wrote about Dana and Mugs his last day at the station.

7	Peabody High School Career Day - April 6 2018. 9a-11a	Kirsten McMahon 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 28, 2018, 3-5:30p	Kirsten McMahon and Joanne Flannery met with students at Gordon College in Wenham MA to gather information for possible internships at the radio station.
9	Beverly High School Career Exploration Day/Job Fair- Friday, February 16, 2018, 9a-11a.	Kirsten McMahon and Joanne Flannery met with students at Beverly High School to talk with students from the sophomore class about careers in communication.
10	Beverly High School, October 23, 2018. Members of the morning team met with Melissa Orr's Public Speaking Class.	Lindsey Robbins, Matt Knight and Erika Hemingway talked with the class, then put the students through a mock morning radio show. They also recorded liners by some of the students to be aired the next morning. The students were also given pointers on how to speak, make their point coherently and quickly.
11	Lynn Vocational Technical High School internship program - December 2017.	We hosted a senior from Lynn Voke Tech for three weeks in December 2017. Andrison Perez-Brea assisted the Promotions Department in keeping up with the flow of NS Happenings to our website. He also assisted and organized part of our yearly Toy Drive.
12	New England Academy senior Owen Tambor job shadowed two weeks before his graduation May 29th thru June 8th,2018	Owen spent the last two weeks of high school job shadowing our Promotions Department. Owen's responsibility was making sure our NS Happenings were up to date.
13	Summer Internship, student from Salve Regina University.	Trevor Jones spent part of his summer helping out the promotions department by attending farmers markets on the North Shore and Merrimack Valley. He had educated himself about the radio station and spoke easily with our listening audience.