

WBOQ-FM

EEO PUBLIC FILE REPORT

December 1, 2018 thru November 30, 2019

I. VACANCY LIST

See Master Recruitment Source List for recruitment source data.

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Board Op	7,13	7
On Site Tech	7,13	7
Account Manager	1,7,12	1
Morning Show Summer Intern	7	7
Morning Show Intern	8	8

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

December 1, 2018 - November 30, 2019

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 43Riverside Avenue PMB 401 Medford, MA 02155 800-471-1875 www.massbroadcasters.org	Y	5
8	Handshake - Website accessing all colleges and ability to reach many students.	Y	1
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	Indeed.com	Y	4
13	Facebook	Y	2
14	Salem State College Career Services Staff 352 Lafayette Street Salem, MA 01970	Y	0
TOTAL INTERVIEWEES OVER 12 MONTH PERIOD			13

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III. RECRUITMENT INITIATIVES

December 1, 2018 thru November 30, 2019

	TYPE OF RECRUITMENT	BRIEF DESCRIPTION OF ACTIVITY
1	Massachusetts Broadcasters Association Student Broadcaster Scholarship Program 2019	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	Massachusetts Broadcasters Association Virtual Job Fair week of March 4, 2019	Participated in the Virtual Job Fair put on by Mass Broadcasters Association. We were looking to fill Account Manager position at the radio station.
3	Clark School Tour, January 23, 2019	Hosted the Clark School in Amesbury on January 23, 2019 with 8 fifth graders and gave them a tour of the radio station. We did record their voices and were able to play back the following morning.
4	Massachusetts Broadcasters Association - Paid internship through grant received from the MBA.	Nathan Bradstreet spent May through August working with the morning show as a paid intern. Nathan had completed his Junior year at University of Maine as a communications major.
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