

**WPRO(AM), WPRO-FM, WPRV(AM), WWLI(FM),  
WEAN-FM and WWKX(FM)  
EEO PUBLIC FILE REPORT  
December 1, 2012-November 30, 2013<sup>1</sup>**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
SALESPERSON	2-4, 6-21	9
ON-AIR PERSONALITY	2-21	9
DIGITAL NEWS	2-21	9
PROGRAM DIRECTOR	2-21	9
ASSISTANT BUSINESS MANAGER	2-4, 6-21	19
SALESPERSON	2-4, 6-21	17
SALESPERSON	2-4, 6-21	9
SALESPERSON	2-4, 6-21	17
SALESPERSON	2-4, 6-21	18
PROMOTIONS MANAGER	2-4, 6-21	9

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<sup>1</sup> This Report includes recruitment activity from November 23, 2012 to November 30, 2013.

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	<i>Intentionally Omitted</i>	N/A	N/A
2	<b>Cumulus Business Managers</b> BM@cumulus.com	N	0
3	<b>Rhode Island Dept. of Labor and Training/ Employ Rhode Island</b> <a href="http://www.dlt.ri.gov/esu/ESUpostaJob.htm">http://www.dlt.ri.gov/esu/ESUpostaJob.htm</a> “Fax” Employer Service Unit - (401) 462-8722	N	0
4	<b>Internal Posting</b>	N	0
5	<b>All Access Website</b> www.allaccess.com	N	0
6	<b>Community College of Rhode Island (CCRI)</b> <a href="https://webfor.ccri.edu/coop/employers.cfm">https://webfor.ccri.edu/coop/employers.cfm</a>	N	0
7	<b>Craig’s List</b> <a href="http://providence.craigslist.org">http://providence.craigslist.org</a>	N	0
8	<b>Hire Veterans</b> <a href="http://www.hireveterans.com">http://www.hireveterans.com</a>	N	0
9	<b>Word-of-Mouth Referral</b>	N	16
10	<b>Internship Program</b> ( <i>see Section III</i> )	N	0
11	<b>NAACP Providence</b> naacp.prov@verizon.net	N	0
12	<b>New England Tech</b> <a href="https://www.neit.edu/index.cfm?pg=154&amp;title=Employer-Opportunities">https://www.neit.edu/index.cfm?pg=154&amp;title=Employer-Opportunities</a>	N	0
13	<b>Providence College</b> Recruiting@providence.edu	N	0
14	<b>Rhode Island College</b> <a href="http://www.ric.edu/careerdevelopment/">www.ric.edu/careerdevelopment/</a>	N	0
15	<b>Roger Williams University</b> <a href="https://www.myinterfase.com/rwu/employer/home.aspx">https://www.myinterfase.com/rwu/employer/home.aspx</a>	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	<b>Salve Regina</b> Contact: Christopher Pinault Christopher.pinault@salve.edu	N	0
17	<b>SEU Job Fairs</b> ( <i>see Section III</i> )	N	77
18	<b>Station Website Postings</b> ( <i>one or more SEU stations</i> ) 92PROFM.COM LITEROCK105FM.COM 630WPRO.COM HOT1063.COM 790BUSINESS.COM	N	13
19	<b>On-Air Announcements</b> ( <i>one or more SEU stations</i> ) WPRO(AM)/WEAN-FM ( <i>simulcast</i> ) WPRO-FM WWLI(FM) WPRV(AM) WWKX-FM	N	17
20	<b>University of Rhode Island</b> <a href="http://career.uri.edu/">http://career.uri.edu/</a>	N	0
21	<b>Year Up</b> Contact: Kristen Easton Keaston@yearup.org	N	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			123

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Marketing & Promotions Internship Program	<p>The Cumulus-Providence SEU has established an extensive internship program. This Program is designed to assist students acquire the skills necessary for broadcast employment and all interns receive academic credit for their participation in the Program. Our Marketing &amp; Promotions Department recruits interns from the University of Rhode Island, Providence College, Rhode Island College, New England Institute of Technology, Connecticut School of Broadcasting, Brown University, Bryant College, Johnson &amp; Wales University and Northeastern, Keene State on an on-going basis.</p> <p>During this reporting period, our Marketing &amp; Promotions Department Cumulus hosted seven (7) student interns as follows:</p> <ul style="list-style-type: none"> <li>•December 2012-February 2013 - one intern from Johnson &amp; Wales University;</li> <li>•December 2012-April 2013 - one intern from Community College of Rhode Island;</li> <li>•December 2012-January 2013 - one intern from Rhode Island College;</li> <li>•February-July 2013 - one intern from University of Massachusetts-Dartmouth;</li> <li>•April-August 2013 - one intern from Johnson &amp; Wales University;</li> <li>•September-November 2013 - one intern from Rhode Island College;</li> <li>•September -November 2013 - one intern from University of Rhode Island.</li> </ul> <p>These interns reported to our SEU's four Marketing &amp; Promotions Directors and assisted with a variety of tasks including planning and preparing for on- and off-site events as well as creating station-related materials.</p>

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
2	Programming Internship Program	<p>The Cumulus-Providence SEU has established an extensive internship program. This Program is designed to assist students acquire the skills necessary for broadcast employment and all interns receive academic credit for their participation in the Program. The Programming Department recruits interns from the University of Rhode Island, Providence College, Rhode Island College, New England Institute of Technology, Connecticut School of Broadcasting, Brown University, Bryant College, Johnson &amp; Wales University and Northeastern, Keene State on an on-going basis.</p> <p>During this reporting period, the Programming Department hosted three (3) student interns as follows:</p> <ul style="list-style-type: none"> <li>•March-May 2013 - one intern from University of Rhode Island;</li> <li>•June-July 2013 - one intern from Muehlenberger College;</li> <li>•September -November 2013 - one intern from Rhode Island College.</li> </ul> <p>These interns reported to the WPRO-FM Morning Show Producer and assisted with preparation for the WPRO-FM morning show as well as keeping the website up-to-date.</p>
2	Host Job Fair	<p>On September 17, 2013, our SEU hosted an open house at our studios in East Providence, Rhode Island. This event was promoted over the air and on the websites of all SEU stations. Attendees were introduced to staff members, listened to a presentation about selling radio time, toured the facilities/studios and discussed what a career in radio sales involves with our SEU representatives. Interested attendees completed applications, submitted resumes and received packets with information about all job openings. Interviews were conducted on site. SEU participants included our Market, Sales, Business and Managers as well as our Program Director.</p>
3	Host Job Fair	<p>On April 23, 2013, our SEU hosted a job fair at Rhodes on the Pawtuxet. Our SEU solicited local employers to participate in this event and promoted the Fair on both SEU stations. Our SEU also participated, providing attendees with information about career opportunities in broadcasting as well as job opportunities within the SEU. SEU participants included our Market, Sales, Assistant Business and Internet Managers as well as our Program Director.</p>

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
4	Host Job Fair	<p>On March 19, 2013, our SEU co-hosted a job Fair with the Rhode Island Chamber of Commerce at Rhodes on the Pawtuxet. Our SEU solicited local employers to participate in this event and promoted the Fair on both SEU stations. Our SEU also participated, providing attendees with information about career opportunities in broadcasting as well as job opportunities within the SEU. SEU participants included our Sales, Sports Sales and Business Managers.</p>
5	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	<p>Salve Regina University sponsors a career fair each spring and fall. Our SEU provided information about job openings within our SEU to a representative of the Rhode Island Broadcasters Association (RIBA) who then distributed this information to interested students/attendees at these Salve Regina career fairs. Resumes were collected from interested students/attendees and returned to SEU management for further review.</p>