

**WICC (AM) and WEBE (FM)  
EEO PUBLIC FILE REPORT  
December 1, 2017 – November 30, 2018**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-16, 18-39	4
Assistant Business Manager	1-16, 18-39	5
On-Air Morning Host	1-16, 18-39	4
Sales Assistant	1-16, 18-39	2
Account Executive	1-16, 18-39	4
Account Executive	1-16, 18-39	3

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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	<b>On-Air Announcements</b> ( <i>both SEU Stations</i> ) 350 Fairfield Avenue Bridgeport, CT 06604 Contact: Marnie Klebart 203. 337.8320	No	0
2	<b>Station Website Postings</b> ( <i>both SEU stations</i> ) 350 Fairfield Avenue Bridgeport, CT 06604 Contact: Chris Mancini, Web Master 203.333.9108	No	1
3	<b>Internal Postings</b> ( <i>all Cumulus SEUs</i> )	No	1
4	<b>SEU Job Fairs</b> ( <i>see Section III</i> )	No	3
5	<b>SEU Internship Program</b> ( <i>see Section III</i> ) 350 Fairfield Avenue Bridgeport, CT 06604 Contact. – Anthony Orfino 203.333.9108	No	1
6	<b>Monster Website</b> www.monster.com	No	0
7	<b>Cumulus Careers Website</b> www.cumulus.com	No	0
8	<b>Cumulus Facebook Page</b>	No	1
9	<b>Cumulus Talent Network</b>	No	0
10	<b>Cumulus LinkedIn Page</b>	No	0
11	<b>Indeed.com</b>	No	8
12	<b>LinkedIn Website</b> www.linkedin.com	No	1
13	<b>Word-of-Mouth Referral</b>	No	9
14	<b>SimplyHired.com</b>	No	0
15	<b>Glassdoor.com</b>	No	0
16	<b>Linkup.com</b>	No	0
17	<b>Internal Transfer/Promotion</b>	No	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
18	<b>NAB Human Resource Services</b> 1771 N Street, NW Washington, DC 20036 202.429.5497	No	0
19	<b>Connecticut School of Broadcasting</b> 80 Ferry Blvd. Stratford, CT 06615 203.378.5155	No	0
20	<b>Ohio Center for Broadcasting</b> Gary James 5330 East Main Street, Suite 200 Columbus OH 43213 614.245.0555 gary@beonair.com	No	0
21	<b>Inside Radio</b> 365 Union Street Littleton, NH 03561 (800) 640-8852 Contact: Gene McKay	No	0
22	<b>All Access</b> www.allaccess.com 28955 Pacific Coast Highway, Suite 210 S. Malibu, CA 90265 (301) 457 6616 Contact: Joel Denver	No	2
23	<b>Norwalk Community College Career Center</b> Patrick O. Boland 188 Richards Avenue Campus East-Rm. 101 Norwalk, CT 06854-1655 203.857.7032	No	0
24	<b>Naugatuck Valley Community Technical College</b> Cooperative Education Roberta DiFelice 750 Chase Parkway Waterbury, CT 06708 203.575.8223 RDiFelice@nvcc.comnet.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
25	<b>Sacred Heart University</b> Deanna Fiorentino Career Services 5151 Park Avenue Fairfield, CT 06432 203.371.7975 newhardl@sacredheart.edu	No	0
26	<b>Southern Connecticut State University</b> 501 Crescent Street New Haven, CT 203.392.5238	No	0
27	<b>Housatonic Community-Technical College</b> 900 Lafayette Blvd. Bridgeport, CT 06604-4704 203.332.5000	No	0
28	<b>Career Resources, Inc.</b> Todd Stuart 350 Fairfield Avenue Bridgeport, CT 06604 203.334.5627	No	0
29	<b>The Workplace, Inc.</b> 350 Fairfield Avenue Bridgeport, CT 06604 203.576.7030	No	0
30	<b>CTE, Inc., The Community Action Agency for the Greater Stamford Area</b> Karen Porter 34 Woodland Avenue Stamford, CT 06902 203.327.3260	No	0
31	<b>CT Works</b> 350 Fairfield Avenue Bridgeport, CT 06604 203.333.5129	No	0
32	<b>Center For Human Services</b> 2 Research Drive Stratford, CT 06615 203.386.8802	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	<b>Alliance For Women In Media</b> 2365 Harrodsburg Rd A325 Lexington, KY 40504	No	0
34	<b>St. Mary's Roman Catholic Church</b> Father Mathew Bernelli 25 Sherman Street Bridgeport, CT 06608 203.334.8811	No	0
35	<b>The George Washington Carver Community Center</b> Richard N. Fuller Sr. 7 Academy Street Norwalk, CT 06850 203.838.4305	No	0
36	<b>Urban League of Southern Connecticut</b> 2777 Summer Street Stamford, CT 06905 Attn: Job Developer	No	0
37	<b>The Emma L. Bowen Foundation for Minority Interests in Media, Inc.</b> Sandra Rice, VP Eastern Region 524 West 57 <sup>th</sup> Street New York, NY 10019 212.975.2545 sdrice@cbs.com	No	0
38	<b>Monster.com</b> <a href="http://www.monster.com">www.monster.com</a>	No	0
39	<b>Zip Recruiter</b> <a href="http://www.ZipRecruiter">www.ZipRecruiter</a>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			27

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**III. RECRUITMENT INITIATIVES**

<b>Type of Recruitment Initiative</b>	<b>Brief Description of Activity</b>
Internship Program	<p>This SEU has an active internship program that it promotes on station websites and over the air. Information about the Program is also sent to local colleges and universities.</p> <p>During this reporting period our SEU sponsored six (6) interns from the following colleges: SUNY Cortland, Western Connecticut State University (2), University of Central Florida, Housatonic Community College, University of New Haven and Sacred Heart University. These interns assisted the Promotions and Programming Departments with a variety of tasks including SEU public relations, non-traditional revenue events and on-site broadcasts.</p>