

EO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period: November 22, 2014–
November 21, 2015.

- 1) **Employment Unit: Greater Media – Boston**
- 2) **Unit Members (Stations and Communities of License):** WKLB-FM, Waltham, MA
WROR-FM, Framingham, MA
WBOS-FM, Brookline, MA
WMJX-FM, Boston, MA
WBQT-FM, Boston, MA

3) **EEO Contact Information for Employment Unit:**

| | |
|--|--|
| Mailing Address: Greater Media/Boston 55 Morrissey Boulevard Boston, MA 02125 | Telephone Number: 617-822-9600 |
| | Contact Person/Title: Robert DiSalvo (Controller) |
| | E-mail Address: bdisalvo@greatermediaboston.com |

A. Full-time Vacancies Filled During Reporting Period

| | <u>JOB TITLE</u> | <u>RECRUITMENT SOURCE FOR HIREE</u> |
|-----|---------------------|-------------------------------------|
| 1 | CONTINUITY DIRECTOR | GREATER MEDIA WEBSITE |
| 2 | PRODUCTION DIRECTOR | EMPLOYEE REFERRAL |
| 3* | ACCOUNT EXECUTIVE | EMPLOYEE REFERRAL |
| 4** | ACCOUNT EXECUTIVE | EMPLOYEE REFERRAL (REHIRE) |
| 5* | ACCOUNT EXECUTIVE | EMPLOYEE REFERRAL |
| 6** | ACCOUNT EXECUTIVE | EMPLOYEE REFERRAL (REHIRE) |
| 7 | FM ANNOUNCER | EXIGENT CIRCUMSTANCES |
| 8 | ACCOUNT EXECUTIVE | EMPLOYEE REFERRAL (REHIRE) |
| 9 | ACCOUNT EXECUTIVE | EMPLOYEE REFERRAL |
| 10* | ACCOUNT EXECUTIVE | EMPLOYEE REFERRAL |
| 11 | ACCOUNT EXECUTIVE | RADIO ADVERTISEMENT |

**Stations WKLB-FM, WROR-FM, WBOS-FM, WMJX-FM, and WBQT-FM
are Equal Opportunity Employers.**

| | | |
|-------|------------------------|-----------------------|
| 12 | ACCOUNT EXECUTIVE | GREATER MEDIA WEBSITE |
| 13 | PROMOTIONS COORDINATOR | GREATER MEDIA WEBSITE |
| 14 | RECEPTIONIST | MONSTER.COM |
| 15 | ACCOUNT EXECUTIVE | EMPLOYEE REFERRAL |
| 16*** | ACCOUNT EXECUTIVE | EMPLOYEE REFERRAL |
| 17*** | ACCOUNT EXECUTIVE | EMPLOYEE REFERRAL |
| 18*** | ACCOUNT EXECUTIVE | RADIO ADVERTISEMENT |
| 19 | ACCOUNT EXECUTIVE | EMPLOYEE REFERRAL |
| 20 | ACCOUNT EXECUTIVE | EMPLOYEE REFERRAL |

* JOBS 3, 5 AND 10 WERE HIRED FROM THE SAME POOL OF APPLICANTS

** JOBS 4 AND 6 WERE HIRED FROM THE SAME POOL OF APPLICANTS

*** JOBS 16, 17 AND 18 WERE HIRED FROM THE SAME POOL OF APPLICANTS

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy:

1. CONTINUITY DIRECTOR

SOURCE: GREATER MEDIA WEBSITE

| Source | Contact | Address | Phone # | Interviewees Referred |
|-------------------------------|---------------------------------------|--|--------------|-----------------------|
| INTERNAL POSTING | CONTROLLER | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 3 |
| EEO DISTRIBUTION LIST | | SEE APPENDIX 2 | | 0 |
| GREATER MEDIA BOSTON WEBSITES | MKTG DEPT FOR EACH STATION | SEE APPENDIX 5 | 617-822-9600 | 5 |
| GREATER MEDIA HR LISTING | | SEE APPENDIX 3 | | 0 |
| MONSTER.COM | CONTROLLER GREATER MEDIA BOSTON | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 1 |
| BAY STATE BANNER | RACHEL REARDON | 23 DRYDOCK AVE BOSTON, MA 02110 | 617-936-7799 | 0 |
| INDEED.COM | PAUL FORSTER | 7501 N CAPITAL OF TEXAS HWY – BLD B AUSTIN, TX 78731 | | 1 |
| INDUSTRY REFERRAL | TRAFFIC DEP'T DIRECTOR | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 2 |

2. PRODUCTION DIRECTOR

SOURCE: EMPLOYEE REFERRAL

| Source | Contact | Address | Phone # | Interviewees Referred |
|------------------|------------|---------------------------------------|--------------|-----------------------|
| INTERNAL POSTING | CONTROLLER | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 4 |

**Stations WKLB-FM, WROR-FM, WBOS-FM, WMJX-FM, and WBQT-FM
are Equal Opportunity Employers.**

| | | | | |
|-------------------------------|---------------------------------|------------------------------------|--------------|---|
| EEO DISTRIBUTION LIST | | SEE APPENDIX 2 | | 0 |
| GREATER MEDIA HR LISTING | | SEE APPENDIX 3 | | 0 |
| GREATER MEDIA BOSTON WEBSITES | MKTG DEPT FOR EACH STATION | SEE APPENDIX 5 | 617-822-9600 | 0 |
| MONSTER.COM | CONTROLLER GREATER MEDIA BOSTON | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 1 |
| BAY STATE BANNER | RACHEL REARDON | 23 DRYDOCK AVE BOSTON, MA 02110 | 617-936-7799 | 0 |
| EMPLOYEE REFERRAL | PRODUCTION DEP'T DIRECTOR | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 1 |

3. ACCOUNT EXECUTIVE

SOURCE: EMPLOYEE REFERRAL

| Source | Contact | Address | Phone # | Interviewees Referred |
|-------------------------------------|----------------------------|------------------------------------|--------------|-----------------------|
| INTERNAL POSTING | CONTROLLER | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 0 |
| EEO DISTRIBUTION LIST | | SEE APPENDIX 2 | | 0 |
| GREATER MEDIA BOSTON WEBSITES | MKTG DEPT FOR EACH STATION | SEE APPENDIX 5 | 617-822-9600 | 3 |
| SHORT COLLEGE EEO DISTRIBUTION LIST | | SEE APPENDIX 4 | | 0 |
| JOB FAIR | GENERAL SALES MGR WROR | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 3 |
| CRAIG'S LIST | GENERAL SALES MGR WROR | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 5 |
| INDUSTRY REFERRAL | GENERAL SALES MGR WROR | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 1 |
| EMPLOYEE REFERRAL | GENERAL SALES MGR WROR | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 1 |

4. ACCOUNT EXECUTIVE

SOURCE: EMPLOYEE REFERRAL (REHIRE)

| Source | Contact | Address | Phone # | Interviewees Referred |
|-------------------------------------|----------------------------|------------------------------------|--------------|-----------------------|
| INTERNAL POSTING | CONTROLLER | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 0 |
| EEO DISTRIBUTION LIST | | SEE APPENDIX 2 | | 0 |
| GREATER MEDIA BOSTON WEBSITES | MKTG DEPT FOR EACH STATION | SEE APPENDIX 5 | 617-822-9600 | 1 |
| SHORT COLLEGE EEO DISTRIBUTION LIST | | SEE APPENDIX 4 | | 0 |
| EMPLOYEE REFERRAL | GENERAL SALES MGR WKL B | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 1 |

5. ACCOUNT EXECUTIVE

SOURCE: EMPLOYEE REFERRAL

| Source | Contact | Address | Phone # | Interviewees Referred |
|-----------------------|------------|------------------------------------|--------------|-----------------------|
| INTERNAL POSTING | CONTROLLER | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 0 |
| EEO DISTRIBUTION LIST | | SEE APPENDIX 2 | | 0 |

Stations WKL B-FM, WROR-FM, WBOS-FM, WMJX-FM, and WBQT-FM are Equal Opportunity Employers.

| | | | | |
|-------------------------------------|----------------------------|------------------------------------|--------------|---|
| GREATER MEDIA BOSTON WEBSITES | MKTG DEPT FOR EACH STATION | SEE APPENDIX 5 | 617-822-9600 | 3 |
| SHORT COLLEGE EEO DISTRIBUTION LIST | | SEE APPENDIX 4 | | 0 |
| JOB FAIR | GENERAL SALES MGR WROR | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 3 |
| CRAIG'S LIST | GENERAL SALES MGR WROR | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 5 |
| INDUSTRY REFERRAL | GENERAL SALES MGR WROR | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 1 |
| EMPLOYEE REFERRAL | GENERAL SALES MGR WROR | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 1 |

6. ACCOUNT EXECUTIVE

SOURCE: EMPLOYEE REFERRAL (REHIRE)

| Source | Contact | Address | Phone # | Interviewees Referred |
|-------------------------------------|----------------------------|------------------------------------|--------------|-----------------------|
| INTERNAL POSTING | CONTROLLER | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 0 |
| EEO DISTRIBUTION LIST | | SEE APPENDIX 2 | | 0 |
| GREATER MEDIA BOSTON WEBSITES | MKTG DEPT FOR EACH STATION | SEE APPENDIX 5 | 617-822-9600 | 1 |
| SHORT COLLEGE EEO DISTRIBUTION LIST | | SEE APPENDIX 4 | | 0 |
| EMPLOYEE REFERRAL | GENERAL SALES MGR WKLB | 617-822-9600 | 617-822-9600 | 2 |

7. FM ANNOUNCER (WKLB)

SOURCE: EXIGENT CIRCUMSTANCES*

| Source | Contact | Address | Phone # | Interviewees Referred |
|-----------------------|--------------------------|------------------------------------|--------------|-----------------------|
| EXIGENT CIRCUMSTANCES | PROGRAM DIRECTOR WKLB FM | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 1 |

*Station was replacing an incumbent employee.

8. ACCOUNT EXECUTIVE

SOURCE: EMPLOYEE REFERRAL (REHIRE)

| Source | Contact | Address | Phone # | Interviewees Referred |
|-------------------------------------|----------------------------|------------------------------------|--------------|-----------------------|
| INTERNAL POSTING | CONTROLLER | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 0 |
| EEO DISTRIBUTION LIST | | SEE APPENDIX 2 | | 0 |
| GREATER MEDIA BOSTON WEBSITES | MKTG DEPT FOR EACH STATION | SEE APPENDIX 5 | 617-822-9600 | 0 |
| SHORT COLLEGE EEO DISTRIBUTION LIST | | SEE APPENDIX 4 | | 0 |
| INDUSTRY REFERRAL | GENERAL SALES MGR WBQT | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 5 |
| EMPLOYEE REFERRAL | GENERAL SALES MGR WBQT | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 1 |

9. ACCOUNT EXECUTIVE

SOURCE: EMPLOYEE REFERRAL

| Source | Contact | Address | Phone # | Interviewees Referred |
|------------------|------------|-------------------|--------------|-----------------------|
| INTERNAL POSTING | CONTROLLER | 55 MORRISSEY BLVD | 617-822-9600 | 0 |

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| | | | | |
|-------------------------------------|----------------------------|------------------------------------|--------------|---|
| | | BOSTON, MA 02125 | | |
| EEO DISTRIBUTION LIST | | SEE APPENDIX 2 | | 0 |
| GREATER MEDIA BOSTON WEBSITES | MKTG DEPT FOR EACH STATION | SEE APPENDIX 5 | 617-822-9600 | 1 |
| SHORT COLLEGE EEO DISTRIBUTION LIST | | SEE APPENDIX 4 | | 0 |
| EMPLOYEE REFERRAL | GENERAL SALES MGR WKLB | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 1 |

10. ACCOUNT EXECUTIVE

SOURCE: EMPLOYEE REFERRAL

| Source | Contact | Address | Phone # | Interviewees Referred |
|-------------------------------------|----------------------------|------------------------------------|--------------|-----------------------|
| INTERNAL POSTING | CONTROLLER | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 0 |
| EEO DISTRIBUTION LIST | | SEE APPENDIX 2 | | 0 |
| GREATER MEDIA BOSTON WEBSITES | MKTG DEPT FOR EACH STATION | SEE APPENDIX 5 | | 3 |
| SHORT COLLEGE EEO DISTRIBUTION LIST | | SEE APPENDIX 4 | | 0 |
| JOB FAIR | GENERAL SALES MGR WROR | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 3 |
| CRAIG'S LIST | GENERAL SALES MGR WROR | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 5 |
| INDUSTRY REFERRAL | GENERAL SALES MGR WROR | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 2 |
| EMPLOYEE REFERRAL | GENERAL SALES MGR WROR | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 1 |

11. ACCOUNT EXECUTIVE

SOURCE: RADIO ADVERTISEMENT

| Source | Contact | Address | Phone # | Interviewees Referred |
|-------------------------------|----------------------------|------------------------------------|--------------|-----------------------|
| INTERNAL POSTING | CONTROLLER | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 0 |
| EEO DISTRIBUTION LIST | | SEE APPENDIX 2 | | 0 |
| GREATER MEDIA BOSTON WEBSITES | MKTG DEPT FOR EACH STATION | SEE APPENDIX 5 | 617-822-9600 | 2 |
| RADIO ADS ON WBOS FM | GENERAL SALES MGR WBOS | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 1 |
| LINKED IN | LINKEDIN.COM | MOUNTAINVIEW CA | | 2 |
| CRAIG'S LIST | GENERAL SALES MGR WBOS | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 0 |

12. ACCOUNT EXECUTIVE

SOURCE: GREATER MEDIA WEBSITE

| Source | Contact | Address | Phone # | Interviewees Referred |
|-------------------------------|----------------------------|------------------------------------|--------------|-----------------------|
| INTERNAL POSTING | CONTROLLER | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 0 |
| EEO DISTRIBUTION LIST | | SEE APPENDIX 2 | | 0 |
| GREATER MEDIA BOSTON WEBSITES | MKTG DEPT FOR EACH STATION | SEE APPENDIX 5 | 617-822-9600 | 1 |
| INDUSTRY REFERRAL | GENERAL SALES MGR WBOS | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 1 |

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| | | | | |
|----------------------|---------------------------|---------------------------------------|--------------|---|
| LINKED IN | LINKEDIN.COM | MOUNTAINVIEW CA | | 3 |
| CRAIG'S LIST | GENERAL SALES MGR WBOS | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 0 |
| RADIO ADS ON WBOS FM | GENERAL SALES MGR WBOS | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 0 |

13. PROMOTIONS COORDINATOR

SOURCE: GREATER MEDIA WEBSITE

| Source | Contact | Address | Phone # | Interviewees Referred |
|--|---------------------------------------|---------------------------------------|--------------|-----------------------|
| INTERNAL POSTING | CONTROLLER | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 4 |
| EEO DISTRIBUTION LIST | | SEE APPENDIX 2 | | 0 |
| GREATER MEDIA BOSTON WEBSITES | MKTG DEPT FOR EACH STATION | SEE APPENDIX 5 | 617-822-9600 | 4 |
| GREATER MEDIA HR LISTING | | SEE APPENDIX 3 | | 0 |
| MONSTER.COM | CONTROLLER GREATER MEDIA BOSTON | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 0 |
| BAY STATE BANNER | RACHEL REARDON | 23 DRYDOCK AVE BOSTON, MA 02110 | 617-936-7799 | 0 |
| MASSACHUSETTS BROADCASTERS ASSOCIATION | CONTROLLER GREATER MEDIA BOSTON | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 0 |
| INDUSTRY REFERRAL | PROMOTIONS DIRECTOR WKLB | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 3 |

14. RECEPTIONIST

SOURCE: MONSTER.COM

| Source | Contact | Address | Phone # | Interviewees Referred |
|-------------------------------|---------------------------------------|---------------------------------------|--------------|-----------------------|
| INTERNAL POSTING | CONTROLLER | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 0 |
| EEO DISTRIBUTION LIST | | SEE APPENDIX 2 | | 0 |
| GREATER MEDIA BOSTON WEBSITES | MKTG DEPT FOR EACH STATION | SEE APPENDIX 5 | 617-822-9600 | 4 |
| GREATER MEDIA HR LISTING | | SEE APPENDIX 3 | | 0 |
| MONSTER.COM | CONTROLLER GREATER MEDIA BOSTON | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 1 |
| BAY STATE BANNER | RACHEL REARDON | 23 DRYDOCK AVE BOSTON, MA 02110 | 617-936-7799 | 0 |
| INDUSTRY REFERRAL | OFFICE MGR/EXEC ASSISTANT | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 3 |

15. ACCOUNT EXECUTIVE

SOURCE: EMPLOYEE REFERRAL

| Source | Contact | Address | Phone # | Interviewees Referred |
|-----------------------|---------------|---------------------------------------|--------------|-----------------------|
| INTERNAL POSTING | CONTROLLER | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 0 |
| EEO DISTRIBUTION LIST | | SEE APPENDIX 2 | | 0 |
| GREATER MEDIA BOSTON | MKTG DEPT FOR | SEE APPENDIX 5 | 617-822-9600 | 0 |

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| | | | | |
|----------------------|---------------------------|---------------------------------------|--------------|---|
| WEBSITES | EACH STATION | | | |
| RADIO ADS ON WBOS FM | GENERAL SALES MGR WBOS | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 0 |
| LINKED IN | LINKEDIN.COM | MOUNTAINVIEW CA | | 3 |
| CRAIG'S LIST | GENERAL SALES MGR WBOS | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 0 |
| EMPLOYEE REFERRAL | GENERAL SALES MGR WBOS | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 1 |
| INDUSTRY REFERRAL | GENERAL SALES MGR WBOS | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 2 |

16. ACCOUNT EXECUTIVE

SOURCE: EMPLOYEE REFERRAL

| Source | Contact | Address | Phone # | Interviewees Referred |
|-------------------------------|-------------------------------|---------------------------------------|--------------|-----------------------|
| INTERNAL POSTING | CONTROLLER | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 0 |
| EEO DISTRIBUTION LIST | | SEE APPENDIX 2 | | 0 |
| GREATER MEDIA BOSTON WEBSITES | MKTG DEPT FOR EACH STATION | SEE APPENDIX 5 | | 2 |
| EMPLOYEE REFERRAL | GENERAL SALES MGR WBQT | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 3 |
| RADIO ADS ON WBQT FM | GENERAL SALES MGR WBQT | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 1 |
| INDUSTRY REFERRAL | GENERAL SALES MGR WBQT | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 2 |

17. ACCOUNT EXECUTIVE

SOURCE: EMPLOYEE REFERRAL

| Source | Contact | Address | Phone # | Interviewees Referred |
|-------------------------------|-------------------------------|---------------------------------------|--------------|-----------------------|
| INTERNAL POSTING | CONTROLLER | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 0 |
| EEO DISTRIBUTION LIST | | SEE APPENDIX 2 | | 0 |
| GREATER MEDIA BOSTON WEBSITES | MKTG DEPT FOR EACH STATION | SEE APPENDIX 5 | | 2 |
| EMPLOYEE REFERRAL | GENERAL SALES MGR WBQT | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 3 |
| RADIO ADS ON WBQT FM | GENERAL SALES MGR WBQT | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 1 |
| INDUSTRY REFERRAL | GENERAL SALES MGR WBQT | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 2 |

18. ACCOUNT EXECUTIVE

SOURCE: RADIO ADVERTISEMENT

| Source | Contact | Address | Phone # | Interviewees Referred |
|-------------------------------|-------------------------------|---------------------------------------|--------------|-----------------------|
| INTERNAL POSTING | CONTROLLER | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 0 |
| EEO DISTRIBUTION LIST | | SEE APPENDIX 2 | | 0 |
| GREATER MEDIA BOSTON WEBSITES | MKTG DEPT FOR EACH STATION | SEE APPENDIX 5 | | 2 |
| EMPLOYEE REFERRAL | GENERAL SALES MGR WBQT | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 3 |

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| | | | | |
|----------------------|---------------------------|---------------------------------------|--------------|---|
| RADIO ADS ON WBQT FM | GENERAL SALES MGR WBQT | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 1 |
| INDUSTRY REFERRAL | GENERAL SALES MGR WBQT | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 2 |

19. ACCOUNT EXECUTIVE

SOURCE: EMPLOYEE REFERRAL

| Source | Contact | Address | Phone # | Interviewees Referred |
|-------------------------------|----------------------------|---------------------------------------|--------------|-----------------------|
| INTERNAL POSTING | CONTROLLER | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 0 |
| EEO DISTRIBUTION LIST | | SEE APPENDIX 2 | | 0 |
| GREATER MEDIA BOSTON WEBSITES | MKTG DEPT FOR EACH STATION | SEE APPENDIX 5 | 617-822-9600 | 0 |
| RADIO ADS ON WBOS FM | GENERAL SALES MGR WBOS | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 0 |
| LINKED IN | LINKEDIN.COM | MOUNTAINVIEW CA | | 1 |
| CRAIG'S LIST | GENERAL SALES MGR WBOS | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 1 |
| EMPLOYEE REFERRAL | GENERAL SALES MGR WBOS | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 2 |

20. ACCOUNT EXECUTIVE

SOURCE: EMPLOYEE REFERRAL

| Source | Contact | Address | Phone # | Interviewees Referred |
|-------------------------------|----------------------------|---------------------------------------|--------------|-----------------------|
| INTERNAL POSTING | CONTROLLER | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 0 |
| EEO DISTRIBUTION LIST | | SEE APPENDIX 2 | | 0 |
| GREATER MEDIA BOSTON WEBSITES | MKTG DEPT FOR EACH STATION | SEE APPENDIX 5 | 617-822-9600 | 0 |
| EMPLOYEE REFERRAL | GENERAL SALES MGR WKLB | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 1 |
| INDUSTRY REFERRAL | GENERAL SALES MGR WKLB | 55 MORRISSEY BLVD BOSTON, MA 02125 | 617-822-9600 | 1 |

C. Total number of persons interviewed for all full-time vacancies filled during the recording period: 137

SUPPLEMENTAL RECRUITMENT INITIATIVES

(1) Initiative: Internship Program

Date: Ongoing

The Greater Media Boston Stations have an ongoing internship program designed to assist members of the community in acquiring skills needed for broadcast employment. The internship program is promoted on Greater Media Boston websites, through postings with outside sources, and at job fairs. Internships are offered in Marketing/Promotions, Programming, Creative services, Corporate Communications and MIS. Interns are supervised by specific department managers, but are encouraged to gain exposure with as many different departments as possible. During the reporting period, the Employment Unit had nineteen interns.

The following colleges have had, or currently have, interns at Greater Media Boston during the reporting period:

Boston University Newton County Day Syracuse University

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are Equal Opportunity Employers.**

Lassell College Salem State University Thayer Academy
Merrimack College Southern NH University University of Maryland

(2) Initiative: Participation in job fairs by Employment Unit personnel:

Massachusetts Broadcasters Association Job Fair

Date: April 22, 2015

Location: Emerson College, Boston, MA

Participants: Local Sales Mgr., WROR FM and Local sales Mgr., WBOS FM.

City of Boston Diversity Employment Day Career Fair

Date: May 21, 2015

Location: Wyndham Boston at Beacon Hill, Boston, MA

Participants: Local Sales Mgr., WROR FM, Local Sales Mgr., WBOS and Local sales Mgr., WBQT FM.

(3) Initiative: Participation in events sponsored by educational institutions

Cristo Rey Boston High School Job Share / Work Study Program: The Employment Unit has developed a strong relationship with Cristo Rey Boston High School, an innovative and life changing high school that prepares motivated urban students for success in college, careers, and community leadership, with the hope that the students will, in turn, drive positive change for their communities. The school incorporates a work study component and Greater Media Boston has been a Cristo Rey partner since January 2010. As a result of this partnership, a high school student works at the Employment Unit five days per month, working in and learning about the various departments at the Employment Unit. The Employment Unit compensates the student for his or her work by sending payment to Cristo Rey as an offset to that student's tuition. During the 2014-2015 year, we had two students work with us from Cristo Rey.

WMJX Morning Magic co-host was the keynote speaker for women's educational and enrichment group called the Wellesley Postcomer's Club held on January 15, 2015. As part of her speech, she discussed the station's award winning Exceptional Women show and revealed what she has learned from the women she profiles. Morning Magic co-host's honorarium was donated to the non-profit Strong Women, Strong Girls.

WMJX Morning Magic co-host served as the keynote speaker and host for E2E: Connecting Eagles to Eagles at Boston College on February 4, 2015. The event featured a two hour round table discussion between current Boston College students and former students who were there to mentor the current students, share their career paths and offer advice about the value of internships and how to set yourself apart from other applicants when you're looking for your first job after graduation.

WMJX Morning Magic co-host participated as a member of the Communications panel at the Boston College "Own It" Women's Summit and spoke to female students about her career path as a broadcaster, changes in the industry over the last 25 years and advice about how to get a job in radio.

WMJX On-Air Personality was the instructor of four "Intro to Radio" workshops offered at the Seacoast Charter School in Kingston, NH, which is a publicly funded elementary and middle school, uniquely focused on experiencing education through the arts.

(4) Initiative: Participation in events in the community designed to inform the public about broadcasting employment opportunities

WMJX Morning Magic co-host and President of Boston Women in Media & Entertainment was profiled February 3, 2015 on Aspire TV, which is part of the New Hampshire Public Access Network. She discussed her education, initial job search, career path and advice for anyone who wants to find a job in the field of media, specifically radio broadcasting.

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WMJX Morning Magic co-host received a phone call from a Magic listener who asked if she could meet with her to discuss how to create her own radio show. The two met on February 10, 2015 and the listener received a tour of the station and a two hour meeting to discuss her show idea and how to make it real and marketable to a radio station. The two have continued a mentoring relationship and the listener now has a show called *Boomer Being* which airs on WATD, a local south shore radio station.

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APPENDICES

APPENDIX 1: Local State Broadcasting Associations

Massachusetts Broadcasters Association www.massbroadcasters.org
New Hampshire Association of Broadcasters www.nhab.org

APPENDIX 2: EEO Distribution List

The Career Place gsommer@detma.org
JobNet-Office of Veteran's Affairs mfalasca@detma.org
Dept. of Employment & Training cstrain@detma.org
Boston College <http://bc-csm.symplicity.com>
Boston University Office of Career Services future@bu.edu
NE Institute of Art khuyghue@aia.edu
Tufts University Alexandra.los@tufts.edu
Boston Career Link dclemen@detma.org
CT School of Broadcasting, Boston bostoncsb@aol.com
Nat'l Assoc. of Black MBA/Boston Chapter tmg9506@gmail.com

The Appendix 2 organizations did not request job postings from Greater Media Boston; however, these organizations maintain job posting services for their clients, students and/or alumni. Greater Media Boston notifies these organizations of full-time vacancies by either: (a) emailing the job vacancy notice to the organization or (b) submitting the information on the job vacancy notice online through the organization's website and/or online job bank (if the organization prefers this method of submission).

APPENDIX 3: Greater Media HR List

IT Manager – Greater Media, Inc. emccormack@greatermedia.com
35 Braintree Hill Park #300
Braintree, MA 02184
(781) 348-8600
www.greatermedia.com

HR Coordinator – Greater Media Newspapers
3499 Route 9 North, Suite 1B
Freehold, NJ 07728
lvinci@gmnews.com
(732) 358-5200

HR Coordinator – Greater Media Charlotte
One Julian Price Place
Charlotte, NC 28208
jrobards@gmclt.com
(704) 374-3600

Controller – Greater Media New Jersey
Box 100, Broadcast Center
New Brunswick, NJ 08903
fambrose@greatermedianj.com
(732) 249-2600

Executive Assistant – Greater Media Detroit
One Radio Plaza
Ferndale, MI 48220
lconn@greatermediadetroit.com
(248) 591-6800

Executive Assistant – Greater Media Philadelphia
One Bala Plaza, Suite 339
Bala Cynwyd, PA 19004
tpirrone@greaterphila.com
(610) 667-8500

All Greater Media companies are included in intra-company job postings. Referrals are encouraged. Current Boston job postings are also listed on the Greater Media Intranet, under "Boston Job Postings."

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APPENDIX 4: Short College EEO Distribution List

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|--|--|
| Babson College Center for Career Development | kandreottola@babson.edu |
| Brandeis University | oshea@brandeis.edu |
| Bridgewater State College | debra.london@bridgew.edu |
| Emerson College | matthew_cardin@emerson.edu |
| Northeastern University | husky@neu.edu |
| Emmanuel College | careerdevelopment@emmanuel.edu |
| Framingham State University | careerservices@framingham.edu |
| Roxbury Community College | jthrash@rcc.mass.edu |
| UMass Boston | careers@umb.com |
| Salem State | lisa.morency@salemstate.edu |
| DETMA – Maurice Lewis | mlewis@detma.org |
| JobNet | jacker@detma.org |

The Employment Unit received emails indicating that job notices sent to several of these email addresses were undeliverable when it used this apparently outdated list early in the reporting period. The Employment Unit thereafter discontinued use of these email addresses for sending notices of vacancies at the Employment Unit in approximately April 2015.

APPENDIX 5: Greater Media Boston Station Websites

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|------|--|
| WBOS | www.myradio929.com |
| WKLB | www.wklb.com |
| WMJX | www.magic1067.com |
| WROR | www.wror.com |
| WBQT | www.hot969boston.com |

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