

# WBOQ-FM

## EEO PUBLIC FILE REPORT

December 1, 2020 thru November 30, 2021

### I. VACANCY LIST

See Master Recruitment Source List for recruitment source data.

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Manager	1,6	1
Summer Intern	6	6
Board Operator	6	Position still vacant
Morning Show DJ	1,6	1

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### II. MASTER RECRUITMENT SOURCE LIST (MRSL)

December 1, 2020 - November 30, 2021

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	4
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	The New England Institute of Art and Comm.10 Brookline Place West Brookline, MA 02445 Att: Ayfer Candeger 617-232-2084	Y	0
5	University of Massachusetts-Lowell Office of Career Services 200 Southwick Hall One University Avenue Lowell, MA 01854 978-934-2355	Y	0
6	Massachusetts Broadcasters Association 43Riverside Avenue PMB 401 Medford, MA 02155 800-471-1875 www.massbroadcasters.org	Y	2
7	Handshake - Website accessing all colleges and ability to reach many students.	Y	0
8	NOW 7 Wall Street Gloucester, MA 01930 978-281-4421	Y	0

9	Community Minority Cultural 298 Union Street #2 Lynn, MA 01901 781-477-7090	Y	0
10	Gordon College 225 Grapevine Road Wenham, MA 01984 978-927-2300	N	0
11	Indeed.com	Y	0
12	Facebook	Y	0
13	Salem State College Career Services Staff 352 Lafayette Street Salem, MA 01970	Y	0
14	Linkedin	Y	0
<b>TOTAL INTERVIEWEES OVER 12 MONTH PERIOD</b>			<b>6</b>

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## III. RECRUITMENT INITIATIVES

December 1, 2020 thru November 30, 2021

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Massachusetts Broadcasters Association Student Broadcaster Scholarship Program 2021	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 22-26,2021	Participated in the Virtual Job Fair put on by Mass Broadcasters Association. We were looking to fill Morning Show DJ position at the radio station.
3	MBA Summer Internship 2021 Program	Posted summer internship job opening on the Mass Broadcasters Association website.
4	Massachusetts Broadcasters Association Virtual Job Fair week of June 21-24,2021	Participated in the Virtual Job Fair put on by Mass Broadcasters Association. We were looking to fill Account Manager position at the radio station.
5	Group Tour of North Shore 104.9FM on Tuesday, June 15, 2021	A group of Students from Essex Tech North Shore - Graphics & Communications Class visited the station to get a better understanding of how radio works, especially from the standpoint of a small radio station. More hands on. Nine students attended between the ages 15-16.
6	Beverly High School - Class Presentation, June 17th.	Jay, Joanne and Jack McDermott (Intern from UMASS visited Communications Class at Beverly High School to give a presentation.
7	Massachusetts Broadcasters Association Virtual Job Fair week of Oct 25-29,2021	Participated in the Virtual Job Fair put on by Mass Broadcasters Association. We were looking to fill Board Operator position at the radio station.
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