

**WPRO(AM), WEAN-FM, WPRV(AM), WPRO-FM, WWKX(FM),
WWLI(FM)**

**EEO PUBLIC FILE REPORT
December 1, 2024 – November 30, 2025**

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
Account Executive	1 – 45	45
Local Sales Manager	1 – 45	4
Receptionist/Promotions Support	1 – 46	46

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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	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	N	1
2	Indeed Website <i>(not directly contacted by SEU)</i> www.indeed.com	N	0
3	Glassdoor Website <i>(not directly contacted by SEU)</i> www.glassdoor.com/index.htm	N	0
4	LinkedIn Website <i>(not directly contacted by SEU)</i> www.linkedin.com/jobs/	N	3
5	Abilities in Jobs www.abilitiesinjobs.com	N	0
6	Disabled Person www.disAbledperson.com	N	0
7	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
8	Veteran Job Center www.veteranjobcenter.com	N	0
9	Disabled Job Seekers www.disabledjobseekers.com	N	0
10	Diversity in Jobs www.diversityinjobs.com	N	0
11	US Diversity Job Search www.usdiversityjobsearch.com	N	0
12	Asian in Jobs www.asianinjobs.com	N	0
13	Black In Jobs www.blackinjobs.com	N	0
14	Hispanic In Jobs www.hispanicinjobs.com	N	0
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Seniors in Jobs www.seniorsinjobs.com	N	0
17	Women in Jobs www.womeninjobs.com	N	0
18	Hire Black www.hireblack.com	N	0
19	African American Job Search www.africanamericanjobsearch.com	N	0
20	Asian Job Search www.asianjobsearch.com	N	0
21	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
22	LGBT Job Search www.lgbtjobsearch.com	N	0
23	Seniors to Work www.seniorstowork.com	N	0
24	Brockton Area ARC 1250 W Chestnut Street Brockton, MA 02301 508-583-8030 rbiela@brocktonarc.net	N	0
25	Employer Support of The Guard and Reserve 50 Maple Street Milford, MA 01757 508-233-7249 eleanor.j.cash.ctr@mail.mil	N	0
26	Massachusetts Rehabilitation Commission 59 Temple Place Boston, MA 02111 617-357-8137 margaret.gilligan@massmail.state.ma.us	N	0
27	Massachusetts Rehabilitation Commission 320 Washington Street Brookline, MA 02445 617-739-9080 karen.mael@mrc.state.ma.us	N	0
28	Massachusetts Rehabilitation Commission Taunton, MA 508-823-8141 kathryn.hall@massmail.state.ma.us	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
29	Seven Hills Foundation 81 Hope Street Worcester, MA 01529 508-755-2340 sbrownfield@sevenhills.org	N	0
30	Southeast Center for Independent Living 66 Troy Street Fall River, MA 02720 508-679-9210 lpitta@secil.org	N	0
31	Bridgewater State University Tillinghast Hall, Rm. 100 45 School Street Bridgewater, MA 02325 508-531-1000 lsennott@bridgew.edu	N	0
32	Bristol Community College Office of Veterans' Affairs 777 Elsbree Street Fall River, MA 02720 774-357-2811 beth.vezina@bristolcc.edu	N	0
33	Providence netWORKri One Stop Center 1 Reservoir Avenue Providence, RI 02907 401-462-8900 Jean.Luisi@dlt.ri.gov Jeremy.Tolleson@dlt.ri.gov	N	0
34	West Warwick netWORKri Center 1330 Main Street West Warwick, RI 02893 401-462-4100 DLT.WDS@dlt.ri.gov roger.richards@dlt.ri.gov	N	0
35	Woonsocket netWORKri Center 219 Pond Street Woonsocket, RI 02895 401-235-1201 support@backtoworkri.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
36	Goodwill of Rhode Island 100 Houghton Street Providence, RI 02904 (401) 861-2080 jsalinas@goodwillri.org	N	0
37	Employment Concepts, a Division of J. Arthur Trudeau Memorial Center 3451 Post Road Warwick, RI 02886 (401) 739-2700 mtower@trudeaucenter.org	N	0
38	Black Data Processing Associates PO Box 28592 Providence, RI 02774 (401) 461-2372 pres@bdpa-ri.org	N	0
39	Employment Counselor-Women's Development Corp 861 Broad Street Providence, RI 02907 (401) 941-2900 Info@wdchoc.org	N	0
40	Univ. of Mass. at Dartmouth Office of Human Resources 285 Old Westport Road N. Dartmouth, MA 02747 (508) 999-8000 leslie.mercure@umassd.edu	N	0
41	Univ. of Mass. at Dartmouth (Office of Human Resources) 285 Old Westport Road Dartmouth, MA 02747 (508) 999-8000 humanresources@umassd.edu	N	0
42	Workforce Central Career Center, Milford 425 Fortune Boulevard, Suite 201 Milford, MA 01757 (508) 478-4300 jmccarthy@detma.org danderson@detma.org wryan@detma.org jbullen@detma.org hnarayanan@detma.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
43	MassHire Attleboro Career Center 95 Pine Street Attleboro, MA 02703 (508) 222-1959 aferreira@bristoljobs.org Michael.Rae@detma.org	N	0
44	MassHire Taunton Career Center 72 School Street Tauton, MA 02780 (508) 977-1400 Erin.Campbell@detma.org	N	0
45	Employee Referral	N	1
46	Internal Transfer/Promotion	N	1
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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	During the first half of December 2024, our SEU's Market Manager and HR Business Partner were required to participate in a further facilitated session and presentation conducted by the firm H3C, entitled, Perpetuating Allyship . This session was designed as a Leadership Lab—a 60-minute session—to discuss the meaning of “ Perpetuating Allyship ” and introduced tools, techniques, and methods associated with this topic. Specifically, this session focused on: how one becomes an ally; the importance of not practicing performative allyship; the active, consistent, and arduous practice of how persons in a position of privilege and power can unlearn and re-evaluate how to support marginalized individuals; how to understand the needs of others without assuming what they want; how to be more intentional as an ally; and several key do's and don'ts about allyship.
2	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	Between December 16 th and 20 th , 2024, our SEU's VP/Market Manager and HR Business Partner were required to participate in a Check-In Discussion—a 90-minute session—related to the Perpetuating Allyship session attended in early December 2024. In the Check-In Discussion, small groups met with a facilitator to delve into the applicability of the techniques introduced in the early December session to discuss which were tried, which worked well, and where adjustments could be made.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of April and May of 2025, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete a series of sessions prepared by the Health & Safety Institute (HSI) entitled, <i>Understanding Harassment</i> and <i>Anti-Harassment – Managers</i> (6 sessions for staff and 9 for managers). The sessions explained what harassment is, provided tips to help understand offenders and targets, offered bystander training, described warning signs, and instructed viewers about how to create a healthy workplace culture. There was additional training for managers about supervisory responsibilities and how to conduct investigations regarding claims of harassment. In order to obtain a certificate of participation, all employees were required to take a quiz following their completion of each session.
4	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	During the months of April and May of 2025, this SEU participated in additional training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course, <i>Celebrating Diversity How It Fosters Belonging</i> , <i>Seeing All Sides</i> , and <i>Uncovering All That We Share</i> , presented in three segments. These segments defined how companies and colleagues can make everyone feel part of a group, how practicing empathy helps us see life from someone else’s point of view, and the benefits of seeking common ground for the sake of unity.
5	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On August 20, 2025, our SEU’s VP/Market Manager as well as our HR Business Partner participated in a presentation conducted by Cumulus Media Inc.’s Executive Vice President and General Counsel as well as its VP, Human Resources entitled, “The FCC’s Equal Employment Opportunity Rules: Your Guide to Compliance for Cumulus Market Managers & HR Business Partners.” The FCC’s EEO recruitment, recordkeeping, and reporting requirements were reexamined and reinforced, after which questions were entertained.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
6	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	On August 27, 2025, or September 17, 2025, our SEU's Market Manager and HR Business Partner were required to participate in a facilitated session and presentation conducted by CultureAlly, entitled, Emotional Safety & Inclusive Workspaces. This 90-minute session explored the essential role of emotional safety in creating healthy workplace relationships and inclusive environments. Participants learned how emotional safety impacts team dynamics and gained practical tools to improve communication, navigate challenges, and foster collaboration. The session empowered participants to build a culture where everyone feels valued and able to contribute.
7	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination	During the months of November and December of 2025, this SEU participated in additional training. All hiring managers as well as the entire staff were required to complete the Health & Safety Institute (HSI) on-line course, Where Every Voice Matters: Inclusivity Series – Volume Two, which was presented in three (3) segments: The Powerful Force of Empathy; Listening to Understand; and the Benefits of Small Kindness: Using Micro-Affirmations. These sessions explored the difference between empathy and sympathy, emphasizing how empathetic listening can strengthen trust in relationships. It introduced micro-affirmations—small, consistent acts of kindness—as a practical way to build inclusive communities. Participants learned how to listen more effectively and incorporate these tools into daily routines for personal and professional growth.
8	Participate in Job Fair	On December 1, 2024, our SEU's Regional Promotions Director and Promotion Assistants attended the Rhode Island Women's Expo held at the Crowne Plaza in Warwick, RI. They spoke with attendees about the company, career opportunities in radio broadcasting, and job openings within the SEU.
9	Participate in Job Fair	On February 27, 2025, our SEU's Regional Digital Sales Manager attended the Communication & Media Career Fair hosted by the University of Rhode Island in Kingston, RI. He spoke with attendees about the company, career opportunities in radio broadcasting, and job openings within the SEU.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
10	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On March 27, 2025, our SEU's Regional Digital Sales Manager was invited by a professor to speak to a Media class at University of Rhode Island, during which he shared details about his career in radio broadcasting. He also discussed the various career opportunities available in media generally as well as current job openings within the SEU and the company.
11	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On April 22, 2025, our SEU's Regional Digital Sales Manager was invited by a professor to speak to a Marketing class at Bryant University, during which he shared details about his career in radio broadcasting. He also discussed the various career opportunities available in media generally as well as current job openings within the SEU and the company.
12	Participate in Job Fair	On October 8, 2025, our SEU's Regional Director of Sales attended the College of Business Fall Career Fair hosted by the University of Rhode Island in Kingston, RI. He spoke with attendees about the company, career opportunities in radio broadcasting, and job openings within the SEU.