RECRUITMENT SOURCES USED FOR FULL-TIME VACANCIES

Appendix A includes a list of recruitment sources, indicating name, address, contact person, and telephone number of each. Sources with an asterisk (*) denote organizations that have requested notification of full-time job vacancies.

FULL-TIME POSITIONS FILLED; RECRUITMENT SOURCES USED

[With Hire’s Recruitment Source Noted in Brackets]

Online & Radio News Reporter (#1-2, #4, #16, #20, #26, #30, #38-39) [Hired #30]
Online & Radio News Reporter (#1-2, #4, #16, #20, #26, #30, #38-39) [Hired #2]
Receptionist | Office Assistant (#1-2, #4, #26, #36, #38-39) [Hired #39]
Radio & Digital Account Executive (#1-2, #5-12, #13, #14, #16-25, #26, #27, #30, #38-39) [Hired #2]
Radio & Digital Account Executive (#1-2, #5-12, #13, #14, #16-25, #26, #27, #30, #38-39) [Hired #2]
Radio & Digital Sales Coordinator (#1-2, #4, #26, #29, #36, #39) [Hired #39]

TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS
50

NUMBER OF INTERVIEWEE REFERRALS FROM SOURCES USED
#1 (3 persons), #2 (7 persons), #4 (5 persons), #30 (2 persons), #36 (2 persons), #38 (5 persons), #39 (26 persons)

SUPPLEMENTAL OUTREACH ACTIVITIES
Appendix B contains a brief description of activities from the FCC Menu of outreach initiatives undertaken during the reporting period, including station personnel involved in the activities.
1) Massachusetts Broadcasters Association - Job Bank  
43 Riverside Ave, PMB401  
Medford, MA 02155  
1-800-471-1875  
www.massbroadcasters.org

2) Cape Cod Broadcasting Media  
Attn: Gregory D Bone, Managing Partner  
737 West Main Street  
Hyannis MA 02601  
508-771-1224  
www.CCB-Media.com  
www.CapeCod.com  
www.WQRC.com  
www.Ocean1047.com  
www.WFCC.com  
www.CapeCountry104.com

3) Cape Cod Young Professionals  
P.O. Box 634, 3195 Main Street  
Barnstable, MA 02630  
508-714-2201  
www.capecodyoungprofessionals.org

4) Cape Cod Times  
www.capecodworks.com

5) Cape Cod Chamber of Commerce  
5 Patti Page Way  
Centerville, MA 02632  
www.capecodchamber.org  
Email: kim@capecodchamber.com  
a) Job board

6) Dennis Chamber of Commerce  
242 Swan River Rd  
West Dennis, MA 02670  
http://www.dennischamber.com/  
Email: Joan@dennischamber.com  
a) Newsletter

7) Falmouth Chamber of Commerce  
20 Academy Ln  
Falmouth, MA 02540  
www.falmouthchamber.com  
Email: falmouth@falmouthchamber.com  
a) Job board

8) Hyannis Chamber of Commerce  
Admin Office: 356 South St  
Hyannis, MA 02601  
http://hyannis.com/  
Email: todd@hyannis.com  
a) Job board
9) Mashpee Chamber of Commerce  
   5 North Market St  
   Mashpee, MA 02649  
   https://mashpeechamber.com/  
   Email: info@mashpeechamber.com  
   a) Newsletter  
   b) Job board

10) Orleans Chamber of Commerce  
   44 Main Street  
   Orleans, MA 02653  
   https://orleanscapecod.org/  
   Email: npina@orleanscapecod.org  
   a) Job board

11) Sandwich Chamber of Commerce  
   520 Route 130  
   P.O. Box 744  
   Sandwich, MA 02563  
   http://www.sandwichchamber.com/  
   Email: tstanley@sandwichchamber.com  
   a) Newsletter  
   b) Job board

12) Yarmouth Chamber of Commerce  
   424 MA-28,  
   West Yarmouth, MA 02673  
   www.yarmouthcapecod.com  
   Email: communications@yarmouthcapecod.com  
   a) Newsletter  
   b) Job board

13) Bridgewater State University  
   using Connectlink  
   www.myinterface.com/connectsemass/employer

14) Cape Cod Community College Student Employment Office  
   using Connectlink  
   www.myinterface.com/connectsemass/employer

15) All Access  
   Attn: Joel Denver  
   28955 Pacific Coast Highway, Suite 210-5  
   Malibu, CA 90265  
   310-457-6616  
   www.Allaccess.com

16) WBUR-FM (Boston University)  
   630 Commonwealth Avenue  
   Boston, MA 02215  
   617-353-0909  
   http://www.wbur.org
17) Ithaca College
   Roy H Park School of Communications
   Dean Diane Gayeski, Ph.D.
   953 Danby Road
   Ithaca, NY 14850
   607-274-1021
   www.ithaca.edu/rhp

18) Connecticut School of Broadcasting
    Steve Williams
    130 Rumford Ave., Suite 201
    Newton, MA 02466
    781-444-0237
    www.gocsb.com/locations/boston-massachusetts
    Email: swilliams@gocsb.com

19) Emerson College, Career Center
    Sandy Rivet, Staff Assistant
    120 Boylston Street
    Boston, MA 02116
    617-824-8586
    www.emerson.edu/careers-internships
    Email: careers@emerson.edu

20) Boston University College of Communications
    Student Employment Job Board
    One Silber Way
    Boston, MA 02215
    617-353-3594
    https://careers-bu-com-csm,symplicity.com
    Email: stujobs@bu.edu

21) WRBB-FM (Northeastern University)
    Lou Conrad
    360 Huntington Avenue
    Boston, MA 02115
    617-437-2790
    www.wrbbradio.org
    Email: promo@wrbbradio.org

22) Syracuse University Newhouse School of Public Communications
    Placement Office
    215 University Place
    Syracuse, NY 13244
    315-443-1870
    syr-csm.symplicity.com/employers
    Email: careers@syr.edu

23) Clark University/Career Services
    Attn: Eric Saczawa
    122 Woodland Street
    Worcester, MA 01610
    508-793-7258
    clarku-csm.symplicity.com
    Email: careers@clarku.edu
24) University of Massachusetts Amherst
   Department of Communications
   650 North Pleasant Street
   Amherst, MA 01003
   413-545-1311
   www.umass.edu/communication
   Email: careerservices@umass.edu

25) Westfield State College
   Office of Career Services
   577 Western Avenue
   Westfield, MA 01086
   413-572-5300
   www.westfield.ma.edu
   Email: careers@westfield.ma.edu

26) Internal Posting/Referral
27) Client Referral
28) Rehire
29) Former Employee
30) Employee Referral
31) WQRC On-Air Schedule
32) WOCN On-Air Schedule
33) WFCC On-Air Schedule
34) WKPE On-Air Schedule
35) On-Air Schedule, Unspecified Station
36) Referral Source Not Indicated
37) Promotion from within
38) Word of Mouth
39) Indeed.com
40) Facebook
## Supplemental Outreach Initiatives

(December 1, 2017 thru November 30, 2018)

### FCC Menu Categories

<table>
<thead>
<tr>
<th>#</th>
<th>Brief Description of Activity, Including Date(s) and Station Staff Involved</th>
</tr>
</thead>
<tbody>
<tr>
<td>#5</td>
<td>The Employment Unit has an established internship program for people who live or summer locally and are interested in broadcasting. The Employment Unit had two interns: one college student from May 2018 – August 2018, one college graduate from May 2018 – present.</td>
</tr>
<tr>
<td>#7</td>
<td>The Employment Unit participated in the 2017-2018 Scholarship Programs of the Massachusetts Broadcasters Association. As part of its participation, the Employment Unit contributed money towards the scholarship fund and participated in selecting the scholarship winners. In addition, the Employment Unit promoted the scholarship program through 60 second announcement airing four times daily during the month leading up to the scholarship application deadline.</td>
</tr>
<tr>
<td>#12</td>
<td>The Employment Unit lists and recruits for each upper level category using job banks, newsletters of various media trade groups whose membership includes substantial participation of women and minorities, job listings websites, various colleges and universities and all employment unity websites (see Appendix A).</td>
</tr>
<tr>
<td>#16</td>
<td>To further the goal of disseminating information as to employment opportunities in broadcasting, the Employment Unit posts on its website and airs 60 second outreach messages targeting and informing in-market organizations of the opportunity to add their organization to its list of recruitment sources.</td>
</tr>
</tbody>
</table>