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]

General Manager (#36 internal promotion) [Hired #36]
Billing/Traffic Coordinator (#27 re-hire) [Hired #27]
Business Manager (#1-3, #4-11, #25, #37-40) [Hired #38]
Account Manager (#1-3, #4-11, #25, #29 #37-40) [Hired #29]
Radio & Digital Account Executive (#1-3, #4-11, #25, #37-38, #40) [Hired #29]
Operations Assistant (#1-3, #4-11, #25, #36-38, #40) [Hired #36]

TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS
21

NUMBER OF INTERVIEWEE REFERRALS FROM SOURCES USED
#2 (6 persons), #28 (1 persons), #29 (3 persons), #36 (2 persons), #38 (9 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 The Employment Unit was able to re-hire this individual, who had been let go because of a COVID-19 reduction in force. As the Employment Unit re-hired the individual within 9 months, it was not required to recruit broadly for the position. See Equal Employment Opportunity Recruitment Requirements for Broadcast Licensees and Multi-Channel Video Programming Distributors, Order, DA 20-482 (2020).
WEBSITE/EMAIL SOURCES

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 Websites
   www.CCB-Media.com
   www.CapeCod.com
   www.WORC.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 Chamber of Commerce
   5 Patti Page Way
   Centerville, MA 02632
   www.capecodchamber.org
   Email: kim@capecodchamber.com
   a) Job board

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

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

7) Hyannis Chamber of Commerce
   Admin Office: 356 South St
   Hyannis, MA 02601
   http://hyannis.com/
   Email: todd@hyannis.com
   a) Job board

8) Mashpee Chamber of Commerce
   5 North Market St
   Mashpee, MA 02649
   https://mashpeechamber.com/
   Email: info@mashpeechamber.com
   a) Newsletter
   b) Job board

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

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

e) Newspaper

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

e) Newspaper

12) Bridgewater State University
using Connectlink
www.myinterfase.com/connectsemass/employer

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

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

15) WBUR-FM (Boston University)
630 Commonwealth Avenue
Boston, MA 02215
617-353-0909
http://www.wbur.org

16) 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

17) 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
18) 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

19) 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

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

21) 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

22) Clark University/Career Services  
Attn: Eric Saczawa  
122 Woodland Street  
Worcester, MA 01610  
508-793-7258  
clarku-csm.symplicity.com  
Email: careers@clark.edu

23) 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

24) Westfield State College  
Office of Career Services  
577 Western Avenue  
Westfield, MA 01086  
415-572-5300  
www.westfield.ma.edu  
Email: careers@westfield.ma.edu
25) Internal Posting/Referral
26) Client Referral
27) Rehire
28) Former Employee
29) Employee Referral
30) WQRC On-Air Schedule
31) WOCN On-Air Schedule
32) WFCC On-Air Schedule
33) WKPE On-Air Schedule
34) On-Air Schedule, Unspecified Station
35) Referral Source Not Indicated
36) Promotion from with-in
37) Word of Mouth
38) Indeed.com
39) Facebook
40) LinkedIn
### Supplemental Outreach Initiatives  
(December 1, 2020 thru November 30, 2021)

<table>
<thead>
<tr>
<th>Menu Category</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 are interested in broadcasting and live or summer locally. The Employment Unit has multiple interns in its program each year, but there were no applicants during Covid-19.</td>
</tr>
<tr>
<td>#7</td>
<td>The Employment Unit participated in the 2021-2022 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 21 times per week during the 5 weeks 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 Cape Cod towns’ chambers of commerce job boards and newsletters, job listings websites, various college and university job boards and websites, and all employment unit 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 consistently throughout the year targeting and informing in-market organizations of the opportunity to add their organization to its list of recruitment sources.</td>
</tr>
</tbody>
</table>