

**WQRC, Barnstable, MA, WOCN-FM, South Yarmouth, MA**  
**EEO PUBLIC FILE REPORT**  
(December 1, 2005 thru November 30, 2006)

**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; RECRUITMENTS SOURCES USED**  
[With Hire's Recruitment Source Noted in Brackets]

Reporter (#1-38) [Hiree #12]  
Marketing Consultant (#1-39) [Hiree #39]  
Marketing Consultant (#1-38) [Hiree #11]

**TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS**

33 persons

**NUMBER OF INTERVIEWEE REFERRALS FROM SOURCES USED**

#9 (2 persons), #11 (18 persons), #12 (1 persons), #25 (2 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.

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WQRC-FM and WOCN-FM

## Appendix "A"

- 01 Asian American Journalists Association  
1182 Market Street, Suite 320  
San Francisco, CA 94102  
tele: (415) 346-2051  
Ms Karen Swing
- 02 Baker Scott & Company  
1259 T. 46  
Parsippany, NJ  
tele: (201) 263-3355  
Ms Judy Bouer
- 03 Websites: WQRC / WOCN  
737 West Main Street  
Hyannis, MA 02601  
tele: (508) 771-1224  
Webmaster
- 04 Blacks Interested in Communications  
1468 Broad Street  
Providence, RI 02905  
tele: (401) 941-9370  
Mr George A. Castro
- 05 BU-College of Communications/Office of Career Srv  
640 Commonwealth Avenue  
Boston, MA 02115  
tele: (617) 353-3490  
Ms Joyce Rogers
- 06 CC Community College Student Employment Office  
Route 132  
W. Barnstable, MA 02668  
tele: (508) 362-2131 Ext 336  
Ms Theresa Bowse
- 06 CC Community College Student Employment Office  
Route 132  
West Barnstable, MA 02668  
tele: (508) 362-2131 Ext 336  
Mr Richard Dee
- 07 Cape Cod Tech  
351 Pleasant Lake Ln.  
Harwich, MA 02645  
tele: (508) 432-4500  
Mr Bert Fisher
- 08 Cape Verdean Club  
157 Hayway Road  
East Falmouth, MA 02536  
tele: (508) 548-9021  
Mr Frank Rhodes
- 09 Connecticut School of Broadcasting  
Media Park - 130 Birdseye Road  
Farmington, CT 06032  
tele:  
Mr Hank Tenny

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## Appendix "A"

- 10 Connecticut School of Broadcasting  
49 Walnut Park  
Wellesley Hills, MA 02181                   tele: (617) 235-2050  
Mr Steve Williams
- 11 Cape Cod Times  
319 Main Street  
Hyannis, MA 02601                           tele: (800) 451-7887
- 12 Emerson College, Career Center  
100 Beacon Street  
Boston, MA 02116                           tele: (617) 578-8500  
Ms Michelle Shea
- 13 Fisher College  
118 Beacon Street  
Boston, MA 02116                           tele: 617-236-8800  
Placement Office
- 14 Hispanic Americans for Fairness in Media  
5400 E. Olympic Blvd, Suite 250  
Los Angeles, CA 90022-5142               tele: (323) 726-1558  
Ms Ester Renteria
- 15 JobPhone  
P. O. Box 5048  
Newport Beach, CA 92060                 tele: (212) 570-7440  
Mr Keith Mueller
- 16 MA Division of Employment Security  
77 High School Road  
Hyannis, MA 02601                         tele: (508) 775-5800  
Mr Allan Pollard
- 16b MassBroadcasters.org  
  
Website Job Bank
- 17 NAACP  
P. O. Box 464  
Hyannis, MA 02601                         tele: (508) 775-9306  
Mr John Reid
- 17 NAACP/Job Placement Officer  
95 Cedar Street  
New Bedford, MA 02745                   tele: (508) 991-4416
- 18 Internal Posting/Referral  
737 West Main Street  
Hyannis, MA                                 tele: (508) 771-1224

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## Appendix "A"

- 19 NAB Employment Clearing House  
1771 North Street N.W.  
Washington, DC 20036                      tele: (202) 429-5497  
Mr Michael McKinley
- 20 National Association of Black Journalists  
3100 Taliaferro Hall/Univ. of Maryland  
College Park, MD 20742-771              tele: (301) 405-8500
- 21 National Association of Hispanic Journalists  
634 National Press Building  
Washington, DC 20045                      tele: (202) 783-6228
- 22 Native American Public Broadcasting Consortium, Inc.  
PO Box 83111  
Lincoln, NE 68501                          tele: (402) 472-3522
- 24 Office of Equal Opportunity  
133 William Street -Room 15  
New Bedford, MA 02740                      tele: (508) 979-1446  
Ms Mary Lobo-Dorsey
- 25 Penn State University  
School of Communications  
University Park, PA 16802                      tele: (814) 865-2377
- 26 Society of Professional Journalists  
3909 N Meridian Street  
Indianapolis, IN 46208-4045              tele: (317) 653-3333
- 27 Syracuse University/Placement Office  
School of Communications  
Syracuse, NY 13210                          tele: (315) 443-1870
- 28 Career Office  
UMASS Dartmouth  
Dartmouth, MA 02747                          tele: (508) 999-8655  
Ms Gail Berman
- 29 University of Massachusetts/Career Services  
Boston Harbor Campus  
Boston, MA 02125                              tele: (617) 287-5519

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## Appendix "A"

- 30 Upper Cape Cod Regional Vocational - Technical School  
220 Sandwich Rd  
Bourne, MA 02532  
tele: (508) 759-7711  
Ms Mary McGowan
- 31 Urban League of Eastern MA  
88 Warren Street  
Roxbury, MA 02119  
tele: (617) 442-4519  
Ms Joan Wallace-Benjamin, PhD
- 32 WBUR-FM (Boston University)  
630 Commonwealth Avenue  
Boston, MA 02215  
tele: (617) 353-2790  
Mr Jim McElhney
- 33 Wampanoag Tribal Council  
P. O. Box 1048  
Mashpee, MA 02649  
tele: (508) 477-0208  
Ms Myrna Nuey
- 34 Williams College/Job Placement Director  
Stetson Hall  
Williamstown, MA 01267  
tele: (413) 597-2311
- 35 Women's Resource Center  
Cape Community College  
W. Barnstable, MA 02668  
tele: (508) 362-8857  
Ms Dot Burrill
- 36 WRBB-FM (Northeastern University)  
360 Huntington Avenue  
Boston, MA 02115  
tele: (617) 437-2790  
Mr Lou Conrad
- 37 WUMB-FM (U-Mass Boston)  
100 Morrissey Boulevard  
Boston, MA 02125  
tele: (617) 287-6900  
Ms Patricia Monteith
- 38 WZBC-FM (Boston College)  
140 Commonwealth Avenue  
Chestnut Hill, MA 02167  
tele: (617) 522-8000  
Dr Barbara Marshall
- 39 Former Employee Recommendation

**Supplemental Outreach Initiatives**

(December 1, 2005 thru November 30, 2006)

FCC Menu Categories

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

Menu Category (select # from above list)	Brief Description of Activity, Including Date(s) and Station Staff Involved
#5	WQRC and WOCN have an established internship program for people who live or summer locally and are interested in broadcasting. The Employment Unit had one intern (from recruitment source #5 in the summer of 2006).
#12	WQRC and WOCN lists and recruits for each upper level category using job banks and newsletters of various media trade groups whose membership includes substantial participation of women and minorities (see Appendix A).
#14	WQRC and WOCN attend Prohibited Employment Practice in Massachusetts sponsored by the Massachusetts Broadcasters Association.