

WQRC, Barnstable, MA, WOCN-FM/WKPE-FM South Yarmouth, MA
EEO PUBLIC FILE REPORT
(December 1, 2006 thru November 30, 2007)

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]

News Reporter/Anchor [Promoted from Part-time to Full-time]
News Reporter/Anchor [Promoted from Part-time to Full-time]
News Reporter/Anchor [Promoted from Part-time to Full-time]
Marketing Consultant (#1-39) [Hiree #11]
Marketing Consultant (#1-39) [Hiree #18]
On Air/Production [Re-hire]
On Air/Production [Hire #39]
On Air/Production [Promoted from Part-time to Full-time]
On Air/Production [Came with LMA]
Traffic [Re-hire]
Engineer [Promoted from Part-time to Full-time]

TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS

37 persons

NUMBER OF INTERVIEWEE REFERRALS FROM SOURCES USED

#11 (27 persons), #12 (2 persons), #18 (6 persons) #39 (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.

Sandab Communications II, LP
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, 2006 thru November 30, 2007)

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
#40	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 #40) in the summer of 2007.
#12	WQRC and WOCN list and recruit 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.
# 7	WQRC and WOCN participate in the 2007 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 program through spot announcements airing four times daily on both stations during the month leading up to the scholarship application deadline.