

**WQRC FM Barnstable, MA, WKPE FM South Yarmouth, MA,
WOCN FM Orleans, MA, WFCC FM Chatham, MA
EEO PUBLIC FILE REPORT
(December 1, 2009 thru November 30, 2010)**

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]

Sales Assistant (#1-72) [Hire #61]
Traffic Director (#1-72) [Hire #72]
Traffic/Production (#1-72) [Hire #57]
General Sales Manager (#1-72) [Hire #58]
Marketing Consultant (#1-72) [Hire #61]
Marketing Consultant (#1-72) [Hire #57]
Marketing Consultant (#1-72) [Hire #61]
Promotions Director (#1-72) [Hire #53]

TOTAL INTERVIEWEES FOR FULL-TIME POSITIONS

48 persons

NUMBER OF INTERVIEWEE REFERRALS FROM SOURCES USED

#57 (11 persons), #61 (14 persons), #72 (2 persons), #21 (1 person), #60 (7 persons), #71 (1 person), #53 (4 persons), #58 (1 person), #55 (4 persons), #70 (3 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.

Cape Cod Broadcasting
Distribution List for Recruitment Letters & Sources

December 1, 2009 – November 30, 2010

1. **MA Division Of Employment Security**
160 North Street
Pittsfield, MA 01201

2. **Bunthany Thap**
American International College
Career Services Dept.
1000 State Street
Springfield, MA 01109

3. **Heather Carpenter**
Fisher College
118 Beacon Street
Boston, MA 02116

4. **NAACP/Job Placement Officer**
95 Cedar Street
New Bedford, MA 02745

5. **National Association of Black Journalists**
University of Maryland
8701-A Adelpia Road
Hyattsville, MD 20783-1716

6. **National Association of Hispanic Journalists**
529 14th Street
Washington, DC 20045

7. **Native American Journalists Association**
University of Oklahoma Gaylord College
395 W. Lindsey
Norman, OK 73019-4201

8. **Marianne Taylor**
Native American Public Telecommunications
1800 No. 33 Street
Lincoln, NE 68503

9. **Career Counseling Center**
Penn State University
School of Communications
University Park, PA 16802

10. **Nicole Nuesum**
Radio and Television News Directors Association
4121 Plank Road
Fredericksburg, VA 22407-4888

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11. **Society of Professional Journalists**
3909 N Meridian Street
Indianapolis, IN 46208-4045

12. **Debbie Walker**
Syracuse University/Placement Office
School of Communications
Syracuse, NY 13210

13. **Career Services**
University of Massachusetts/Career Services
Boston Harbor Campus
Boston, MA 02125

14. **John Noble**
Williams College/Office of Career Counseling
Weston Hall
995 Main St
Williamstown, MA 01267

15. **Leslie Mercure**
UMASS Dartmouth/Foster Administration Bldg
285 Old Westport Road
Dartmouth, MA 02747-2300

16. **Dot Burrill**
Women's Resource Center
Cape Cod Community College
W. Barnstable, MA 02668

17. **George A. Castro**
Blacks Interested in Communications
1468 Broad Street
Providence, RI 02905

18. **Lou Conrad**
WRBB-FM (Northeastern University)
360 Huntington Avenue
Boston, MA 02115

19. **Marsha Stout**
BPW Cranberry District
PO Box 609
S. Yarmouth, MA 02664

20. **Student Employment Office**
CC Community College Student Employment Office
Route 132
West Barnstable, MA 02668

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21. **Renee Falcone**
Connecticut School of Broadcasting
130 Birdseye Road
Farmington, CT 06032

22. **Bert Fisher**
Cape Cod Tech
351 Pleasant Lake Ln.
Harwich, MA 02645

23. **Broadcast Center**
2360 Hampton Avenue
St. Louis, MO 63139

24. **Office of Equal Opportunity**
133 William Street -Room 15
New Bedford, MA 02740

25. **Barbara Marshall**
WZBC-FM (Boston College)
140 Commonwealth Avenue
Chestnut Hill, MA 02167

26. **Jim McElhney**
WBUR-FM (Boston University)
630 Commonwealth Avenue
Boston, MA 02215

27. **Mary McGowan**
Upper Cape Cod Regional Vocational-Technical School
220 Sandwich Rd
Bourne, MA 02532

28. **Patricia Monteith**
WUMB-FM (U-Mass Boston)
100 Morrissey Boulevard
Boston, MA 02125

29. **Keith Mueller**
JobPhone
P.O. Box 5048
Newport Beach, CA 92060

30. **Yvonne Tobey**
Mashpee Wampanoag Tribe
483 Great Neck Road South
Mashpee, MA 02649

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31. **Allan Pollard**
MA Division of Employment Security
77 High School Road
Hyannis, MA 02601

32. **John Reid**
NAACP
P.O. Box 464
Hyannis, MA 02601

33. **Frank Rhodes**
Cape Verdean Club
157 Hayway Road
East Falmouth, MA 02536

34. **Joyce Rogers**
BU-College of Communications/Office of Career Srv
640 Commonwealth Avenue
Boston, MA 02115

35. **Debbie Stetson**
JTEC
372 North Street
Hyannis, MA 02601

36. **Albert Lee**
Asian American Journalists Association
1182 Market Street, Suite 320
San Francisco, CA 94102

37. **Hank Tenny**
Connecticut School of Broadcasting
Media Park - 130 Birdseye Road
Farmington, CT 06032

38. **Henry Thomas III,**
Urban League of Springfield, Inc
765 State Street
Springfield, MA 01109

39. **Joan Wallace, PhD**
Urban League of Eastern MA
88 Warren Street
Roxbury, MA 02119

40. **Steve Williams**
CSB- School of Broadcasting
73 TV Place
Needham Heights, MA 02494

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41. **Kym Whitehead**
Amherst College, Career Center
PO Box 2210
Amherst, MA 01001-5000

42. **Karen Kakley**
Connecticut School of Broadcasting
Media Park, 130 Birdseye Road
Farmington, CT 06032

43. **Resource Referral Program**
Every Women's Center-U Mass
513 E. Pleasant Street
Amherst, MA 01003

44. **Career Center**
Greenfield Community College
One College Drive
Greenfield, MA 01301

45. **Jane Zerby**
Hampshire College-Career Options
PO Box 5001
Amherst, MA 01002

46. **Brenda Frye**
Martin Luther King Center
PO Box 91026 HS
Springfield, MA 01139

47. **Paula Zimmer**
Smith College
Career Development
Northampton, MA 01063

48. **Meaghan Stein**
Clark University/Career Services
122 Woodland Street
Worcester, MA 01610

49. **Tina Acker**
University of Massachusetts-Mather Hall
Campus Career Network
Amherst, MA 01002

50. **Deborah Pace**
Western New England College
1215 Wilbraham Road
Springfield, MA 01119

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51. **Work Opportunity Center, Inc.**
PO Box 481
Agawam, MA 01001
52. **Employment Specialists**
Westfield State College
Western Avenue
Westfield, MA 01085
53. **Mass Broadcasters.org (Job Bank)**
54. **NAB Employment Clearing House**
55. **Cape Cod Broadcasting website**
56. **CapeCod.Com**
57. **Internal Postings/Referrals**
58. **Rehire**
59. **Former Employee Recommendation**
60. **Craigslist.com**
61. **Cape Cod Times/CapeWorks**
62. **WQRC Website**
63. **WOCN Website**
64. **WFCC Website**
65. **WKPE Website**
66. **WQRC On-Air Schedule**
67. **WOCN On-Air Schedule**
68. **WFCC On-Air Schedule**
69. **WKPE On-Air Schedule**
70. **Online**
71. **LinkedIn**
72. **Localhires.com**

Supplemental Outreach Initiatives

(December 1, 2009 thru November 30, 2010)

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	The Employment Unit has an established internship program for people who live or summer locally and are interested in broadcasting. The Employment Unit had three interns: one local High School December 2009 – May 2010, one local High School July – November 2010, and one local High School July – August 2010.
#12	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 Unit Websites (see Appendix A).
#14	The Employment Unit participated in the September 2010 Massachusetts Broadcaster’s Association EEO Seminar. Heidi Dumais, the Office Manager, attended.