WSHU(AM), WSHU-FM, WSUF(FM), and WSTC(AM)
EEO PUBLIC FILE REPORT
December 1, 2024 – November 30, 2025

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") **for recruitment source data**

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Traffic Associate	2, 14, 16, 20, 23-24	20
Morning Host	2, 14, 16, 19-20	20

WSHU(AM), WSHU-FM, WSUF(FM), and WSTC(AM)
EEO PUBLIC FILE REPORT
December 1, 2024 – November 30, 2025

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	**WSHU Public Radio Website** www.wshu.org/jobs-wshu	No	0
2	**Sacred Heart University Website** https://sacredheart.interviewexchange.com/jobsearchfrm	No	5
3	**Hirezon** *Interview Exchange* 4 Bellows Road Westborough, MA 01581 508.836.3800 www.hirezon.com	No	0
4	**Public Radio Program Directors Association** www.prpd.org 828.424.7510	No	0
5	**Current** *(print and online)* **PublicMediaJobs.org** *jobs.current.org*	No	0
6	**Connecticut Post** 301 Merritt 7, Suite 1 Norwalk, CT 06851 203.842.2500 www.ctpost.com	No	0
7	**CT Hires** **Connecticut Department of Labor** www.cthires.com	No	0
8	**The Chronicle of Philanthropy** *(print and online)* 1253 23rd Street, NW Washington, DC 20037 202.466.1200 http://thechronicleofphilanthropy.thejobnetwork.com/jobs	No	0
9	**Corporation for Public Broadcasting** www.cpb.org/jobline/	No	0
10	**Association of Fundraising Professionals-Connecticut Chapter** https://jobs.afpnet.org/jobseekers/index.cfm	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	**Major Giving** 1741 Handley Avenue Winchester, VA 22601 888.625.4483 www.majorgiving.com	No	0
12	**Public Media People of Color Group** https://www.facebook.com/groups/700362997068644	No	0
13	**Public Media Women in Leadership Facebook Group** https://www.facebook.com/groups/1558435007731899	No	0
14	**Indeed Website** www.indeed.com	No	3
15	**Robert Half Temporary Agency** 555 Long Wharf Drive 9th Floor New Haven, CT 06511-6107 (800) 803-8367	No	0
16	**HireEd Jobs** www.higheredjobs.com	No	0
17	**Greater Public** https://greaterpublic.org/jobs/wshu-public-radion-general-manager/	No	0
18	**Public Media Business Association** https://pmbaonline.mcjobboard.net/jobs/139744	No	0
19	**LinkedIn Website** www.linkedin.com	No	1
20	**Employee Referral**	No	3
21	**Internal Posting**	No	0
22	**Word-of-Mouth Referral**	No	0
23	**Chronicle of Higher Education** https://jobs.chronicle.com/	No	1
24	**SimplyHired Website** www.simplyhired.com	No	0
	TOTAL INTERVIEWEES OVER REPORTING PERIOD		13

WSHU(AM), WSHU-FM, WSUF(FM), and WSTC(AM)
EEO PUBLIC FILE REPORT
December 1, 2024 – November 30, 2025

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program *(Spring 2025)*	Sacred Heart University, Incorporated ("SHU"), is proud of its robust internship program. Our internships are designed to provide undergraduate and graduate students of journalism with an opportunity to learn about broadcast journalism in the National Public Radio ("NPR") style. During the Spring Semester – January through May 2025 – our SEU hosted three (3) student interns from Stony Brook University. These student interns were supervised by the Long Island Bureau Chief and, with guidance, assisted with on-the-ground investigative reporting about issues of significance to Long Island regularly as well as the production of headlines and occasional short features. Our SEU also hosted three (3) interns from Sacred Heart University and one (1) intern from Yale University who were supervised by the Senior Director of News and Education and, with guidance, assisted with on-the-ground investigative reporting about issues of significance to Fairfield and Westport, Connecticut as well as surrounding communities on a regular basis. These interns also produced headlines and occasional short features.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
2	Internship Program *(Summer 2025)*	During the Summer Semester – June through August 2025 – our SEU also hosted one (1) intern from Sacred Heart University and one (1) intern from St. John's College, Santa Fe, New Mexico, who were supervised by the Senior Director of News and Education and, with guidance, assisted with on-the-ground, investigative reporting about issues of significance to Fairfield and Westport, Connecticut as well as surrounding communities on a regular basis. These interns also produced headlines and occasional short features.
3	Internship Program *(Fall 2025)*	During the Fall Semester – September through November 2025 – our SEU hosted three (3) student interns from Stony Brook University. These student interns were supervised by the Long Island Bureau Chief and, with guidance, assisted with on-the-ground investigative reporting about issues of significance to Long Island regularly as well as the production of headlines and occasional short features. Our SEU also hosted one (1) intern from Sacred Heart University and one (1) intern from Yale University who were supervised by the Senior Director of News and Education and, with guidance, assisted with on-the-ground investigative reporting about issues of significance to Fairfield and Westport, Connecticut as well as surrounding communities on a regular basis. These interns also produced headlines and occasional short features.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	News Fellowship Program *(Spring 2025)*	During the Spring semester of this reporting period, our SEU hosted three (3) paid news fellows from Sacred Heart University. These News Fellows were supervised by our Senior Director of News and Education and began their fellowships by each shadowing one of our accomplished news reporters to learn about broadcast operations as well as the intricacies of the NPR reporting style. As they gained experience, they assisted with audio recordings, conducted research and investigations, wrote reports and voiced news segments until their mentors determined they were qualified to go out in the field as a news reporter. The SEU's seasoned reporters were always available to guide and support these fellows.
5	News Fellowship Program *(Summer 2025)*	During the Summer semester of this reporting period – June through August 2025 - our SEU hosted three (3) paid news fellows from Sacred Heart University. These News Fellows were supervised by our Senior Director of News and Education and began their fellowships by each shadowing one of our accomplished news reporters to learn about broadcast operations as well as the intricacies of the NPR reporting style. As they gained experience, they assisted with audio recordings, conducted research and investigations, wrote reports and voiced news segments until their mentors determined they were qualified to go out in the field as a news reporter. The SEU's seasoned reporters were always available to guide and support these fellows.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
6	News Fellowship Program *(Fall 2025)*	During the Fall semester of this reporting period, our SEU hosted three (3) paid news fellows from Sacred Heart University. These News Fellows were supervised by our Senior Director of News and Education and began their fellowships by each shadowing one of our accomplished news reporters to learn about broadcast operations as well as the intricacies of the NPR reporting style. As they gained experience, they assisted with audio recordings, conducted research and investigations, wrote reports and voiced news segments until their mentors determined they were qualified to go out in the field as a news reporter. The SEU's seasoned reporters were always available to guide and support these fellows.
7	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During the Spring Semester of this reporting period *(Spring 2025)* our SEU's Senior Director of News and Education taught Introduction to Digital Journalism – Audio at Stony Brook University, and shared information about his career as well as the skills necessary to succeed in the broadcasting industry with his students.
8	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During the Fall Semester of this reporting period *(Fall 2025)* our SEU's Senior Director of News and Education taught a News Literacy course at Stony Brook University, and shared information about his career as well as the skills necessary to succeed in the broadcasting industry with his students.
9	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During the Fall Semester of this reporting period *(Fall 2025)* our SEU's Senior Director of News and Education taught a graduate-level Mobile Podcasting course at Stony Brook University, during which he shared information about his career as well as the skills necessary to succeed in the broadcasting industry with his students.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
10	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During the Spring Semester of this reporting period *(Spring 2025)* one of our SEU's Reporters taught Introduction to Mass Media at Sacred Heart University, and shared information about his career as well as the skills necessary to succeed in the broadcasting industry with his students.
11	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During the Spring Semester of this reporting period *(Spring 2025)* one of our SEU's Reporters taught History of Broadcasting at Sacred Heart University, and shared information about his career as well as the skills necessary to succeed in the broadcasting industry with his students.
12	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During the Fall Semester of this reporting period *(Fall 2025)* one of our SEU's Reporters taught Introduction to Mass Media at Sacred Heart University, and shared information about his career as well as the skills necessary to succeed in the broadcasting industry with his students.
13	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During the Fall Semester of this reporting period *(Fall 2025)* one of our SEU's Reporters taught History of Broadcasting at Sacred Heart University, and shared information about his career as well as the skills necessary to succeed in the broadcasting industry with his students.
14	Participate in job fair	On July 22, 2025, our SEU's Senior Director of News and Education participated in the Long Island Fair Media Council Job Fair which took place at the RXR Executive Park in Melville, NY. During this event, our representative spoke with interested students about Sacred Heart University's radio stations, the mission of public radio, the various career opportunities in radio broadcasting, and job openings and internships available within the SEU.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
15	Participate in job fair	On August 28, 2025, the Manager of our SEU's stations participated in the Sacred Heart University Student Job Fair, which took place on its campus. During this event, our Manager spoke with interested students about Sacred Heart University's radio stations and the mission of public radio as she recruited candidates for work-study positions at the Stations.
16	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During this reporting period, one of our SEU's Reporters mentored a Shelton High School senior. Our Reporter and the student met on a regular basis to discuss, in detail, career possibilities in broadcast journalism. Their meetings were held at the WSHU Broadcast Center, where the student was also able to observe operations and interact with staff. She also joined our Reporter to cover press conferences, after which her mentor provided guidance and support to help her become a better writer in the specialized NPR style.
17	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During this reporting period, our SEU's Senior Director of News and Education was an Advisor to the students in the Connecticut Student Journalism Collaborative, during which his unmatched experience in broadcast journalism was shared with the students as he guided and supported them.
18	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During this reporting period, one of our SEU's Reporters was an Advisor to the Fairfield County News, Sacred Heart University's public-facing student news site. He assisted the students with broadcast writing and production.