**EEO PUBLIC FILE REPORT**
for
**WFCR, WNNZ(AM), WNNZ-FM, WNNU, WNNI**
and employees at WGBY, WAMH and WAIC*

12/1/19 – 11/30/20

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Recruitment Sources (RS) Used to Fill Vacancy</th>
<th>RS Referring Hiree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chief Content Officer</td>
<td>2, 6, 10, 13, 17, 21, 23, 31, 38, 39, 50, 51, 59, 62</td>
<td>62</td>
</tr>
<tr>
<td>Director of Corporate Sponsorship</td>
<td>2, 6, 10, 13, 17, 21, 23, 31, 38, 39, 50, 51, 59, 63-65, 67</td>
<td>63</td>
</tr>
<tr>
<td>Digital Media Manager</td>
<td>2, 6, 10, 13, 17, 21, 23, 31, 38, 39, 50, 51, 59, 63-65, 67-69</td>
<td>63</td>
</tr>
<tr>
<td>Digital &amp; Creative Marketing Director</td>
<td>2, 6, 10, 13, 17, 21, 23, 31, 38, 39, 50, 51, 59, 64, 65, 67</td>
<td>64</td>
</tr>
<tr>
<td>Grant Manager/Writer</td>
<td>2, 6, 10, 13, 17, 21, 23, 31, 38, 39, 50, 51, 59, 64, 65, 67</td>
<td>65</td>
</tr>
<tr>
<td>Digital Asset Specialist</td>
<td></td>
<td>66</td>
</tr>
<tr>
<td>Media Lab Project Director</td>
<td>2, 6, 10, 13, 17, 21, 23, 31, 38, 39, 50, 51, 59, 63-65, 67</td>
<td>63</td>
</tr>
<tr>
<td>Engagement Editor</td>
<td>2, 6, 10, 13, 17, 21, 23, 31, 38, 39, 50, 51, 59, 63-65, 67</td>
<td>63</td>
</tr>
</tbody>
</table>

*WAMH and WAIC are subject to Public Service Operating Agreements between New England Public Media, Inc. (NEPM) and the Trustees of Amherst College (in the case of WAMH), and between NEPM and American International College (in the case of WAIC). Likewise, WGBY and WFCR are subject to Public Service Operating Agreements between NEPM and WGBH Educational Foundation (in the case of WGBY) and NEPM and the University of Massachusetts Amherst (in the case of WFCR). In each case, NEPM provides programming and certain other services to the stations.*
## II. MASTER RECRUITMENT SOURCE LIST

<table>
<thead>
<tr>
<th>RS Number</th>
<th>RS Information</th>
<th>Source Entitled to Vacancy Notification? (Yes/No)</th>
<th>No. of Interviewees Referred by RS Over Reporting Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Afro-American Cultural Center – AIC Naomi White 1000 State Street Springfield, MA 01109</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>2</td>
<td>American International College Career Services 1000 State Street Springfield, MA 01109</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>3</td>
<td>Bay Bath College Career Center 588 Longmeadow Street Longmeadow, MA 01106</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>4</td>
<td>Berkshire Community College Placement Office 1350 West Street Pittsfield, MA 01201</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>5</td>
<td>Black Mass Communications Student Union Bldg., Rm. 402 UMass Amherst, MA 01003</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>6</td>
<td>Career Point 850 High Street Holyoke, MA 01040</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>7</td>
<td>Casa Latina Inc. 140 Pine Street Florence, MA 01062</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>8</td>
<td>Community Foundation of West. MA P.O. Box 15769 Springfield, MA 01115</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>9</td>
<td>Department of Social Services 1537 Main Street, Suite 4 Springfield, MA 01103</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>10</td>
<td>Elms College Career Center 291 Springfield Street Chicopee, MA 01013</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>11</td>
<td>Fairfield University 1073 No. Benson Rd. Fairfield, CT 06430-5</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>RS Number</td>
<td>RS Information</td>
<td>Source Entitled to Vacancy Notification? (Yes/No)</td>
<td>No. of Interviewees Referred by RS Over Reporting Period</td>
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<tr>
<td>-----------</td>
<td>----------------</td>
<td>-----------------------------------------------</td>
<td>-------------------------------------------------</td>
</tr>
</tbody>
</table>
| 12        | Future Works  
One Federal Street, Bldg. 103-3  
Springfield, MA 01105 | N | 0 |
| 13        | Girls, Inc.  
P.O. Box 6812  
Holyoke, MA 01040 | Y | 0 |
| 14        | Girls Inc. of Pittsfield  
165 East Street  
Pittsfield, MA 01201 | N | 0 |
| 15        | Greenfield Community College  
Placement Office  
One College Dr.  
Greenfield, MA 01301 | N | 0 |
| 16        | Hampden County Employ. & Train. Consortium  
1176 Main Street  
Springfield, MA 01103 | N | 0 |
| 17        | Holyoke Community College  
Career Services  
303 Homestead Ave.  
Holyoke, MA 01040 | Y | 0 |
| 18        | Jewish Community Center of Spfld.  
160 Dickinson Street  
Springfield, MA 01108 | N | 0 |
| 19        | Jewish Federation of Greater Spfld.  
1160 Dickinson Street  
Springfield, MA 01108 | N | 0 |
| 20        | Junior League of Springfield  
C/O 64 Sewall Street  
Ludlow, MA 01056 | N | 0 |
| 21        | Lighthouse  
1401 State Street  
Springfield, MA 01109 | Y | 0 |
| 22        | MA Commission Against Discrimination  
436 Dwight Street  
Springfield, MA 01103 | N | 0 |
| 23        | Martin Luther King Community Center  
P.O. Box 91026  
Springfield, MA 01109 | Y | 0 |
| 24        | Mass. Career Development Institute  
140 Wilbraham Road  
Springfield, MA 01109 | N | 0 |
| 25        | Mount Holyoke College  
Career Development Center  
South Hadley, MA 01075 | N | 0 |
| 26        | Northern Educational Services  
67 Mulberry Street  
Springfield, MA 01105 | N | 0 |
| 27        | Open Pantry  
P.O. Box 5127  
Springfield, MA 01101 | N | 0 |
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</tr>
</thead>
<tbody>
<tr>
<td>28</td>
<td>Puerto Rican Cultural Center, Inc. 38 School Street Springfield, MA 01105-1</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>29</td>
<td>Puerto Rican Veteran’s Association P.O. Box 70185 Springfield, MA 01107</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>30</td>
<td>Regional Employment Board 1441 Main Street, Suite 137 Springfield, MA 01103</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>31</td>
<td>YWCA Employment Opportunities 1 Clough Street Springfield, MA 01118</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>32</td>
<td>Smith College Career Development Office Northampton, MA 01063</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>33</td>
<td>Smith College Soc. Work School Northampton, MA 01063</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>34</td>
<td>Safe Passage 43 Center Street, # G Northampton, MA 01060-3</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>35</td>
<td>Spanish American Union P.O. Box 70192 2335 Main Street Springfield, MA 01107</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>36</td>
<td>Springfield Action Committee CARP Program 140 Wilbraham Ave. Springfield, MA 01109</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>37</td>
<td>Springfield Technical Community College Office of Disability Services 1 Armory Street Springfield, MA 01105</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>38</td>
<td>Springfield Technical Community College Human Services Department One Armory Square Springfield, MA 01105</td>
<td>Y</td>
<td>0</td>
</tr>
<tr>
<td>39</td>
<td>UMass Employment Options Office University Career Center Amherst, MA 01003</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>40</td>
<td>UMass Everywoman’s Center Wilder Hall Box 30520 Amherst, MA 01003</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>41</td>
<td>UMass Placement Office Amherst, MA 01003</td>
<td>N</td>
<td>0</td>
</tr>
<tr>
<td>RS Number</td>
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</tr>
</tbody>
</table>
| 42        | Union Video Center  
216 Student Union Bldg.  
UMass  
Amherst, MA  01003 | N | 0 |
| 43        | United Way of Pioneer Valley  
P.O. Box 3040  
Springfield, MA  01101 | N | 0 |
| 44        | University of Massachusetts  
University Career Center  
Mather Drive  
Amherst, MA  01003 | N | 0 |
| 45        | Comprehensive Employment Opportunities  
285 Dorset Street  
Springfield, MA  01138 | N | 0 |
| 46        | Urban League of Springfield  
Minority Employment Program  
765 State Street  
Springfield, MA  01109 | N | 0 |
| 47        | Valley Opportunity Council  
317 Main Street  
Holyoke, MA  01040 | N | 0 |
| 48        | Veteran Center  
Northgate Plaza  
1985 Main Street  
Springfield, MA  01103 | N | 0 |
| 49        | Veteran Community Care Center  
583 Main Street  
Springfield, MA  01109 | N | 0 |
| 50        | Western New England College  
Career & Human Resources  
1215 Wilbraham Road  
Springfield, MA  01119 | Y | 0 |
| 51        | Westfield State College  
Placement Office  
Western Ave.  
Westfield, MA  01085 | Y | 0 |
| 52        | WGBH  
Human Resources Department  
One Guest Street  
Boston, MA  02135 | N | 0 |
| 53        | Work Opportunity Center, Inc.  
Employment Specialists  
P.O. Box 481  
Agawam, MA  01001 | N | 0 |
| 54        | YMCA  
275 Chestnut Street  
Springfield, MA  01104 | N | 0 |
| 55        | Westover Job Corps Center  
103 Johnson Road  
Chicopee, MA  01022 | N | 0 |
<table>
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<tr>
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</tr>
</thead>
</table>
| 56        | Abilities Unlimited  
61 Union Street  
Westfield, MA  01086 | N                                                | 0                                                      |
| 57        | Franklin Hampshire Career Center  
178 Industrial Drive – Ste 1  
Northampton, MA  01060 | N                                                | 0                                                      |
| 58        | Valley Advocate Newspaper  
John Spear  
jspear@valleyadvocate.com | N                                                | 0                                                      |
| 59        | MassLive.Com  
Springfield Newspaper  
JJ Wassmuth  
Jwassmuth@repub.com | Y                                                | 0                                                      |
| 60        | NEPM website  
NEPM.org | N                                                | 0                                                      |
| 61        | Women in Philanthropy  
https://www.uway.org/get-involved/join/women-philanthropy | N                                                | 0                                                      |
| 62        | Livingston Associates  
7409 W. Fremont Ave.  
Littleton, CO 80128 | N                                                | 4                                                      |
| 63        | Current/Former Employee Referral | N                                                | 12                                                     |
| 64        | LinkedIn  
Linkedin.com | N                                                | 5                                                      |
| 65        | Indeed  
Indeed.com | N                                                | 8                                                      |
| 66        | Planet Interactive  
Loren Rakowsky  
VP, Client Services  
708-286-1194  
www.planetinteractive.com | N                                                | 1                                                      |
| 67        | Glassdoor  
Glassdoor.com | N                                                | 0                                                      |
| 68        | WGBH Website  
wgbh.org | N                                                | 1                                                      |
| 69        | Other source not directly notified by SEU | N                                                | 1                                                      |

**TOTAL INTERVIEWEES OVER REPORTING PERIOD**: 32
III. RECRUITMENT INITIATIVES

1. Internship Program

For decades, WFCR has provided paid internship opportunities for students in the areas of News, Programming and Marketing. Internships are offered for a minimum period of one semester, or during summer break, with the expectation of 8-10 hours per week of student time. Each internship period has its own application deadline and a separate pool of applicants is considered for each period.

Information about the internship program is available on WFCR’s website and on the websites of all the participating colleges. Interested students are required to fill out an application indicating their area of interest and submit it to the station with a cover letter and resume.

Interns are exposed to core functions of the department in which they intern and are supervised by members of the department. During this reporting period, WFCR hosted interns during the Spring, Summer, and Fall semesters. The interns attended a number of colleges and universities, including: Smith College, University of Massachusetts at Amherst, Bay Path University, Mount Holyoke College, and Springfield Technical Community College.

2. Participation in activities for and on behalf of several local high schools and colleges

Through a series of workshops called Media Lab, we train students from several area high schools in audio journalism and storytelling through sound. The program also includes paid interns from local colleges who serve as mentors for the high school students. We separately conduct similar classes for the students of local colleges. Historically, most of the teaching has taken place in our studio facilities, so the students can experience a professional radio station in person and use its production facilities.

During this reporting period, students from the following colleges/universities and high schools participated in the program: Emerson College, American International College, Bay Path University, Elms College, West Springfield High, Northfield Mount Hermon, Holyoke High School, Holyoke Community College, Vernon Loving School, Putnam Vocational High School, Springfield Central High School, Northampton High School, and Pioneer Valley Chinese Immersion Charter School.

3. Participation in activities for and on behalf of several local high schools and colleges

On October 7, 2020, NEPM participated in a virtual Business, Communication & Technology Career Fair sponsored by Westfield State University. During the event, participants had the opportunity to learn more about our stations and submit resumes. NEPM was represented by our Education Coordinator.
4. **Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination**

On November 10, 2020, NEPM and WGBH managers and employees attended a program featuring conversations with three external speakers and curated public media content. The purpose of the program was to reflect on, and be better educated about, anti-racism and diversity, equity, and inclusion in public media. The date was tied to the passage of the Public Broadcasting Act of 1967.