

WCRB(FM) EEO Report

The purpose of this EEO Public File Report is to comply with Section 73.2080(c) (6) of the FCC's 2002 EEO rule. This report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations:

WCRB-FM, Lowell, Massachusetts

Please note that, effective December 1, 2009, WGBH Educational Foundation assumed operations of WCRB and that its studios relocated to One Guest Street, Brighton, MA. This report reflects the performance of WCRB's prior licensee, Nassau Broadcasting, located in Princeton, New Jersey.

If your organization distributes information about employment opportunities to job seekers or refers job seekers to employers, and would like to receive job vacancy notices for WCRB, please provide WGBH with the name, mailing address, email address, if applicable, telephone number, fax number and contact person and identify the category of categories of vacancies for which you would like information specified above to:

Human Resources
WGBH Educational Foundation
One Guest Street
Boston, MA 02135

The information in this report covers the time period beginning December 1, 2008 to and including November 30, 2009. The FCC's 2002 EEO Rule requires that this report contain the following information:

1. A list of all full-time vacancies filled by the Stations comprising the Station Employment Unit during the applicable period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy.
3. The recruitment source that referred the hiree for each full-time vacancies during the applicable period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
4. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(s) of the FCC rules.

It is the policy of Nassau Broadcasting d/b/a WCRB to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, sex, age, disability, sexual orientation or any other characteristic protected by law, in all personnel actions. As required by Section 73.2080 of the Commission's Rules, the stations have participated in several different recruitment activities to ensure broad outreach. A list and brief description of the initiatives undertaken is described in Section 3.

WCRB-FM

**EEO PUBLIC FILE REPORT
DECEMBER 1, 2008 – NOVEMBER 30, 2009**

I. VACANCY LIST

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
General Manager	59, 65	59
Director of Sales/Marketing	59, 60	59
Account Executive	59, 60	59

II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number and Number of Interviewees	(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	Did Recruitment Source Request Notification? (Yes or No)
1.	Boston College	Shannon Morgan	38 Commonwealth Ave., Chestnut Hill, MA 02167	617-552-6148	No
2.	Boston University	Joyce Rogers	640 Commonwealth Ave., Chestnut Hill, MA 02115	617-353-3490	No
3.	Brandeis University	Joanne Larosee	415 South Street, Waltham, MA 02254	617-736-3614	No
4.	Bristol Community College	James Crosson	777 Elsbree St., Fall River, MA 02720	508-678-2811 x2235	No
5.	Bunker Hill Community College	Mary Todd	250 New Rutherford Ave., Charlestown, MA 02129	617-228-2000	No
6.	Cambridge College	Shauna Williams	570 Cottage St., Springfield, MA 01104	413-747-0204	No
7.	Connecticut School of Broadcasting	Rod Morrison	49 Walnut Park, Wellesley Hills, MA 02181	617-235-2050	No
8.	Emerson College	Kara Jessup	100 Beacon St., Boston, MA 02116	617-824-8500	No
9.	Endicott College	Liz Atilano	376 Hale St., Beverly, MA 01915	508-927-0585	No
10.	Fisher College	Dennis Paquette	777 Church St., New Bedford, MA 02745	508-998-3254	No
11.		Jane Zerby	P.O. Box 5001, Amherst,	413-549-4600	No

	Hampshire College		MA 01002		
12.	Holyoke Community College	Roberta Niezgoda	303 Homestead Ave., Holyoke, MA 01040	413-538-7000	No
13.	MASS Communication College	Tracy Mattiford	142 Berkeley St., Boston, MA 02116	617-267-1332	No
14.	Northeastern University	Jacqui Sweeney	360 Huntington Ave., Boston, MA 02115	617-373-3409	No
15.	Roxbury Community College	Mark Garth	1234 Columbus Ave., Roxbury, MA 02120	617-427-0060	No
16.	UMASS Dartmouth	Nancy Goyette	Old Westport Road, N. Dartmouth, MA 02747	508-999-8000	No
17.	Wentworth Institute	Deborah Rhee	187 High St., Rm. 303, Boston, MA 02115	617-442-9010	No
18.	Smith College	Brenda Johnson	Career Development Office, Drew Hall, North Hampton, MA 01063	413-585-2570	No
19.	UMASS Amherst	Mary Mahoney	100 Morrissey Blvd, Boston, MA 02125-3393	617-287-5519	No
20.	4-H Club	Laurie Cadorette	44 Bankrow St., Pittsfield, MA 01201	413-448-8285	No
21.	Action for Boston Community Development	Shauna Bramaboe	178 Tremont St., Boston, MA 02111	617-357-6000	No
22.	Department of Employment and Labor	Mike Lewis	210 South St., 2 nd Floor, Boston, MA 02139	617-388-0809	No
23.	St. Francis House	Luis Ayala	PO Box 120499 Essex Station, Boston, MA 02112	617-654-1261	No
24.	La Alianza	Robert Flores	409 Dudley St., Roxbury, MA 02119	617-427-1112	No
25.	Boston Office of Unemployment	Kevin Madison	19 Staniford St., Boston, MA 02114	617-727-6596	No
26.	Career Resource Library (BU)	Debbie Halliday	King Center; 19 Deerfield St. 3 rd Fl, Boston, MA 02215	617-353-3650	No
27.	Center for Human Develop.	Michele Jarvis	332 Birnie Ave., Springfield, MA 01107	413-733-6624	No
28.	Chinese Progressive Assoc.	Lidia Lowe	33 Harrison Ave, 3 rd Fl, Boston, MA 02116	617-357-4499	No
29.	Concilio Hispano	Sylvia Keber	105 Windsor St., Cambridge, MA 02139	617-661-8002	No
30.	Dunbar Community Center	Arthur Robinson	33 Oak St., Springfield, MA 01109	413-788-6143	No
31.	Federal Veteran's Center	Henry Folder – Cleavland	468 North St., New Bedford, MA 02740	508-999-6920	No
32.		Suzanne Simon	285 Dorset St., Springfield,	413-736-7277	No

	Goodwill Industries		MA 01108		
33.	Hampden County Employment Training	Patrick Keough	1176 Main St., Springfield, MA 01103	413-781-6900	No
34.	Urban League Eastern MA	Diane McMillan	88 Warren St., Roxbury, MA 02119	617-442-4519	No
35.	Cambridge Employment Programs	Josh Foley	51 Inman St., Cambridge, MA 02139	617-349-6372	No
36.	Boston Rescue Mission	Eric Muir	39 Kingston St., Boston, MA 02111	617-482-8819	No
37.	Mass. Career Development Institute	Dino Innarelli	140 Wilbraham Ave., Springfield, MA 01109	413-781-5640	No
38.	Mayor's Office – Affirmative Action	Arlene Grant	1 City Hall Square, Rm 612, Boston, MA 02201	617-635-3361	No
39.	State Office of Minority Women's Business Assoc.	Algeria Marsh	10 Park Plaza, Suite 3740, Boston, MA 02116	617-727-8692	No
40.	National Assoc. of Broadcasters	Karen Hunter	1771 N. Street N.W., Washington, DC 20036	202-429-5498	No
41.	New Bedford Women's Center	Anna Mellow	252 County St., New Bedford, MA 02740	508-993-1842	No
42.	New England Broadcasters Association	Jody King	20 Park Plaza, Rm. 914, Boston, MA 02116	617-557-3101	No
43.	Northeast Minority News	Mika Bedford	3580 Main St., Hartford, CT 01620	860-249-6065	No
44.	New North Citizens Council	Barbara Rivera	2383 Main St., Springfield, MA 01107	413-746-4885	No
45.	Reintegration Program	Michael Connolly	PO Box 9103, Norfolk, MA 02056	617-727-9170	No
46.	National Assoc. of Hispanic Women	Michelle Vignoli	11193 National Press Bldg, Washington DC 20045	202-662-7145	No
47.	Professional Services for Women	Marjorie Marshall	266 Waterman St., Providence, RI 02906	401-723-3364	No
48.	Rhode Island Indian Council	Charlene Walmsley	807 Broad St., Providence, RI 02907	401-941-3398	No
49.	Roxbury Action Program	Lloyd King	16 Centre St., Roxbury, MA 02119	617-442-4400	No
50.	Roxbury Multi-Service Center	Florence Scott	317 Blue Hill Ave., Roxbury, MA 02121	617-427-4470	No
51.	EEJ (Jobs for the Film Industry)	B. Gregorio	PO Box 75299, Corpus Christi, TX 78472	818-776-2800	No
52.	South End Community Center	Carmen Diaz	29 Howard St., Springfield, MA 01105	413-788-6173	No
53.	Spanish American Union	Maria Morales-Lobel	2335 Main St., Springfield, MA 01107	413-734-7381	No

54.	United South End Settlements	Judith Hinds	Harriet Tubman House, 566 Columbus Ave., Boston, MA 02118	617-536-8610	No
55.	Urban League	Maurice Lenton	756 State St., Springfield, MA 01109	413-739-7211	No
56.	Westfield Professional Women's Club	Ruth Murphy	14 Noble Ave., Westfield, MA 01085	413-568-0625	No
57.	American Women in Radio & TV	Melissa Love	8504 Greensboro Dr., Suite 800, McLean, VA 22102	703-506-3290	No
58.	All Access Attn: 28955 Pacific Coast Highway, Suite 210-5 Malibu, CA 90265 www.allaccess.com	Joel Denver	Attn: 28955 Pacific Coast Highway, Suite 210-5 Malibu, CA		No
59. (11)	Employee Referral				No
60.	Station Website www.wcrb.com	Tim Neil	750 South Street Waltham, MA 02453		No
61.	On air Announcement on WCRB				No
62.	Station Employment Area				No
63.	Craigslist				No
64.	Boston Herald http://www.bostonherald.com/jobfind/		Boston Herald One Herald Square Boston, MA 02118	617-619-6850	No
65. (1)	Walk -In				No
TOTAL INTERVIEWEES OVER REPORTING PERIOD					12

III. RECRUITMENT INITIATIVES: Menu Option Initiatives

- 1) Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions
- 2) Hosting of at least one job fair.
- 3) Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.
- 4) Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.
- 5) Establishment of an intern 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
- 7) Participation in scholarship programs designed to assist students interest 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 as to 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 of women and minorities
- 13) Provision of assistance to unaffiliated non-profit entities in the maintenance of websites 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

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1.	5	Nassau Broadcasting set up an internship program at all of its radio stations in New England. The internship program is designed to provide students and recent graduates with an opportunity to learn about broadcasting and its supporting areas. Interns get hands on experience in marketing and promotions, engineering, sales support and live broadcasts.
2.	14	On December 7, 2008, Nassau Broadcasting held its yearly management meeting in which important operational issues are discussed, in addition to Commission compliance issues. At each meeting, EEO compliance and documentation issues are reviewed and thoroughly discussed. Issues such as how to prevent discrimination and sexual harassment are also discussed.