



11. GMB-Nat'l Sales Promotion Director (2/20/08)	Internal Posting/Employee Referral
12. WKLB-Account Executive (2/25/08)	WBOS Website
13. WBOS-Account Executive (3/3/08)	WBOS On-Air Advertising
14. WTKK-Account Executive (3/7/08)	Internal Posting (Internal Promotion)
15. WMJX-Account Executive (3/10/08)	Internal Posting/Employee Referral
16. WMJX-Account Executive (3/17/08)	Internal Posting/Employee Referral
17. WTKK-Account Executive (3/24/08)	WBOS Website
18. WTKK-Producer, M Graham Show (3/24/08)	WTKK Website
19. GMB-Production Director (4/7/08)	Internal Posting (Internal Promotion)
20. GMB-Creative Services Director (4/7/08)	Internal Posting (Internal Promotion)
21. WMJX-Continuity Director (4/7/08)	NE University Website (Husky Career Link)
22. WROR-Account Executive (4/28/08)	Industry Referral
23. WROR-Account Executive (6/16/08)	Internal Posting/Employee Referral
24. GMMG-Marketing Assistant (6/23/08)	NE University Website (Husky Career Link)
25. WMJX-Sales Assistant (6/23/08)	Industry Referral
26. WKLB-Promotions Coordinator (6/30/08)	Internal Posting
27. WKLB-General Sales Manager (6/30/08)	Employee Referral (Internal Promotion)
28. GMB-Staff B'cast Eng/IT Professional (7/14/08)	Internal Posting/Employee Referral
29. WBOS-General Sales Manager (7/22/08)	Internal Posting/Employee Referral
30. WTKK-Local Sales Manager (8/4/08)	Internal Posting/Employee Referral
31. GMB-Desktop Support Specialist (8/18/08)	Linked-In Job Posting
32. WKLB-Traffic Manager (9/2/08)	Massachusetts Broadcasters Association Website
33. GMB-IT Support Engineer (9/8/08)	Craigslist
34. WKLB-Account Executive (10/20/08)	Internal Posting (Internal Promotion)
35. WBOS-Account Executive (11/11/08)	Internal Posting/Employee Referral
36. WBOS-Account Executive (11/11/08)	Internal Posting (Internal Promotion)

**Stations WKLB-FM, WROR-FM, WBOS(FM), WMJX(FM) and WTKK(FM)  
are Equal Opportunity Employers.**

**5) Recruitment Information by Job Vacancy**

**#1-#2 Job Title: WMJX-Account Executive (2 hires: #1-12/17/07; #2-12/18/07)**

**Referral Source(s) of Hiree: (#1) Internal Posting/Employee Referral; (#2) Former Employee**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Media Boston-Internal Posting	Amy Hull	55 Morrissey Blvd., Boston, MA	617-822-9600	6	Yes
Greater Media, Inc. Website	Ed McCormack	<a href="mailto:emcormack@greatermedia.com">emcormack@greatermedia.com</a>	781-3448-8600	6	Yes
Greater Media Boston Station Websites: WBOS-FM; WKLB-FM; WMJX-FM; WROR-FM; WTKK-FM Appendix 5	Marketing Dept for each station	See Appendix	617-822-9600		Yes
Greater Media, Inc. HR List Appendix 3		See Appendix			Yes
EEO Distribution List- Appendix 2		See Appendix			Yes
EEO Requesting Organizations – Appendix 4		See Appendix			Yes
Broadcasting Associations- Appendix 1		See Appendix			No
Industry Referral	See Jacqueline Landry, GSM	55 Morrissey Blvd., Boston, MA	617-822-9600	9	No

**#3. Job Title: WBOS-Local Sales Manager (1 hire – 1/3/08)**

**Referral Source(s) of Hiree: Internal Posting/Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Media Boston-Internal Posting	Amy Hull	55 Morrissey Blvd., Boston, MA	617-822-9600	1	Yes
Greater Media, Inc. Website	Ed McCormack	<a href="mailto:emcormack@greatermedia.com">emcormack@greatermedia.com</a>	781-3448-8600	2	Yes
Greater Media Boston Station Websites: WBOS-FM; WKLB-FM; WMJX-FM; WROR-FM; WTKK-FM Appendix 5	Marketing Dept for each station	See Appendix	617-822-9600		Yes
Greater Media, Inc. HR List Appendix 3		See Appendix			Yes
EEO Distribution List- Appendix 2		See Appendix			Yes
EEO Requesting Organizations – Appendix 4		See Appendix			Yes
Broadcasting Associations- Appendix 1		See Appendix			No

**Stations WKLB-FM, WROR-FM, WBOS(FM), WMJX(FM) and WTKK(FM) are Equal Opportunity Employers.**

**#4. Job Title: WROR-Local Sales Manager (1 hire – 1/16/08)**  
**Referral Source(s) of Hiree: Employee Referral (Former Employee)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Employee Referral	See Chris Paquin, Dir of Sales	55 Morrissey Blvd., Boston, MA	617-822-9600	1	No

**5. Job Title: GMMG-Sales Assistant (1 hire – 1/28/08)**  
**Referral Source(s) of Hiree: Ad Club Job Fair**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Media Boston-Internal Posting	Amy Hull	55 Morrissey Blvd., Boston, MA	617-822-9600	7	Yes
Greater Media, Inc. Website	Ed McCormack	<a href="mailto:emccormack@greatermedia.com">emccormack@greatermedia.com</a>	781-3448-8600	2	Yes
Greater Media Boston Station Websites: WBOS-FM; WKLB-FM; WMJX-FM; WROR-FM; WTKK-FM Appendix 5	Marketing Dept for each station	See Appendix	617-822-9600		Yes
Greater Media, Inc. HR List Appendix 3		See Appendix		1	Yes
EEO Distribution List- Appendix 2		See Appendix			Yes
EEO Requesting Organizations – Appendix 4		See Appendix			Yes
Broadcasting Associations- Appendix 1		See Appendix		1	No
CCCOB – 5 University Career Ctr	Tina Mello	Suffolk University, 120 Tremont St., Boston, MA		1	Yes
Ad Club Job Fair (5-2007)		Boston University, Boston, MA		1	Yes
Industry Referral	See Bob Pedder, Exec Dir, GMMG	55 Morrissey Blvd., Boston, MA	617-822-9600	1	No

**6. Job Title: Interactive-Technical Manager (1 hire – 1/28/08)**  
**Referral Source(s) of Hiree: Internal Posting (Internal Promotion of Part-time Employee)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Media Boston-Internal Posting	Amy Hull	55 Morrissey Blvd., Boston, MA	617-822-9600	1	Yes
Greater Media, Inc. Website	Ed McCormack	<a href="mailto:emccormack@greatermedia.com">emccormack@greatermedia.com</a>	781-3448-8600		Yes
Greater Media Boston Station Websites: WBOS-FM; WKLB-FM; WMJX-FM;	Marketing Dept for each station	See Appendix	617-822-9600		Yes

**Stations WKLB-FM, WROR-FM, WBOS(FM), WMJX(FM) and WTKK(FM) are Equal Opportunity Employers.**

WROR-FM; WTKK-FM Appendix 5					
Greater Media, Inc. HR List Appendix 3		See Appendix			Yes
EEO Distribution List- Appendix 2		See Appendix			Yes
EEO Requesting Organizations – Appendix 4		See Appendix			Yes
Broadcasting Associations- Appendix 1		See Appendix			No

**#7-#8. Job Title: WKLB Account Executive (2 hires: #7-2/4/08; #8-2/11/08)**  
**Referral Source(s) of Hiree: (#7) Industry Referral; (#8) WKLB On-Air Advertising**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Media Boston-Internal Posting	Amy Hull	55 Morrissey Blvd., Boston, MA	617-822-9600	6	Yes
Greater Media, Inc. Website	Ed McCormack	<a href="mailto:emcormack@greatermedia.com">emcormack@greatermedia.com</a>	781-3448-8600		Yes
Greater Media Boston Station Websites: WBOS-FM; WKLB-FM; WMJX-FM; WROR-FM; WTKK-FM Appendix 5	Marketing Dept for each station	See Appendix	617-822-9600		Yes
Greater Media, Inc. HR List Appendix 3		See Appendix			Yes
EEO Distribution List- Appendix 2		See Appendix			Yes
EEO Requesting Organizations – Appendix 4		See Appendix			Yes
Broadcasting Associations- Appendix 1		See Appendix			No
Nat'l Association of Asian American Professionals	NAAAP Client Services	<a href="http://Jobs@naaap.org">Jobs@naaap.org</a>	N/A		Yes
Radio Ad on WKLB	Cathy Cram, GSM	55 Morrissey Blvd., Boston, MA	617-822-9600	4	No
Industry Referral	See Cathy Cram, GSM, WKLB	55 Morrissey Blvd., Boston, MA	617-822-9600	1	No

**#9 Job Title: WROR-Marketing Director (1 hire – 2/19/08)**  
**Referral Source(s) of Hiree: Internal Posting/Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Media Boston-Internal Posting	Amy Hull	55 Morrissey Blvd., Boston, MA	617-822-9600	5	Yes

**Stations WKLB-FM, WROR-FM, WBOS(FM), WMJX(FM) and WTKK(FM)  
are Equal Opportunity Employers.**

Greater Media, Inc. Website	Ed McCormack	<a href="mailto:emcormack@greatermedia.com">emcormack@greatermedia.com</a>	781-3448-8600	1	Yes
Greater Media Boston Station Websites: WBOS-FM; WKLB-FM; WMJX-FM; WROR-FM; WTKK-FM Appendix 5	Marketing Dept for each station	See Appendix	617-822-9600	1	Yes
Greater Media, Inc. HR List Appendix 3		See Appendix			Yes
EEO Distribution List- Appendix 2		See Appendix			Yes
EEO Requesting Organizations – Appendix 4		See Appendix			Yes
Broadcasting Associations- Appendix 1		See Appendix			No
Craigslist	N/A	<a href="http://www.bostoncraigslist.com">www.bostoncraigslist.com</a>	N/A	2	No
Boston Women Communicators	Jane Wilson	PO Box 404, Boston, MA	617-723-5642	1	Yes

**#10 Job Title: GMB-Director of IT (1 hire – 2/19/08)**  
**Referral Source(s) of Hiree: Monster.com**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Media Boston-Internal Posting	Amy Hull	55 Morrissey Blvd., Boston, MA	617-822-9600		Yes
Greater Media, Inc. Website	Ed McCormack	<a href="mailto:emcormack@greatermedia.com">emcormack@greatermedia.com</a>	781-3448-8600		Yes
Greater Media Boston Station Websites: WBOS-FM; WKLB-FM; WMJX-FM; WROR-FM; WTKK-FM Appendix 5	Marketing Dept for each station	See Appendix	617-822-9600		Yes
Greater Media, Inc. HR List Appendix 3		See Appendix			Yes
EEO Distribution List- Appendix 2		See Appendix			Yes
EEO Requesting Organizations – Appendix 4		See Appendix			Yes
Broadcasting Associations- Appendix 1		See Appendix			No
Nat'l Association of Asian American Professionals	NAAAP Client Services	<a href="http://Jobs@naaap.org">Jobs@naaap.org</a>	N/A		Yes
Monster.com	Tammy Quan	<a href="mailto:Tammy.quan@monster.com">Tammy.quan@monster.com</a>	N/A	12	Yes
Industry Referral	See Paul Shulins, Dir of Tech Operations	55 Morrissey Blvd., Boston, MA	617-822-9600	2	No

**#11 Job Title: GMB-Nat'l Sales Promotion Director (1 hire – 2/20/08)**  
**Referral Source(s) of Hiree: Internal Posting/Employee Referral**

**Stations WKLB-FM, WROR-FM, WBOS(FM), WMJX(FM) and WTKK(FM) are Equal Opportunity Employers.**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Media Boston-Internal Posting	Amy Hull	55 Morrissey Blvd., Boston, MA	617-822-9600	3	Yes
Greater Media, Inc. Website	Ed McCormack	<a href="mailto:emcormack@greatermedia.com">emcormack@greatermedia.com</a>	781-3448-8600	1	Yes
Greater Media Boston Station Websites: WBOS-FM; WKLB-FM; WMJX-FM; WROR-FM; WTKK-FM Appendix 5	Marketing Dept for each station	See Appendix	617-822-9600	2	Yes
Greater Media, Inc. HR List Appendix 3		See Appendix			Yes
EEO Distribution List- Appendix 2		See Appendix			Yes
EEO Requesting Organizations – Appendix 4		See Appendix			Yes
Broadcasting Associations- Appendix 1		See Appendix			No

**#12 Job Title: WKLB-Account Executive (1 hire – 2/25/08)**  
**Referral Source(s) of Hiree: WBOS website**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Media Boston-Internal Posting	Amy Hull	55 Morrissey Blvd., Boston, MA	617-822-9600		Yes
Greater Media, Inc. Website	Ed McCormack	<a href="mailto:emcormack@greatermedia.com">emcormack@greatermedia.com</a>	781-3448-8600		Yes
Greater Media Boston Station Websites: WBOS-FM; WKLB-FM; WMJX-FM; WROR-FM; WTKK-FM Appendix 5	Marketing Dept for each station	See Appendix	617-822-9600	1	Yes
Greater Media, Inc. HR List Appendix 3		See Appendix			Yes
EEO Distribution List- Appendix 2		See Appendix			Yes
EEO Requesting Organizations – Appendix 4		See Appendix			Yes
Broadcasting Associations- Appendix 1		See Appendix			No
WKLB Radio Adv	Jason Weiner, LSM	55 Morrissey Blvd., Boston, MA	617-22-9600	1	Yes

**#13 Job Title: WBOS-Account Executive (1 hire – 3/3/08)**  
**Referral Source(s) of Hiree: WBOS On-Air Advertising**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification?
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**Stations WKLB-FM, WROR-FM, WBOS(FM), WMJX(FM) and WTKK(FM) are Equal Opportunity Employers.**

					(Yes or No)
Greater Media Boston-Internal Posting	Amy Hull	55 Morrissey Blvd., Boston, MA	617-822-9600	3	Yes
Greater Media, Inc. Website	Ed McCormack	<a href="mailto:emcormack@greatermedia.com">emcormack@greatermedia.com</a>	781-3448-8600		Yes
Greater Media Boston Station Websites: WBOS-FM; WKLB-FM; WMJX-FM; WROR-FM; WTKK-FM Appendix 5	Marketing Dept for each station	See Appendix	617-822-9600	1	Yes
Greater Media, Inc. HR List Appendix 3		See Appendix			Yes
EEO Distribution List- Appendix 2		See Appendix			Yes
EEO Requesting Organizations – Appendix 4		See Appendix			Yes
Broadcasting Associations- Appendix 1		See Appendix			No
Industry Referral	See Randy Hershoff, LSM, WBOS	55 Morrissey Blvd., Boston, MA	617-822-9600	1	No
WBOS On-Air Advertising	Randy Hershoff	WBOS – 55 Morrissey Blvd, Boston MA	617-822-6778	7	Yes
Craigslist	N/A	<a href="http://www.bostoncraigslist.com">www.bostoncraigslist.com</a>	N/A	4	No

**#14; #17 Job Title: WTKK-Account Executive (2 hires - #14 - 3/7/08; #17 - 3/24/08)  
Referral Source(s) of Hiree: (#14) Internal Posting (Internal Promotion); (#17) WBOS Website**

*Note: Due to a change in management personnel, the Employment Unit has been unable to confirm whether additional interviews were conducted of candidates referred from other recruitment sources.*

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Media Boston-Internal Posting	Amy Hull	55 Morrissey Blvd., Boston, MA	617-822-9600	2	Yes
Greater Media, Inc. Website	Ed McCormack	<a href="mailto:emcormack@greatermedia.com">emcormack@greatermedia.com</a>	781-3448-8600		Yes
Greater Media Boston Station Websites: WBOS-FM; WKLB-FM; WMJX-FM; WROR-FM; WTKK-FM Appendix 5	Marketing Dept for each station	See Appendix	617-822-9600	1	Yes
Greater Media, Inc. HR List Appendix 3		See Appendix			Yes
EEO Distribution List- Appendix 2		See Appendix			Yes
EEO Requesting Organizations – Appendix 4		See Appendix			Yes
Broadcasting Associations- Appendix 1		See Appendix			No

**Stations WKLB-FM, WROR-FM, WBOS(FM), WMJX(FM) and WTKK(FM)  
are Equal Opportunity Employers.**

**#15-#16 Job Title: WMJX-Account Executive (2 hires - #15-3/10/08; #16 3/17/08)**  
**Referral Source(s) of Hiree: (#15-#16) Internal Posting/Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Media Boston-Internal Posting	Amy Hull	55 Morrissey Blvd., Boston, MA	617-822-9600	8	Yes
Greater Media, Inc. Website	Ed McCormack	<a href="mailto:emcormack@greatermedia.com">emcormack@greatermedia.com</a>	781-3448-8600		Yes
Greater Media Boston Station Websites: WBOS-FM; WKLB-FM; WMJX-FM; WROR-FM; WTKK-FM Appendix 5	Marketing Dept for each station	See Appendix	617-822-9600	6	Yes
Greater Media, Inc. HR List Appendix 3		See Appendix			Yes
EEO Distribution List- Appendix 2		See Appendix			Yes
EEO Requesting Organizations – Appendix 4		See Appendix			Yes
Broadcasting Associations- Appendix 1		See Appendix			No
Industry Referral	See Jackie Landry, GSM, WMJX	55 Morrissey Blvd, Boston, MA	617-822-9600	7	No
Craigslist	N/A	<a href="http://www.bostoncraigslist.com">www.bostoncraigslist.com</a>	N/A	5	No

**#18 Job Title: WTKK-Producer-Michael Graham Show (1 hire – 3/24/08)**  
**Referral Source(s) of Hiree: WTKK Website**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Media Boston-Internal Posting	Amy Hull	55 Morrissey Blvd., Boston, MA	617-822-9600	1	Yes
Greater Media, Inc. Website	Ed McCormack	<a href="mailto:emcormack@greatermedia.com">emcormack@greatermedia.com</a>	781-3448-8600		Yes
Greater Media Boston Station Websites: WBOS-FM; WKLB-FM; WMJX-FM; WROR-FM; WTKK-FM Appendix 5	Marketing Dept for each station	See Appendix	617-822-9600	4	Yes
Greater Media, Inc. HR List Appendix 3		See Appendix			Yes
EEO Distribution List- Appendix 2		See Appendix			Yes
EEO Requesting Organizations – Appendix 4		See Appendix			Yes
Broadcasting Associations- Appendix 1		See Appendix			No
Industry Referral	See Grace Blazer, Program Dir, WTKK	55 Morrissey Blvd., Boston, MA	617-822-9600	1	No

**Stations WKLB-FM, WROR-FM, WBOS(FM), WMJX(FM) and WTKK(FM) are Equal Opportunity Employers.**

**#19 Job Title: GMB-Production Director (1 hire – 4/7/08)**  
**Referral Source(s) of Hiree: Internal Posting (Internal Promotion)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Media Boston-Internal Posting	Amy Hull	55 Morrissey Blvd., Boston, MA	617-822-9600	1	Yes

**#20 Job Title: GMB-Creative Services Director (1 hire – 4/7/08)**  
**Referral Source(s) of Hiree: Internal Posting (Internal Promotion)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Media Boston-Internal Posting	Amy Hull	55 Morrissey Blvd., Boston, MA	617-822-9600	1	Yes

**#21 Job Title: WMJX-Continuity Director (1 hire – 4/7/08)**  
**Referral Source(s) of Hiree: Northeastern University Website (Husky Career Link)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Media Boston-Internal Posting	Amy Hull	55 Morrissey Blvd., Boston, MA	617-822-9600	5	Yes
Greater Media, Inc. Website	Ed McCormack	<a href="mailto:emcormack@greatermedia.com">emcormack@greatermedia.com</a>	781-3448-8600	1	Yes
Greater Media Boston Station Websites: WBOS-FM; WKLB-FM; WMJX-FM; WROR-FM; WTKK-FM Appendix 5	Marketing Dept for each station	See Appendix	617-822-9600		Yes
Greater Media, Inc. HR List Appendix 3		See Appendix			Yes
EEO Distribution List- Appendix 2		See Appendix			Yes
EEO Requesting Organizations – Appendix 4		See Appendix		2	Yes
Broadcasting Associations- Appendix 1		See Appendix		2	No
Industry Referral	See Kerry Joyce Coldwell, Traffic Director, GMB	55 Morrissey Blvd, Boston, MA	617-822-9600	1	No

**#22 Job Title: WROR-Account Executive (1 hire – 4/28/08)**  
**Referral Source(s) of Hiree: Industry Referral**

**Stations WKLB-FM, WROR-FM, WBOS(FM), WMJX(FM) and WTKK(FM)  
are Equal Opportunity Employers.**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Media Boston-Internal Posting	Amy Hull	55 Morrissey Blvd., Boston, MA	617-822-9600	1	Yes
Greater Media, Inc. Website	Ed McCormack	<a href="mailto:emcormack@greatermedia.com">emcormack@greatermedia.com</a>	781-3448-8600		Yes
Greater Media Boston Station Websites: WBOS-FM; WKLB-FM; WMJX-FM; WROR-FM; WTKK-FM Appendix 5	Marketing Dept for each station	See Appendix	617-822-9600		Yes
Greater Media, Inc. HR List Appendix 3		See Appendix			Yes
EEO Distribution List- Appendix 2		See Appendix			Yes
EEO Requesting Organizations – Appendix 4		See Appendix			Yes
Broadcasting Associations- Appendix 1		See Appendix			No
Industry Referral	See Eliot Grossman, LSM, WROR	55 Morrissey Blvd., Boston, MA	617-822-9600	2	No

**#23 Job Title: WROR-Account Executive (1 hire – 6/16/08)**  
**Referral Source(s) of Hire: Internal Posting/Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Media Boston-Internal Posting	Amy Hull	55 Morrissey Blvd., Boston, MA	617-822-9600	2	Yes
Greater Media, Inc. Website	Ed McCormack	<a href="mailto:emcormack@greatermedia.com">emcormack@greatermedia.com</a>	781-3448-8600	1	Yes
Greater Media Boston Station Websites: WBOS-FM; WKLB-FM; WMJX-FM; WROR-FM; WTKK-FM Appendix 5	Marketing Dept for each station	See Appendix	617-822-9600		Yes
Greater Media, Inc. HR List Appendix 3		See Appendix			Yes
EEO Distribution List- Appendix 2		See Appendix			Yes
EEO Requesting Organizations – Appendix 4		See Appendix			Yes
Broadcasting Associations- Appendix 1		See Appendix			No

**#24 Job Title: GMMG-Marketing Assistant (1 hire – 6/23/08)**  
**Referral Source(s) of Hire: Northeastern University Website (Husky Career Link)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification?
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**Stations WKLB-FM, WROR-FM, WBOS(FM), WMJX(FM) and WTKK(FM) are Equal Opportunity Employers.**

					(Yes or No)
Greater Media Boston-Internal Posting	Amy Hull	55 Morrissey Blvd., Boston, MA	617-822-9600	7	Yes
Greater Media, Inc. Website	Ed McCormack	<a href="mailto:emcormack@greatermedia.com">emcormack@greatermedia.com</a>	781-3448-8600	2	Yes
Greater Media Boston Station Websites: WBOS-FM; WKLB-FM; WMJX-FM; WROR-FM; WTKK-FM Appendix 5	Marketing Dept for each station	See Appendix	617-822-9600	2	Yes
Greater Media, Inc. HR List Appendix 3		See Appendix			Yes
EEO Distribution List- Appendix 2		See Appendix			Yes
EEO Requesting Organizations – Appendix 4		See Appendix		1	Yes
Broadcasting Associations- Appendix 1		See Appendix			No
Nat'l Association of Asian American Professionals	NAAAP Client Services	<a href="mailto:Jobs@naaap.org">Jobs@naaap.org</a>	N/A		Yes
Industry Referral	See Amy Hull, HR Mgr, GMB			1	

**#25 Job Title: WMJX-Sales Assistant (1 hire – 6/23/08)**  
**Referral Source(s) of Hire: Industry Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Media Boston-Internal Posting	Amy Hull	55 Morrissey Blvd., Boston, MA	617-822-9600	1	Yes
Greater Media, Inc. Website	Ed McCormack	<a href="mailto:emcormack@greatermedia.com">emcormack@greatermedia.com</a>	781-3448-8600		Yes
Greater Media Boston Station Websites: WBOS-FM; WKLB-FM; WMJX-FM; WROR-FM; WTKK-FM Appendix 5	Marketing Dept for each station	See Appendix	617-822-9600	2	Yes
Greater Media, Inc. HR List Appendix 3		See Appendix			Yes
EEO Distribution List- Appendix 2		See Appendix			Yes
EEO Requesting Organizations – Appendix 4		See Appendix			Yes
Broadcasting Associations- Appendix 1		See Appendix			No
Nat'l Association of Asian American Professionals	NAAAP Client Services	<a href="mailto:Jobs@naaap.org">Jobs@naaap.org</a>	N/A	2	Yes
Industry Referral	See Chris Paquin, Director of Sales	55 Morrissey Blvd.	617-822-9600	1	No

**Stations WKLB-FM, WROR-FM, WBOS(FM), WMJX(FM) and WTKK(FM) are Equal Opportunity Employers.**

**#26 Job Title: WKLB-Promotions Coordinator (1 hire – 6/30/08)**  
**Referral Source(s) of Hiree: Internal Posting (Existing Part-Time Employee)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Media Boston-Internal Posting	Amy Hull	55 Morrissey Blvd., Boston, MA	617-822-9600	1	Yes

**#27 Job Title: WKLB-General Sales Manager (1 hire – 6/30/08)**  
**Referral Source(s) of Hiree: Employee Referral (Internal Promotion)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Employee Referral	See Chris Paquin, Director of Sales	55 Morrissey Blvd., Boston, MA	617-822-9600	1	No

**#28 Job Title: GMB-Staff Broadcast Engineer/IT Professional (1 hire – 7/14/08)**  
**Referral Source(s) of Hiree: Internal Posting/Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Media Boston-Internal Posting	Amy Hull	55 Morrissey Blvd., Boston, MA	617-822-9600	1	Yes
Greater Media, Inc. Website	Ed McCormack	<a href="mailto:emcormack@greatermedia.com">emcormack@greatermedia.com</a>	781-3448-8600		Yes
Greater Media Boston Station Websites: WBOS-FM; WKLB-FM; WMJX-FM; WROR-FM; WTKK-FM Appendix 5	Marketing Dept for each station	See Appendix	617-822-9600		Yes
Greater Media, Inc. HR List Appendix 3		See Appendix			Yes
EEO Distribution List- Appendix 2		See Appendix		1	Yes
EEO Requesting Organizations – Appendix 4		See Appendix			Yes
Broadcasting Associations- Appendix 1		See Appendix		1	No
Nat'l Association of Asian American Professionals	NAAAP Client Services	<a href="mailto:Jobs@naaap.org">Jobs@naaap.org</a>	N/A		Yes
Craigslist	N/A	<a href="http://www.bostoncraigslist.com">www.bostoncraigslist.com</a>	N/A	1	No

**#29 Job Title: WBOS-General Sales Manager (1 hire – 7/22/08)**  
**Referral Source(s) of Hiree: Internal Posting/Employee Referral**

**Stations WKLB-FM, WROR-FM, WBOS(FM), WMJX(FM) and WTKK(FM) are Equal Opportunity Employers.**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Media Boston-Internal Posting	Amy Hull	55 Morrissey Blvd., Boston, MA	617-822-9600	4	Yes
Greater Media, Inc. Website	Ed McCormack	<a href="mailto:emcormack@greatermedia.com">emcormack@greatermedia.com</a>	781-3448-8600		Yes
Greater Media Boston Station Websites: WBOS-FM; WKLB-FM; WMJX-FM; WROR-FM; WTKK-FM Appendix 5	Marketing Dept for each station	See Appendix	617-822-9600		Yes
Greater Media, Inc. HR List Appendix 3		See Appendix			Yes
EEO Distribution List- Appendix 2		See Appendix			Yes
EEO Requesting Organizations – Appendix 4		See Appendix			Yes
Broadcasting Associations- Appendix 1		See Appendix			No
Industry Referral	See Chris Paquin, Dir of Sales, GMB	55 Morrissey Blvd., Boston, MA	617-822-9600	3	No

**#30 Job Title: WTKK-Local Sales Manager (1 hire – 8/4/08)**  
**Referral Source(s) of Hire: Internal Posting/Employee Referral**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Media Boston-Internal Posting	Amy Hull	55 Morrissey Blvd., Boston, MA	617-822-9600	7	Yes
Greater Media, Inc. Website	Ed McCormack	<a href="mailto:emcormack@greatermedia.com">emcormack@greatermedia.com</a>	781-3448-8600	1	Yes
Greater Media Boston Station Websites: WBOS-FM; WKLB-FM; WMJX-FM; WROR-FM; WTKK-FM Appendix 5	Marketing Dept for each station	See Appendix	617-822-9600	1	Yes
Greater Media, Inc. HR List Appendix 3		See Appendix			Yes
EEO Distribution List- Appendix 2		See Appendix			Yes
EEO Requesting Organizations – Appendix 4		See Appendix			Yes
Broadcasting Associations- Appendix 1		See Appendix			No
Industry Referral	See Nika Desautels, GSM, WTKK	55 Morrissey Blvd., Boston, MA	617-822-9600	1	No

**#31, #33 Job Title: Desktop Support Specialist (1 hire – 8/18/08); IT Support Engineer (1 hire – 9/8/08)**  
**Referral Source(s) of Hire: (#31) Linked-In Job Posting; (#33) Craigslist**

**Stations WKLB-FM, WROR-FM, WBOS(FM), WMJX(FM) and WTKK(FM)  
are Equal Opportunity Employers.**

*Note: Both positions have similar skill sets and were posted using the same outreach sources. All applicants were evaluated with both positions in mind.*

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Media Boston-Internal Posting	Amy Hull	55 Morrissey Blvd., Boston, MA	617-822-9600		Yes
Greater Media, Inc. Website	Ed McCormack	<a href="mailto:emcormack@greatermedia.com">emcormack@greatermedia.com</a>	781-3448-8600		Yes
Greater Media Boston Station Websites: WBOS-FM; WKLB-FM; WMJX-FM; WROR-FM; WTKK-FM Appendix 5	Marketing Dept for each station	See Appendix	617-822-9600		Yes
Greater Media, Inc. HR List Appendix 3		See Appendix			Yes
EEO Distribution List- Appendix 2		See Appendix			Yes
EEO Requesting Organizations – Appendix 4		See Appendix			Yes
Broadcasting Associations- Appendix 1		See Appendix			No
Nat'l Association of Asian American Professionals	NAAAP Client Services	<a href="mailto:Jobs@naaap.org">Jobs@naaap.org</a>	N/A		Yes
Linked –In		<a href="http://www.linkedin.com">www.linkedin.com</a>		3	No
Craigslist	N/A	<a href="http://www.bostoncraigslist.com">www.bostoncraigslist.com</a>	N/A	8	No

**#32 Job Title: WKLB-Traffic Manager (1 hire – 9/2/08)  
Referral Source(s) of Hiree: Massachusetts Broadcasters Association Website**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Media Boston-Internal Posting	Amy Hull	55 Morrissey Blvd., Boston, MA	617-822-9600	2	Yes
Greater Media, Inc. Website	Ed McCormack	<a href="mailto:emcormack@greatermedia.com">emcormack@greatermedia.com</a>	781-3448-8600		Yes
Greater Media Boston Station Websites: WBOS-FM; WKLB-FM; WMJX-FM; WROR-FM; WTKK-FM Appendix 5	Marketing Dept for each station	See Appendix	617-822-9600	1	Yes
Greater Media, Inc. HR List Appendix 3		See Appendix			Yes
EEO Distribution List- Appendix 2		See Appendix			Yes
EEO Requesting Organizations – Appendix 4		See Appendix			Yes
Broadcasting Associations- Appendix 1		See Appendix		1	No

**Stations WKLB-FM, WROR-FM, WBOS(FM), WMJX(FM) and WTKK(FM)  
are Equal Opportunity Employers.**

Nat'l Association of Asian American Professionals	NAAAP Client Services	<a href="mailto:Jobs@naaap.org">Jobs@naaap.org</a>	N/A		Yes
Industry Referral	See Kerry Joyce-Coldwell – Traffic Director, GMB	55 Morrissey Blvd., Boston, MA	617-822-9600		No
Boston Women Communicators (BWC)	Jane Wilson	Boston Women Communicators (BWC) P.O. Box 404, Back Bay Station Boston, MA	(617) 723-5642		Yes

**#34 Job Title: WKLB-Account Executive (1 hire – 10/20/08)**  
**Referral Source(s) of Hire: Internal Posting (Internal Promotion)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Media Boston-Internal Posting	Amy Hull	55 Morrissey Blvd., Boston, MA	617-822-9600	1	Yes
Greater Media, Inc. Website	Ed McCormack	<a href="mailto:emccormack@greatermedia.com">emccormack@greatermedia.com</a>	781-3448-8600		Yes
Greater Media Boston Station Websites: WBOS-FM; WKLB-FM; WMJX-FM; WROR-FM; WTKK-FM Appendix 5	Marketing Dept for each station	See Appendix	617-822-9600		Yes
Greater Media, Inc. HR List Appendix 3		See Appendix			Yes
EEO Distribution List- Appendix 2		See Appendix			Yes
EEO Requesting Organizations – Appendix 4		See Appendix			Yes
Broadcasting Associations- Appendix 1		See Appendix			No
Craigslist	N/A	<a href="http://www.bostoncraigslist.com">www.bostoncraigslist.com</a>	N/A	6	No
Industry Referral	See Jason Weiner, LSM, WKLB	55 Morrissey Blvd, Boston, MA	617-822-9600	2	No

**#35-#36 Job Title: WBOS-Account Executive (2 hires – #35-#36 11/11/08)**  
**Referral Source(s) of Hire: (#35) Internal Posting/Employee Referral; (#36) Internal Posting (Internal Promotion)**

Name of Organization Notified of Job Vacancy	Contact Person	Address	Telephone Number	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Greater Media Boston-Internal Posting	Amy Hull	55 Morrissey Blvd., Boston, MA	617-822-9600	2	Yes
Greater Media, Inc. Website	Ed McCormack	<a href="mailto:emccormack@greatermedia.com">emccormack@greatermedia.com</a>	781-3448-8600		Yes
Greater Media Boston Station Websites: WBOS-FM; WKLB-FM; WMJX-FM; WROR-FM; WTKK-FM Appendix 5	Marketing Dept for each station	See Appendix	617-822-9600		Yes

**Stations WKLB-FM, WROR-FM, WBOS(FM), WMJX(FM) and WTKK(FM)  
are Equal Opportunity Employers.**

Greater Media, Inc. HR List Appendix 3		See Appendix			Yes
EEO Distribution List- Appendix 2		See Appendix			Yes
EEO Requesting Organizations – Appendix 4		See Appendix			Yes
Broadcasting Associations- Appendix 1		See Appendix			No
Nat'l Association of Asian American Professionals	NAAAP Client Services	<a href="mailto:Jobs@naaap.org">Jobs@naaap.org</a>	N/A		Yes
Women for Hire (Job Fair)	Amanda Donikowksi	545 8 <sup>th</sup> Avenue, Suite 1220, New York, NY	212-290-2600	5	Yes
Industry Referral	See Chris Paquin, Dir of Sales, GMB	55 Morrissey Blvd, Boston, MA	617-822-9600	1	No

6) **Total # of Interviewees:** For the period from November 22, 2007, through November 21, 2008, this Employment Unit interviewed 227 interviewees for full-time job vacancies.

7) **Supplemental Recruitment Initiatives.** List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

**(a) Initiative: Internship Program**

Date: Ongoing

Participants: All Stations

All Greater Media Boston stations have ongoing internship programs, which are advertised on their websites, through posting jobs with outside sources, and job fairs. Internships are offered in Promotions, Sales, Creative Services and MIS.

The following colleges have had, or currently have, interns at Greater Media Boston: Berklee College; Art Institute of Boston; Bryant College (RI); Suffolk University; Emmanuel College; Boston University; Salem State College; Northeastern University; Endicott College; UMass-Boston; Emerson College; Quinnipiac University (CT); Johnson & Wales (RI); Boston College; Bridgewater State College; Assumption College; Tufts University; Hobart College; Connecticut School of Broadcasting; LaSalle College; New York University; Curry College; Worcester State.

The following high schools have had, or currently have, interns at Greater Media Boston: Media Communications & Technology High School; Thayer Academy; Boston Collegiate Charter School.

**(b) Initiative: List each upper-level job opening in a job bank or newsletter of a media-trade group with a broad-based membership, including participation of women and minorities.**

**American Women in Radio & Television:** Where appropriate, Greater Media Boston sends notification of job openings to American Women in Radio & Television.

**Boston Women Communicators:** Where appropriate, Greater Media Boston sends notification of job openings to Boston Women Communicators for posting.

**NAAAP (National Assoc. of Asian Professionals):** Greater Media/Boston continues contact with NAAAP by posting jobs on their website (where appropriate) and networking at NAAAP job fairs (i.e. 10/8/08).

**Stations WKLB-FM, WROR-FM, WBOS(FM), WMJX(FM) and WTKK(FM)  
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**NAACP:** Where appropriate, Greater Media Boston sends notification of job openings to Karen Payne, President of the NAACP Boston Branch; as well as attending monthly meetings. To date, NAACP does not maintain formal job postings.

**(c) Initiative: Participate in (four) Job Fairs:**

**(1) Shomex Professional & Diversity Job Fair**

Date: May 9, 2008

Location: Newton Marriott Hotel, Newton, MA

Station Participant: HR Coordinator

**(2) New England Diversity Career Fair sponsored by Armed Forces Connection (AFC)**

Date: August 20, 2008

Location: Radisson Hotel, Nashua, NH

Station Participant: HR Coordinator

**(3) Women for Hire Professional Career Fair**

Date: September 23, 2008

Location: Boston Sheraton Hotel, Boston, MA

Station Participant(s): HR Coordinator; WBOS General Sales Manager

**(4) Shomex Professional & Diversity Job Fair**

Date: October 16, 2008

Location: Marriott Boston Copley Place, Boston, MA

Station Participant(s): HR Coordinator; WKLB General Sales Manager; WTKK Local Sales Manager;

Nat'l Sales Manager

**(#1-#4) Spoke with job seekers about Greater Media Boston, job opportunities in radio, and any open positions at Greater Media Boston. GMB also promoted the Massachusetts Broadcasters Association, as well as how to learn about open positions in broadcasting in the Boston market through searching websites, etc. The Massachusetts Broadcasters brochure "Careers in Radio" was also distributed to job seekers.**

**(d) Participated in events or programs sponsored by educational institutions relating to career opportunities in broadcasting:**

- (1) Boston Public Schools Advisory Council Meeting (12/13/07):** In support of the Boston Public Schools Media & Arts curriculum, networked with other Boston businesses and community organizations to collaborate on enriching the current curriculum.
- (2) Roxbury Community College (1/9/08):** Met with Irina Galatskaya to discuss how GMB can mentor communications students.
- (3) Media Communications & Technology High School "Media Day" (2/1/08):** "Radio You" (WBOS HD2 station) Assistant Program Director and MCTHS intern conducted two sessions about editing music for airing on "Radio You".
- (4) Boston College Career Fair (3/2008):** Attended by WMJX Assistant Program Director and On-Air Talent, Candy O'Terry.
- (5) Brook Farm Business Academy (BPS) Board Meeting (4/10/08):** To advise business school in curriculum in business and how it relates to business jobs for their students in broadcasting. HR Director is a member of this board.
- (6) Woburn High School & DET "Connecting Activities" Station Tour (5/1/08):** GMB hosted students from Woburn Public HS for a tour and a pizza lunch w/round-table discussions about careers in radio. Various radio station professionals gave a short presentation to the students about their jobs and career paths.
- (7) GRLZ Radio Annual Meeting (6/12/08):** GMB HR Director addressed GRLZ Radio participants, Boston's Mayor Menino and business partners to announce the details of the *Greater Media Summer Fellowship Program* and to announce the GRLZ Radio member selected for the fellowship.

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are Equal Opportunity Employers.**

- (8) **Brook Farm Business Academy (BPS) Faculty Presentation (6/19/08):** GMB was approached to give a presentation about sales and marketing during 'Faculty Day' to support adding classes to the business curriculum in sales and marketing. GMB invited Laura Wareck from O'Neill & Assoc. (GMB's marketing agency) to join Amy Hull (HR Director) in this presentation.
- (9) **GMB Hosts GRLZ Radio New Members (7/18/08):** 15 new GRLZ Radio members and four staff toured the radio stations. GMB hosted a pizza lunch, with invited professional women staff members who addressed the group about their career paths and job responsibilities. Q&A followed.
- (10) **Madison Park HS – Boston Public Schools (8/19/08):** VP/Market Manager and HR Director visited the Curriculum Head and Curriculum Coordinator to find out what GMB can do to help enhance their radio curriculum.
- (11) **English HS – Boston Public Schools (9/10/08& 9/16/08):** GMB HR Director visited the Headmaster and Media Dept Head to discuss partnership opportunities; discussion continued with another meeting at GMB with VP/Market Manager and Chief Engineer. Initial plans laid.
- (12) **Citywide Arts Media & Communications Technology Industry Cluster Advisory Panel Meeting (9/30/08):** GMB participated in this panel discussion to help expand business mentoring within the Boston Public School system. GMB expanded the radio broadcasting company panel by inviting participants from CBS Radio to join the board.
- (13) **Framingham State College Internship Networking Event**  
 Date: November 4, 2008  
 Location: Framingham State College  
 Station Participant(s): HR Coordinator; WROR Promotions Coordinator

Spoke with Framingham State College students about internship opportunities with Greater Media Boston. Distributed Massachusetts Broadcasters brochure "Careers in Radio".

**(e) Participated in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information on broadcasting employment opportunities to job candidates who might otherwise be unaware of such opportunities:**

- **Boston Public Schools Media Programs:** Greater Media Boston has made a commitment to partner with, encourage and support programs teaching radio broadcasting through engineering support, mentoring programs, student employment, internships and speaking engagements. GMB is currently working with students and faculty at Media Communications & Technology High School, English High School, Boston Day & Evening Academy, Madison Park High School, and Brook Farm Business Academy.
- **DYS Program "Teen Works" Station Tour (2/28/08):** Mid-teen boys from Boston, South Shore, Cape Cod, who are in a residential DHS program for 90-150 days before returning to their communities. All expressed interest in recording music. Team Works tries to broaden their student's horizons and present alternatives to their futures other than the path that brought them to DHS.
- **Diversity Poetry Contest (2/2008):** Third year GMB conducted this contest, selecting poems from elementary, middle and high school entries. Students express their feelings on diversity through poetry. Poems are selected from each of the three school age groups, and the selected poets come to GMB to record their poems in our Production Dept. Poems are incorporated in PSA's about diversity among students, and aired on WBOS, WMJX, WROR and WTKK.
- **New England Institute of Art (3/27/08):** Director of Interactive Marketing spoke to the graduating class about opportunities in radio, radio's new approach to the digital world and broadcasting, providing new job opportunities in the future. Gave an overview of Greater Media.
- **Mass Association for the Blind/Vision Community Services (4/9/08):** Gay Vernon hosted an event, and included discussions on vision issues in the work place.
- **WBOS Program Director "Shadow" Day (4-2008):** A Northeastern University freshman shadowed our WBOS Program Director for a day to learn about the radio business.
- **GRLZ Radio Program (5/6/08):** GMB met with the directors of GRLZ Radio, an internationally recognized radio station and after-school program which gives young women a voice in their community. This meeting began a very productive relationship between GMB and the GRLZ Radio Program. A student member was selected for a summer (paid) fellowship, to work at "Radio You" (WBOS HD station) and to produce a two-hour GRLZ Radio program to air all summer.

**Stations WKLB-FM, WROR-FM, WBOS(FM), WMJX(FM) and WTKK(FM)  
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- **Lawrence Boys & Girls School Tour for “Mentor Day” (5/7/08):** Five students (ages 15-16) toured the radio stations, and were given a production demonstration by WROR’s Production Director. Employee volunteers discussed careers in radio with the students.
- **Boston Private Industry Council (PIC) Annual Meeting (5/7/08):** GMB is a business participant in the PIC summer jobs program to employ Boston youth.
- **Bowen School Kindergarten Class Tour (5/8/08):** The class was learning about technology, and spent time with WMJX Production Director after touring the station.
- **Dress for Success Program (5/15/08):** WMJX participated in a “Dress for Success” program, which helps to prepare disadvantaged women for the workforce.
- **“Career Spotlight”-Arlington Public Access TV (6/4/08):** 30 minute documentary about Candy O’Terry’s career in radio, which aired in Summer of 2008, promoted and explained broadcasting employment.
- **Mass Broadcasters “Your EEO Questions Answered” (6/17/08):** Session conducted by Scott Flick, Esq. Of Pillsbury Winthrop Shaw Pittman and Elizabeth Ritvo, Esq. Of Brown Rudnick Berlack & Israels to advise on better EEO outreach practices for broadcasters.
- **Connecticut School of Broadcasting Student Shadow (6/18/08):** Student shadowed Candy O’Terry to learn about her job as Assistant Program Director of WMJX and being an on-air talent.
- **GMB Visit to GRLZ Radio Studios (7/23/08):** Greater Media VP/Corporation Communications, HR Manager, and “Radio You” Assistant Program Director visited the studios at GRLZ Radio to promote this relationship. Student DJ conducted a live on-air interview with the Greater Media Staff.
- **Bay State Banner and NAACP Employment Event (10/8/08):** GMB attended this event, meeting with organization leaders to discuss a future partnership, which would include participation in employment event panel discussions.
- **Boston Day & Evening Academy Job Shadow (10/24/08):** Boston Day & Evening Academy student asked to job shadow broadcast production, with a future goal to work doing voice-overs. She spent time with three GMB production directors. *(Note: This experience was included as part of her “Senior Presentation” on November 17<sup>th</sup>. GMB Production Director David O’Leary and HR Director Amy Hull attended the presentation.)*
- **National Disability Employment Awareness Month (11/6/08):** GMB hosted five disabled individuals and the DET for tour of the station, and a round-table lunch discussion about jobs in radio and the qualifications required. A member of GMB Business Dept. lead the discussion about jobs in the Business Dept. An Engineer gave an overview of the transmitter room and engineering jobs. The guests also were treated to observe the monthly appearance by Gov. Deval Patrick on WTKK.
- **“Media Matters” School Tour (11/7/08):** 25 students from a South Shore high school toured GMB facilities as part of “Media Matters” conference they attended at UMass Boston. WROR Production Director, Gordon McAdams gave the students a demonstration of radio production.

**Stations WKLB-FM, WROR-FM, WBOS(FM), WMJX(FM) and WTKK(FM)  
are Equal Opportunity Employers.**

## **APPENDIX 1: LIST OF WEBSITES FOR ONLINE POSTINGS**

Massachusetts Broadcasters Association [www.massbroadcasters.org](http://www.massbroadcasters.org)  
New Hampshire Association of Broadcasters [www.nhab.org](http://www.nhab.org)

## **APPENDIX 2: EEO DISTRIBUTION LIST\***

Amherst College	<a href="mailto:careers@amherst.edu">careers@amherst.edu</a>
The Career Place	<a href="mailto:gsommer@detma.org">gsommer@detma.org</a>
Clark University	<a href="mailto:mkarayiannis@clarku.edu">mkarayiannis@clarku.edu</a>
Colby-Sawyer College	<a href="mailto:ktaylor@colby-sawyer.edu">ktaylor@colby-sawyer.edu</a>
CT School of Broadcasting, Boston	<a href="mailto:bostoncsb@aol.com">bostoncsb@aol.com</a>
CT School of Broadcasting, Farmington	<a href="mailto:farmcsb@aol.com">farmcsb@aol.com</a>
Daniel Webster College	<a href="mailto:kwbay@dw.edu">kwbay@dw.edu</a>
Elms College – Kelly Woods	<a href="mailto:woods@elms.edu">woods@elms.edu</a>
Employment Network	<a href="mailto:lnewton@detma.org">lnewton@detma.org</a>
Fall River Career Center – Tom Moniz	<a href="mailto:tmoniz@detma.org">tmoniz@detma.org</a>
Hampshire College Career Options Center	<a href="mailto:jzerby@hampshire.edu">jzerby@hampshire.edu</a>
International Women’s Media Foundation	<a href="mailto:wmf@aol.com">wmf@aol.com</a>
New England School of Communications	<a href="mailto:nescom@husson.edu">nescom@husson.edu</a>
RI Dept of Labor and Training	<a href="mailto:cgrieco@dit.state.ri.us">cgrieco@dit.state.ri.us</a>
Smith College	<a href="mailto:bjameson@email.smith.edu">bjameson@email.smith.edu</a>
University of Hartford	<a href="mailto:lasmith@mail.hartford.edu">lasmith@mail.hartford.edu</a>
University of Maine	<a href="mailto:nancy@maine.edu">nancy@maine.edu</a>
University of New Hampshire	<a href="mailto:career.services@unh.edu">career.services@unh.edu</a>

*\*Did not request job postings from Greater Media Boston; however, these organizations maintain job posting services for their clients, students and/or alumni.*

## **APPENDIX 3: Greater Media HR List\*\***

Cynthia Lucas – Greater Media Philadelphia	<a href="mailto:clucas@greaterphila.com">clucas@greaterphila.com</a>
Ed McCormack – Greater Media, Inc.	<a href="mailto:emccormack@greatermedia.com">emccormack@greatermedia.com</a>
Joe Ciccone – Greater Media Philadelphia	<a href="mailto:jciccone@greaterphila.com">jciccone@greaterphila.com</a>
Kathy Colavita – WMTR-WDHA (Greater Media/New Jersey)	<a href="mailto:kcolavita@wmtr-wdha.com">kcolavita@wmtr-wdha.com</a>
Maryann Schel – WRAT (Greater Media/New Jersey)	<a href="mailto:mare@wrat.com">mare@wrat.com</a>
Sharon Zarnowski – WJRZ (Greater Media/New Jersey)	<a href="mailto:szarnowski@oldies100fm.com">szarnowski@oldies100fm.com</a>
Sheila Smith – Greater Media Detroit	<a href="mailto:ssmith@greatermediadetroit.com">ssmith@greatermediadetroit.com</a>
Toni Pirrone – Greater Media Philadelphia	<a href="mailto:tpirrone@greaterphila.com">tpirrone@greaterphila.com</a>

*\*\*All Greater Media companies request to be included in inter-company job postings Referrals are encouraged..*

**Stations WKLB-FM, WROR-FM, WBOS(FM), WMJX(FM) and WTKK(FM)  
are Equal Opportunity Employers.**

#### **APPENDIX 4: EEO Requesting Organizations\*\*\***

Action, Inc.	<a href="mailto:pattyjobs@yahoo.com">pattyjobs@yahoo.com</a>
Adecco	<a href="mailto:jay.barrett@adeccona.com">jay.barrett@adeccona.com</a>
Babson College Center for Career Development – Megan Houlder	<a href="mailto:mhoulder@babson.edu">mhoulder@babson.edu</a>
Boston Black Journalists Association	<a href="mailto:mijohn@gmail.com">mijohn@gmail.com</a>
Boston Careerlink – Dave Clemens	<a href="mailto:dcllemen@detma.org">dcllemen@detma.org</a>
Boston University Office of Career Services	<a href="mailto:future@bu.edu">future@bu.edu</a>
Charlotte Nelson – Northeastern University	<a href="mailto:recruiting@neu.edu">recruiting@neu.edu</a>
DETMMA – Maurice Lewis	<a href="mailto:mlewis@detma.org">mlewis@detma.org</a>
Easter Seals – Susan Caracciolo	<a href="mailto:jobs@eastersealsma.org">jobs@eastersealsma.org</a>
Emmanuel College	<a href="mailto:careerdevelopment@emmanuel.edu">careerdevelopment@emmanuel.edu</a>
Goods Entertainment – Adam Goodman	<a href="mailto:adam@goodsentertainment.com">adam@goodsentertainment.com</a>
InnerVisions Internet	<a href="mailto:rgreen@innervisionsintenet.com">rgreen@innervisionsintenet.com</a>
JobNet	<a href="mailto:jacker@detma.org">jacker@detma.org</a>
Mass Rehabilitation Commission	<a href="mailto:Karen.mael@mrc.state.ma.us">Karen.mael@mrc.state.ma.us</a>
NDS Productions	<a href="mailto:Gimmedalightly@aol.com">Gimmedalightly@aol.com</a>
North of Boston Convention & Visitors Bureau – Aimee O'Brien	
Techfind	<a href="mailto:amy@techfind.com">amy@techfind.com</a>
Training Resource of America	<a href="mailto:annetmjt@yahoo.com">annetmjt@yahoo.com</a>
Northeastern University (Husky Career Link)	<a href="mailto:husky@neu.edu">husky@neu.edu</a>

*\*\*\*These organizations have requested to be included in any Greater Media job postings via their designated email addresses (specific contact information N/A).*

#### **APPENDIX 5: Greater Media Boston Station Websites**

WBOS	<a href="http://www.wbos.com">www.wbos.com</a>
WKLK	<a href="http://www.wklb.com">www.wklb.com</a>
WMJX	<a href="http://www.wmjx.com">www.wmjx.com</a>
WROR	<a href="http://www.wror.com">www.wror.com</a>
WTKK	<a href="http://www.wtkk.com">www.wtkk.com</a>

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