

WXKS(FM), WXKS(AM), WJMN(FM), WKOX(AM)

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	On-Air Announcements WXKS-FM, WXKS-AM, WJMN-FM, WXOK-AM Dina Odak 10 Cabot Road, Suite 302 Medford, MA 02155 781-393-7860	N	4
2	Employee Referral/Internal Posting	N	34
3	Non-Employee Referral	N	5
4	www.clearcareers.com	N	5
5	www.kiss108.com	N	8
6	www.jamn945.com	N	5
7	www.1200rumba.com	N	0
8	www.monster.com and www.bostonworks.com (Posting place on either site and automatically duplicated on the sister site.)	N	3
9	www.craigslist.com	N	2
10	Mass Bay Community College Career Direction and Assistance Wellesley Hills Campus Attn: Linda Davis 50 Oakland St Wellesley, MA 02481 781-239-2661	N EMAIL	0
11	Emerson College Attn: Howard D. Simpson 120 Boylston Street Boston, MA 02116-4624 617-824-8894	Y	1
12	BU Office of Career Services Attn: Alison Adams 19 Deerfield St – 3 rd Fl Boston, MA 02215 617-353-5891	N	0
13	Endicott College Career Center Diane M. Halle Library Attn: Dale McLennan 376 Hale St Beverly, MA 01915 978-232-3146 careers@endicott.edu	N EMAIL	0

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14	Suffolk University Career Services and Cooperative Education Attn: Terrance Wells 8 Ashburton Place Boston, MA 02108 617-573-8480	Y	0
15	Lesley University Career Center 29 Everett Street Cambridge, MA 02138-2790 617-349-8550	Y	0
16	Northeastern University Attn: Maria Stein Career Services 420 Huntington Avenue Boston, MA 02115 617-373-2430 m.stein@neu.edu	N EMAIL	0
17	Boston College Career Center Southwell Hall 38 Commonwealth Ave Chestnut Hill, MA 02467	N	0
18	Urban League of RI Attn: Dina Brown 246 Prairie Ave Providence, RI 02905 401-351-5000 dina@ulri.org	N EMAIL	0
19	Boston Career Link Attn: Christine Pineda 1010 Harrison Ave Boston, MA 02119 617-536-1888	N	0
20	The Career Place Attn: Cathy Strain 100 Sylvan Rd – Suite G-100 Woburn, MA 01801 781-932-5566 cstrain@detma.org	Y EMAIL	1
21	Career Center of North Central Mass Attn: J. Evans 100 Erdam Way Leominster, MA 01453 978-534-1375 jevans@detma.org	N EMAIL	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
22	Jobnet Attn: Ed Crognalo 210 South St. Boston, MA 02111 617-338-0809 X215 ecrognalo@detma.org	Y EMAIL	0
23	Progresso Latino, Inc. Renee Fullerton 626 Broad St Central Falls, RI 02863 401-728-5290 Fullerton_renee@yahoo.com	Y EMAIL	0
24	Employment and Training Resources/One Stop Career Center 288 Walnut St Newtonville, MA 02460 617-928-0530 X204 Jd'ercole@detma.org	Y EMAIL	0
25	NAACP- Massachusetts Chapter Frank Buntin P.O. Box 90163 Mason Square Station Springfield, MA 01139 413-734-2765	N	0
26	Association for Women in Communications 3337 Duke Street Alexandria, VA 22314 703-370-7436 703-370-7437 (fax) info@womcom.org	N	0
27	Tanika Stephans Freedom House, Inc. 14 Crawford St. Dorchester, MA 02121 617-445-3700/617-442-6201	Y MAIL	0
28	Evelyn Morales Action for Boston Community Development, Inc. 178 Tremont Street Boston, MA 02111 hr@bostonabcd.org	Y EMAIL	0
29	Kathryn Kirby Regional Employment Board of Hampden County 1441 Main Street, 1 st Floor 413-755-1359 Kirby@rebhc.org	Y EMAIL	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
30	Gisella Zuniga Every Woman's Center Resource Referral Program – UMass Wilder Hall 221 Stockbridge Road Amherst, MA 01003 ewcrr@stvf.umass.edu	N EMAIL	0
31	Jorge Pagan Puerto Rican Veterans Assoc. of MA, Inc. 719 Tremont Street Boston, MA 02118 617-778-1310 617-778-1309 (Fax) PRVABoston@yahoo.com	Y EMAIL	0
32	Kathy Reddick Cambridge NAACP P.O. Box 831 Cambridge, MA 02139 617-395-7878 617-395-7728 (Fax) cambridgenaacp@att.net	N EMAIL	0
33	Melissa Gaudette AWRT/Boston New England Chapter 55 Morrissey Blvd. Boston, MA 02125 617-822-6559 www.awrtboston@gmail.com	N EMAIL	0
34	Pat Nickerson Boston Women's Commission City Hall Plaza Room 716 Boston, MA 02201 617-635-3138	N Letter	0
35	MRC Attn: Paula Santagati 1 Parker Street Lawrence, MA 01843 978-685-1731 x 631 Paula.Santagati@mcr.state.ma.us	Y EMAIL	0
36	Networks Employment Services Enable, Inc. 603 Neponset Street Canton, MA 02021 781-821-1386 Attn: Mrianda Parker MParker@enableinc.org	Y EMAIL	0
37	Mount Ida College 777 Dedham Street Newton, MA 02459 617-928-4602 Attn: Rob Brooks rbrooks@mountida.edu	Y EMAIL	0

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38	NAB Employment Clearing House 1771 N. Street NW Washington, DC 20036 Attn: Karen Hunter	Y	0
39	RI Indian Council 807 Broad Street Box L Providence, RI 02907 Attn: Allison Greene	Y	0
40	Urban League of Eastern Massachusetts 88 Warren Street Roxbury, MA 02119 617-442-4519	Y	0
41	Bentley College 175 Forest Street Waltham, MA 02452 Attn: Janet Kenney 781-891-2442 jkenney@bentley.edu	Y EMAIL	0
42	Smith College Career Dev Office 84 Elm Street Northampton, MA 01063 413-585-2582 eaccess@smith.edu	Y EMAIL	0
43	Cambridge Employment Program 51 Inman Street Cambridge, MA 02139 Attn: Josh Foley jfoley@cambridgema.gov	Y EMAIL	0
44	Massasoit Community College One Massasoit Blvd Brockton, MA 02302 508-588-9100 X1406 Attn: Career Placement pdaniels@massasoit.mass.edu	Y EMAIL	0
45	Emmanuel College 400 The Fenway Boston, MA 02115 617-735-9930 Nancy Henriquez careerdevelopment@emmanuel.edu	Y EMAIL	0
46	Colby-Sawyer College 541 Main Street New London, NH 03257 Rhonda Tracey rtracey@colby-sawyer.edu	Y EMAIL	0
47	CSB – Ct School of Broadcasting 73 TV Place Needham, MA 02494 781-444-0237 Steve Williams CSBBoston@gocsb.com	Y EMAIL	0

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48	Westfield State College Office of Career Services Junior Delado 577 Western Avenue Westfield, MA 01086	Y EMAIL	0
49	Roxbury Community College Office of Career Services 1234 Columbus Ave Roxbury, MA 02120	N MAIL	0
50	Harvard University Office of Career Services 54 Dunster Street, Cambridge, MA 02138	N EMAIL	0
51	Howard University 525 Bryant St NW Washington DC 20059 Attn: Carol Dudley	N MAIL	0
52	The Work Place Attn: Debra Garrett 29 Winter Street Boston, MA 02108	N MAIL	0
53	National Association of Hispanic Journalists Attn: Marco Botero 100 National Press Building Washington, DC 20045	Y MAIL	0
54	Boston Career Link AttN: Daphne Armstrong 1010 Harrison Avenue Boston, MA 02119	N MAIL	0
55	Progresso Latino Inc. Mario Bueno 626 Broad Street Central Falls, RI 02863	N MAIL	0
56	Int'l Women's Media Foundation 1625 K Street NW Suite 1275 Washington, DC 20006	N MAIL	0
57	Quincy Career Center Attn: Laura Hoitt 152 Parkingway Quincy, MA 02169	N MAIL	0
58	South Asian Journalists Columbia School of Journalism 2950 Broadway New York, NY 10027	N MAIL	0
59	Triangle, Inc Attn: Michelle Fernandez 420 Pearl Street Malden, MA 02148 781-338-4314	Y MAIL	0
60	Society of Broadcast Engineers 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260	N	0

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61	National Association of Broadcasts Education Foundation 1771 N Street, NW Washington, DC 20036	N	0
62	Inside Radio 365 Union Street Littleton, NH 03561	N	0
63	www.radioandrecords.com Radio and Records Inc 5055 Wilshire Blvd, Suite 600 Los Angeles, CA	N	0
64	www.Radio-info.com	N	0
65	www.allaccess.com	N	1
66	MASS Art: Massachusetts College of Art 621 Huntington Avenue Boston, MA 02115 Amy Patacchiola – Career Services and Commuter Programs 617-879-7779 phone 617-879-7780 fax Amy.patacchiola@massart.edu	N	0
67	Wentworth Institute of Technology 550 Huntington Avenue Boston, MA 02115 Career Services 617-989-4101	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			69

WXKS(FM), WXKS(AM), WJMN(FM), WKOX(AM)

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Connecticut School of Broadcasting Scholarship Program.	Participated in Connecticut School of Broadcasting Scholarship Program. WJMN aired announcements promoting the Scholarship Program. The scholarship was given away in the station's name.
2	Participation in job banks to promote outreach, including listing upper-level positions in a job bank of media trade group with women and minority members.	Our vacancies are posted with a number of career banks in the Boston area, including Boston Career Link, The Career Place, Career Center of North Central Mass, Jobnet, Progresso Latino, One Stop Career Center, NAACP – MA Chapter, Association for Women in Communications, Freedom House, Action for Boston Community Development, Regional Employment Board of Hampden County, Every Women's Center, Puerto Rican Veteran's Association, Cambridge NAACP, AWRP, Boston's Women's Commission, MRC, Enable, Inc., NAB Employment Clearing House, RI Indian Council, Urban League of Eastern MA, and Triangle, Inc. Each of these sources makes the employment process easier for candidates to apply for jobs.
3	Development for Managers Training	Training was conducted by CCU. Training included development of sales manager's skills in managing, growing, and supporting their sales staff's. Training was conducted via conference calls March 31 st & April 1 st , April 9 th & 10 th , and in market on August 27 th & 28 th . In attendance were MM, the GSMs for WXKS FM, WJMN FM and WKOX AM, the NSM for Boston Market, and LSMs for WXKS FM and WJMN FM.
4	Job Fair	Participated in the Hire Quest Job Fair held on January 15, 2008 at Embassy Suites Hotel, 123 Boston Post Road West, Boston, MA 01752. Participants from the stations included the General Sales Manager of JAMN 94.5, the Local Sales Manager of JAMN 94.5, the General Sales Manager for RUMBA, the General Sales Manager of Kiss 108 and the Local Sales Manager for Kiss 108.

5	Job Fair	Participated in the Northeastern University Career Fair held on February 6, 2008 at Northeastern University, 420 Huntington Avenue, Boston, MA 02115. Participants from the stations included the General Sales Manager of JAMN 94.5, the Local Sales Manager of JAMN 94.5, the General Sales Manager for RUMBA, the General Sales Manager of Kiss 108 and the Local Sales Manager for Kiss 108.
6	Job Fair	Participated in the UMASS Amherst Career Fair held on February 13, 2008 at UMASS Amherst, 140 Hicks Way, Amherst, MA 01003. Participants from the stations included the General Sales Manager of JAMN 94.5.
7	Job Fair	Participated in the Suffolk University Full Time Job Fair held on March 27, 2008 at Suffolk University, 8 Ashburton Place, Boston, MA 02108. Participants from the stations included the General Sales Manager of JAMN 94.5, the Local Sales Manager of JAMN 94.5, the General Sales Manager for RUMBA, the General Sales Manager of Kiss 108 and the Local Sales Manager for Kiss 108.
8	Spring 2008 Internship Program	During the Spring semester (January thru May, 2008) the stations hosted 15 college students in an internship program. Interns are required to earn class credit for their work, which includes shadowing individuals from the marketing, promotions, programming, sales, and web departments within the cluster to learn about what we do as a whole.
9	Summer 2008 Internship Program	During the Summer (May thru September, 2008) the stations hosted 13 college students in an internship program. Interns are required to earn class credit for their work, which includes shadowing individuals from the marketing promotions, programming, sales and web departments within the cluster to learn about what we do as a whole.
10	Fall 2008 Internship Program	During the Fall (September thru December 2008) the stations hosted 18 college students in an internship program. Interns are required to earn class credit for their work, which includes shadowing individuals from the marketing promotions, programming, sales and web departments within the cluster to learn about what we do as a whole.
11	Leadership for Management Training	The CCU course – Leadership for Managers was attended by the LSM for WXKS FM and WJMN FM in Houston, TX on October 28, 2008. Part of the course trains on staffing and hiring practices to meet the FFC and EEO standards of the company.

12	Account Executive Training	<p>On-site training was conducted by CCU. Training included a focus on development of prospecting and cold calling skills; and presentation of sales best practices in handling client objections, writing presentations, and delivering relevant business reasons to advertise. Training was conducted on August 27th. In attendance were MM, the GSMs for WXKS FM, WJMN FM and WKOX AM, the NSM for Boston Market, the LSMs for WXKS FM and WJMN FM and all Account Executives.</p>
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