

**WSHU(AM), WSHU-FM, WSUF(FM), WSTC(AM), WNLK(AM) and
employees at WQQQ(FM) and WYBC(AM)**

EEO PUBLIC FILE REPORT

December 1, 2016 – November 30, 2017

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
NO FULL-TIME JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

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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
AS STATED IN SECTION I, NO FULL-TIME JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program (<i>Spring 2017</i>)	<p>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.</p> <p>During the Spring semester of this reporting period–January through May 2017–our SEU hosted four (4) students from Stony Brook University. These student interns were supervised by our Long Island Bureau Chief and, with guidance, conducted in-depth, on-the-ground reporting about issues of significance to Long Island on a regular basis. They also produced headlines and occasional short features.</p>
2	Internship Program (<i>Summer 2017</i>)	<p>During the Summer semester–May through August 2017–our SEU hosted five (5) students from Stony Brook University; one (1) student from Brown University; one (1) student from Howard University; and, one (1) graduate of Connecticut College for a summer internship.</p> <p>The Stony Brook University fellows were supervised by our Long Island Bureau Chief, whereas the Brown University, Howard University and Connecticut College interns were supervised by our News Director.</p> <p>These interns, with guidance, assisted with on-the-ground investigation and reporting about issues of significance to Long Island regularly as well as the production of headlines and occasional short features.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Internship Program (<i>Fall 2017</i>)	<p>During the Fall semester–August through December 2017–our SEU hosted five (5) students from Stony Brook University. These student interns were supervised by our Long Island Bureau Chief and assisted with on-the-ground investigation and reporting about issues of significance to Long Island on a regular basis as well as the production of headlines and occasional short features.</p>
4	News Fellowship Program	<p>During this reporting period, our SEU hosted five, paid news fellows as follows:</p> <ul style="list-style-type: none"> •Sept. 2016-Dec. 2017, one (1) student from Stony Brook University; •Jan. 2016-May 2017, one (1) student from Stony Brook University; •Jan. 2017-May 2018, one (1) student from Stony Brook University; •Sept. 2017-May 2019, two (2) students from Sacred Heart University. <p>The Stony Brook University fellows were supervised by our Long Island Bureau Chief, whereas the Sacred Heart University fellows were supervised by our News Director.</p> <p>Each news fellow began their fellowship by 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 news reporters. The SEU’s seasoned reporters were always available to guide and support these fellows.</p>

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5	Participate in other activities reasonably calculated to disseminate information about careers in broadcasting	During this reporting period (Spring 2017), our SEU's Managing Editor/Long Island Bureau Chief taught an Audio Journalism Lab at Stony Brook University. He also provided insight about his career as well as the skills necessary to succeed in the broadcast industry.
6	Participate in other activities reasonably calculated to disseminate information about careers in broadcasting	During this reporting period (Fall 2017), our SEU's Managing Editor/Long Island Bureau Chief taught an Audio Journalism Lab at Stony Brook University. He also provided insight about his career as well as the skills necessary to succeed in the broadcast industry.
7	Participate in other activities reasonably calculated to disseminate information about careers in broadcasting	During this reporting period (Fall 2017), our SEU's Managing Editor Long Island Bureau Chief taught a News Literacy course at Stony Brook University. He also provided insight about his career as well as the skills necessary to succeed in the broadcast industry.
8	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On October 11, 2017, our SEU's Managing Editor/Long Island Bureau Chief was the guest lecturer for Stony Brook University's "Business of Journalism" class, during which he discussed the business of radio and shared what it takes to succeed in the radio industry
9	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On February 15, 2017, our SEU's NPR Education Correspondent was invited to Harbor Country Day School to talk with students about how a NPR radio station operates, the wide variety of career opportunities available in radio broadcasting, and the excellent internship programs that the SEU provides.
10	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On June 7, 2017, our SEU's Managing Editor/Long Island Bureau Chief and our News Director visited Bellport Boys and Girls Club to talk about the opportunities available for a future career in broadcasting.

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11	Participate in other activities reasonably calculated to disseminate information about careers in broadcasting	During the Spring semester of 2017, one of our SEU's Reporters taught a course entitled History of Broadcasting at Sacred Heart University.
12	Participate in other activities reasonably calculated to disseminate information about careers in broadcasting	During the Fall semester of 2017, one of our SEU's Reporters taught a course entitled Introduction to Media Culture at Sacred Heart University.
13	Participate in other activities reasonably calculated to disseminate information about careers in broadcasting	During the Fall semester of 2017, one of our SEU's Reporters taught a course entitled Introduction to Advertising at Sacred Heart University.
14	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On October 23, 2017, one of our SEU's Reporters was invited to be guest lecturer for an Audio Journalism Lab at Stony Brook University, during which he defined the "NPR" style of journalism and what his career entails as well as what it takes to succeed in the industry.
15	Production-Specific Internship Program (<i>Summer 2017</i>)	Additionally, during the Summer semester—June through August 2017—our SEU hosted one (1) student intern from Ithaca College, who expressed a specific interest in radio/music production. One of our Production Directors as well as one of our Producers taught this student about music production and how to navigate the music library as he assisted with the SEU's local classical music programs and nationally syndicated "Sunday Baroque." He also sat in on several recording sessions with ISDN guests.
16	Internship Program	Between May 15 th and June 9 th , 2017, our SEU hosted a senior from Weston High School for a three-week production internship. She was supervised by one of our Production Directors as well as one of our Producers, during which she learned about all aspects of music production including how to use the music library, music scheduling, how to rip and burn compact discs, the engineering of ISDN interviews, and operation of the on-air board.

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17	Hosted an event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	<p>On November 7, 2017, our SEU hosted a student from Norwalk High School with a special interest in the technical and production aspects of radio and his father for a tour of our facilities. Our Program and Music Directors conducted the tour, during which they introduced other technical and production staff members, discussed how radio stations operate, described the nature of their jobs, and shared information about opportunities available for a future career in broadcasting. This student returned to our studios on November 24, 2017, to sit in on a live broadcast of <i>Morning Addition</i> after which he spent time with our Program Director engrossed in a more detailed discussion about production.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
18	Fellowship Program	<p>Our SEU is proud to be associated with the Newman’s Own Foundation Fellowship Program. Sacred Heart University, Incorporated, worked with the Foundation to create a position within our SEU for one of its Fellows. This Program provides “recent college graduates with work experience in the philanthropic sector” and is designed “to expand, enhance, and diversify the pipeline of new talent entering nonprofit careers.” Fellows are placed at nonprofit organizations in roles aligned with their capabilities and career interests.</p> <p>During this reporting period, our SEU hosted two Newman’s Own Foundation Fellows, a graduate of Princeton University as well as a recent graduate of Oberlin College, both of whom expressed an interest in nonprofit public radio broadcasting. They received hands-on experience and guidance from numerous staff members with respect to all facets of our business and operated as news interns.</p> <p>Our Princeton graduate also operated as an audio and photo journalist, working closely with our news directors and news department. Her keen understanding of the importance and use of social media positioned her to take the lead in helping our SEU increase its social media and digital footprint.</p>

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19	Hosted an event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On August 8, 2017, WSHU hosted local middle school students enrolled in a SHU-sponsored camp for youngsters working to overcome stuttering accompanied by Sacred Heart University's ("SHU") Assistant Professor of Speech-Language Pathology. Our WSHU Program Director greeted these guests and conducted a tour of the WSHU facilities, during which he/she explained how a radio station operates and what his/her job entails. Questions were encouraged. Following the tour, our WSHU Production Director met the group in the interview studio, during which he/she coached and engineered a reading and recording session for the students.
20	Internship program	Between August and December 2017, our SEU hosted (1) student from Masuk High School participating in the Capstone Project. Operating as a student intern under the tutelage of one of our SEU's Producers, she was exposed to all aspects of radio broadcasting, especially production, as she shadowed the Producer. The knowledge she acquired during her job shadow enabled her to choose a story to write an in-depth, final paper about to complete her internship as well as her school project.