

**WSHU(AM), WSHU-FM, WSUF(FM), WSTC(AM), WNLK(AM) and
employees at WQQQ(FM) and WYBC(AM)
EEO PUBLIC FILE REPORT
December 1, 2017 – November 30, 2018**

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>Winter Break 2017/2018</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 winter break–December 1, 2017 through February 1, 2018–our SEU hosted two (2) 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>Spring 2018</i>)	<p>During the Spring semester of this reporting period–January through May 2018–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> <p>Our SEU also hosted one (1) student from Sacred Heart University who was supervised by our News Director and, with guidance, conducted in-depth, on-the-ground reporting about issues of significance to Fairfield and Westport, Connecticut as well as surrounding communities on a regular basis. He also produced headlines and occasional short features.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Internship Program (<i>Summer 2018</i>)	<p>During the Summer semester—May through August 2018—our SEU hosted two (2) students from Stony Brook University. These student interns were supervised by our Long Island Bureau Chief and, 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>
4	Internship Program (<i>Fall 2018</i>)	<p>During the Fall semester—September through November 2018—our SEU hosted three (3) 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>
5	News Fellowship Program	<p>During this reporting period, our SEU hosted three (3), paid news fellows from Stony Brook University—two (2) from December 1, 2017-May 20, 2018, and one (1) from December 1, 2017-November 30, 2018.</p> <p>These Stony Brook University news fellows were supervised by our Long Island Bureau Chief and 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>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
6	Participate in other activities reasonably calculated to disseminate information about careers in broadcasting	During this reporting period (<i>Spring 2018</i>), our SEU's News Director 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 (<i>Fall 2018</i>), our SEU's News Director 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.
8	Participate in other activities reasonably calculated to disseminate information about careers in broadcasting	During this reporting period (<i>Fall 2018</i>), our SEU's News Director taught a News Literacy (<i>Section 1</i>) course at Stony Brook University. He also provided insight about his career as well as the skills necessary to succeed in the broadcast industry.
9	Participate in other activities reasonably calculated to disseminate information about careers in broadcasting	During this reporting period (<i>Fall 2018</i>), our SEU's News Director taught a News Literacy (<i>Section 4</i>) course at Stony Brook University. He also provided insight about his career as well as the skills necessary to succeed in the broadcast industry.
10	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On April 25, 2018, our SEU's News Director was the guest lecturer for Stony Brook University's "Business of Journalism" class, during which he discussed the business of radio/journalism and shared what it takes to succeed in the radio industry.
11	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On October 15, 2018, our SEU's Senior Producer was the guest lecturer for Sacred Heart University's "Advanced Radio Reporting" class, during which she discussed the business of radio, what her position entails, and shared what it takes to succeed as a reporter in the radio industry.

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12	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On September 17, 2018, our SEU's Senior Producer was the guest lecturer for Sacred Heart University's "Advanced Radio Reporting" class, during which she discussed the business of radio and shared what it takes to succeed as a reporter in the radio industry.
13	Participate in other activities reasonably calculated to disseminate information about careers in broadcasting	During the Spring semester of 2018, one of our SEU's News Reporters taught a course entitled History of Broadcasting at Sacred Heart University.
14	Participate in other activities reasonably calculated to disseminate information about careers in broadcasting	During the Spring semester of 2018, one of our SEU's News Reporters taught a course entitled Introduction to Media Culture at Sacred Heart University.
15	Participate in other activities reasonably calculated to disseminate information about careers in broadcasting	During the Spring semester of 2018, one of our SEU's News Reporters taught a course entitled History of Advertising at Sacred Heart University.
16	Participate in other activities reasonably calculated to disseminate information about careers in broadcasting	During the Fall semester of 2018, one of our SEU's News Reporters taught a course entitled Advanced Radio Reporting at Sacred Heart University.
17	Participate in other activities reasonably calculated to disseminate information about careers in broadcasting	During the Fall semester of 2018, one of our SEU's News Reporters taught a course entitled about the History of Broadcasting at Sacred Heart University.
18	Participate in other activities reasonably calculated to disseminate information about careers in broadcasting	During the Fall semester of 2018, one of our SEU's News Reporters taught a course about the History of Advertising at Sacred Heart University.
19	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On October 22, 2018, our SEU's Producer/Editor was the guest lecturer for Sacred Heart University's "Advanced Radio Reporting" class, during which she discussed the business of radio, what her position entails, and shared what it takes to succeed as a reporter in the radio industry.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
20	Participate in Job Fair	On February 16, 2018, our SEU participated in the Spring Internship Fair at Stony Brook University, which took place on its campus. Our SEU's News Director attended and spoke with interested students/attendees about the excellent internship opportunities available within the SEU as well as the wide variety of career opportunities available in radio broadcasting.
21	Participate in Job Fair	On September 21, 2018, our SEU participated in the Fall Internship Fair at Stony Brook University, which took place on its campus. Our SEU's News Director attended and spoke with interested students/attendees about the excellent internship opportunities available within the SEU with interested students/attendees as well as the wide variety of career opportunities available in radio broadcasting.
22	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On March 19, 2018, our SEU's Senior Reporter was the guest lecturer for Stony Brook University's "Audio Journalism Lab" class, during which he discussed the business of radio, defined the "NPR" style of journalism, and shared stories about his experiences as well as what it takes to succeed in the industry.
23	Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting	On November 5, 2018, our SEU's Senior News Reporter was the keynote speaker at Southern Connecticut State University's Annual High School Day, during which he addressed those in attendance 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.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
24	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 one Newman’s Own Foundation Fellow, a graduate of/a recent graduate of Oberlin College, who expressed an interest in nonprofit public radio broadcasting. The Fellow 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 Oberlin graduate also operated as an audio and photo journalist, working closely with our news directors and news department. His keen understanding of the importance and use of social media positioned him to take the lead in helping our SEU further increase its social media and digital footprint.</p>
25	Participate in other activities reasonably calculated to disseminate information about careers in broadcasting	On February 28, 2018, our SEU’s Senior Producer interviewed Pulitzer Prize-winning reporter Linda Greenhouse at Yale University about her new book, <i>Just Journalism</i> .
26	Participate in other activities reasonably calculated to disseminate information about careers in broadcasting	On May 23, 2018, our SEU’s Senior Producer interviewed Nadine Strossen, constitutional law expert, at the WSHU Broadcast Center about hate speech and her new book, <i>HATE: Why We Should Resist It With Free Speech, Not Censorship</i> .

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
27	Participate in other activities reasonably calculated to disseminate information about careers in broadcasting	On June 6, 2018, our SEU’s News Director interviewed Nadine Strossen, constitutional law expert, at The Plaza Cinema & Media Arts Center, 20 Terry Street, Patchogue, New York, about hate speech and her new book, <i>HATE: Why We Should Resist It With Free Speech, Not Censorship</i> .
28	Participate in other activities reasonably calculated to disseminate information about careers in broadcasting	On October 13, 2018, our SEU’s News Director attended the New York Press Club Journalism Conference and participated as a panelist.
29	Participate in other activities reasonably calculated to disseminate information about careers in broadcasting	On November 29, 2018, our SEU’s News Director attended Fair Media Council’s, “The News Conference: Real & Powerful Program 2018” and participated on the panel, Finding Your Voice: Pitching the Media.
30	Participate in other activities reasonably calculated to disseminate information about careers in broadcasting	<p>On June 21, 2018, Sacred Heart University hosted the annual SHU Media Exchange, produced entirely by students enrolled in the University’s Masters in Communications program. This event showcases the skill sets gained by students through their studies and experiences in the Program. The Exchange is a lively forum that invites experts and veterans in their respective fields to participate as panelists and lead an open and interactive discussion with students and the public on current, media-related issues.</p> <p>This year the Exchange was a conversation with five (5) of our SEU’s News Reporters about the history of WSHU and the issues facing Connecticut as it heads into the 2018 gubernatorial race, moderated by Faith Daniels, nationally recognized news anchor, reporter, and host.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
31	Participate in other activities reasonably calculated to disseminate information about careers in broadcasting	During this reporting period, our SEU hosted three (3) graduate News Assistants working on their Masters in Communications from Sacred Heart University—two (2) from December 2017–November 2018 and one (1) from August 2018–November 2018. Supervised by our News director, these graduate students learned the “National Public Radio” style of broadcast journalism from their supervisor as well as everyone in our news department. They conducted on-the-ground coverage of local news, authored in-depth news stories, and acquired on-air skills from their colleagues which they were occasionally able to put into practice on the air.