

EEO Public File Report Form



Form 1 of EEO Public File Report Form

Covering the Period from December 1 2005 to December 1 2006

Stations Comprising Station Employment Unit: WLLH and WAMG

Section 1: Vacancy Information

	Full-time Positions by Job Title	Recruitment Source of Hired Employees	Recruitment Sources Utilized to Fill the Vacancy
.	Business Manager/Controller	Referral	Referral
.	Business Manager/Controller	Referral/Recommendation	Referral
.	Director of Sales	Referral/Recommendation	Referral
.	Sales/Account Executives	Boston Works	Boston Works
.	Sales Manager	The Boston Globe	The Boston Globe
.	Producer	Inside Radio	Inside Radio
.	Sports Center Host	ESPN Network	ESPN Network
.	Program Director	The Boston Globe	The Boston Globe
.	Program Director	Referral/Recommendation	Referral
).	Traffic Manager	Craigslist	Craigslist
1.	Promotions Manager/Director of Marketing	Boston Works	Boston Works
2.	General Sales Manager	Referral/Recommendation	Referral

Total Number of Persons Interviewed During Applicable Period: 99



**Form 2 of
EEO Public File Report Form**

Covering the Period from December 1 2005 to December 1 2006

Stations Comprising Station Employment Unit: WLLH and WAMG

***There is a separate attachment available which provides the name, address, contact person and telephone for each recruitment source.**

Section 2: Recruitment Source Information

	Recruitment Source	Total Number of Interviewees This Source Has Provided (If Any)	Full-time Positions for which this Source Was Utilized
A	Craigslist.org	15	1
B	Referral	21	5
C	K Force	1	0
D	Inside Radio	5	1
E	All Access	1	1
F	Boston University	2	0
G	Boston Works	2	2
H	Inside Promotion	1	0
I	ESPN network	2	2
J	Balance Staffing	1	0
K	Boston Globe	12	2
L	Suffolk University	0	0
M	Emerson College	0	0
N	Tufts University	0	0
O	Pine Manor College	0	0
P	Northeastern University	0	0
Q	Monster.com	0	0



Form 3 of

Annual EEO Public File Report Form

Covering the Period from December 1 2005 to December 1 2006

Stations Comprising Station Employment Unit: WAMG and WLLH

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WLLH and WAMG

WLLH and WAMG have attended and participated in numerous recruitment activities in the past year and a half since the station's creation. A variety of full-time employees at ESPN have attended career fairs and other events in the Boston area, including those at Suffolk University, Pine Manor, Emerson College, Mount Ida and Northeastern University. Our employees have spoken about a wide range of topics, including their experiences working at WAMG and WLLH, the concept of ESPN branded radio stations and their goals, characteristics that 890 ESPN employers look for in candidates, the interview process and how to apply for a job.

In addition, our station has also attended and spoke at different educational institutions, including Boston College and Pine Manor. Our speakers have discussed numerous topics, including WAMG and WLLH's goals and mission statement, characteristics the station looks for in employees, the interview process, how to apply for a job, and contact information for all jobs. WAMG and WLLH have also sponsored community events for those interested in broadcasting careers. General Manager Jessamy Tang spoke at the Boston College Women's Council in February 2006, and a Women in Business Panel at Portugalia Restaurant. A class from Northeastern University visited the station to learn about the various ideas discussed above, and WAMG and WLLH also hosted an MIT student who wanted to learn more about the station and broadcasting.

ESPN has also established an extensive internship program to give applicants the opportunity to learn about ESPN as a brand, the station and different components involved in various job positions, including promotions, traffic, production and sales. Participants in the internship program have gone on to acquire positions at WLLH and WAMG and other organizations. In addition, 890 ESPN General Manager Jessamy Tang has participated in the *FCC: Enforcement of EEO: A High Priority* seminar to promote and ensure the most expansive recruiting possible at the station.

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION

Stations Claiming Credit: WLLH and WAMG

Type of Activity Under New EEO Rule: Internship Program

Date of Station Participation: Continual

Participating Employees: Full-time WLLH and WAMG employees, including general manager, program director, traffic manager, account executives and promotions manager.

Host/Sponsor of Activity: 890 ESPN

Description of Activity and Station Participation: WAMG and WLLH have established an extensive internship program to give students the opportunity to learn about ESPN as a brand, and the WLLH and WAMG stations in particular. The 890 ESPN Internship program provides hands-on experience in the sports radio industry in all areas of radio – including promotions, sales, marketing, production and traffic. In addition, full-time 890 ESPN employees are available to discuss career questions and offer advice to students. Some participants in the internship program have gone on to continue to work with WLLH and WAMG in various capacities.

Confirmation of this event is provided by the internship program description and the resumes and cover letters of students who have applied, been interviewed and ultimately accepted into the program.

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION

Stations Claiming Credit: WLLH and WAMG

Type of Activity Under New EEO Rule: Community Event

Date of Station Participation: February 2006

Participating Employees: 890 ESPN General Manager Jessamy Tang

Host/Sponsor of Activity: Council for Women of Boston College and 890 ESPN

Description of Activity and Station Participation: WAMG and WLLH General Manager Jessamy Tang spoke at The Council for Women of Boston College event. The Council is dedicated to furthering the role of women and leaders and active participants in the University. The Speaker Series is an event that features prominent women who are recognized experts in fields of current interest.

During this event, Ms. Tang spoke on a number of topics relating to careers in broadcasting, including 890 ESPN's goals and mission statement, characteristics the station looks for in employees, the interview process, how to apply for a job and contact information for all jobs.

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION

Stations Claiming Credit: WLLH and WAMG

Type of Activity Under New EEO Rule: Career Fair Event

Date of Station Participation: September 27, 2005

Participating Employees: Director of Marketing Kevin Gabbay

Host/Sponsor of Activity: Northeastern University

Description of Activity and Station Participation: WAMG and WLLH employee Kevin Gabbay participated in a Careers and Entertainment and Media Event on September 27, 2005. As the title of the program suggests, Mr. Gabbay spoke to Northeastern students about careers in media, specifically at ESPN. He discussed a variety of topics, including 890 ESPN's goals and mission statement, characteristics the station looks for in employees, the interview process, how to apply for a job and contact information for all positions at the station. The event was popular and well attended. In addition, Mr. Gabbay was available and answered questions from students.

Confirmation of attendance is provided with an email from Tina Mello, who is the associate director of career services at Northeastern University.

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION

Stations Claiming Credit: WLLH and WAMG

Type of Activity Under New EEO Rule: Community Event

Date of Station Participation: November 17, 2005

Participating Employees: 890 General Manager Jessamy Tang

Host/Sponsor of Activity: 890 ESPN and The Boston Globe

Description of Activity and Station Participation: WAMG and WLLH General Manager Jessamy Tang visited The Boston Globe headquarters and spoke with middle school students of the Diamond School in Lexington. Ms. Tang spoke to students about potential careers in media and broadcasting. Ms. Tang discussed a variety of topics, including ESPN branded radio stations' goals, mission statement and the different positions that comprise the 890 ESPN radio station – production, sales, traffic and on-air talent. In addition, she also spoke generally about how students can begin preparing themselves now for future careers in media, or whatever field they ultimately choose. During the presentation, Ms. Tang also answered students' questions about 890 ESPN and careers in general.

Confirmation of the visit is provided by Boston.com Editor David Beard.

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION

Stations Claiming Credit: WLLH and WAMG

Type of Activity Under New EEO Rule: Job Fair

Date of Station Participation: November 2, 2006

Participating Employees: General Manager Jessamy Tang

Host/Sponsor of Activity: 890 ESPN

Description of Activity and Station Participation: WAMG and WLLH General Manager Jessamy Tang hosted MIT student Yang Bee Vue in studio on November 2, 2006. During this visit, Vue got a tour of the Charlestown 890 ESPN studio and sat in on company meetings. In addition, Ms. Tang discussed the concept of ESPN branded radio stations and their goals. Ms. Tang and Vue also spoke about potential career paths in broadcasting and specifically at WLLH and WAMG. In addition, Ms. Tang spoke about the interview process and how to apply for a job, including contact information. Ms. Tang and other 890 ESPN employees also answered questions.

Confirmation of this event is provided by an email from Yang Bee Vue.

**SUPPLEMENTAL RECRUITMENT ACTIVITIES
UNDERTAKEN BY THE STATION**

Stations Claiming Credit: WLLH and WAMG

Type of Activity Under New EEO Rule: Job Fair

Date of Station Participation: May 10, 2006

Participating Employees: General Sales Manager Michael Winn

Host/Sponsor of Activity: 890 ESPN

Description of Activity and Station Participation: WAMG and WLLH hosted a career information session at its Charlestown Studio on May 10, 2006. A variety of 890 ESPN employees spoke at this job fair about several topics, including their experiences working at WAMG and WLLH, the concept of ESPN branded radio stations and their goals, and the characteristics that 890 ESPN employers look for in candidates. In addition, Mr. Winn and other WLLH and WAMG employees spoke about the interview process and how to apply for a job, including contact information. Mr. Winn and others also answered a wide range of questions about careers at WLLH and WAMG, as well as broadcasting and sales careers in general.

Confirmation of this event is provided by the release stating the session times and the contact information of the educational institutions that were notified of the event.

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION

Stations Claiming Credit: WLLH and WAMG

Type of Activity Under New EEO Rule: Career Fair/Community Event

Date of Station Participation: August 2006

Participating Employees: Traffic Manager Howard Dee Simpson

Host/Sponsor of Activity: Emerson College

Description of Activity and Station Participation: In his year and a half working at WAMG and WLLH, Traffic Manager Howard Dee Simpson has made it a priority to share his expertise and career knowledge with his alma mater Emerson College. He has repeatedly spoken with employees of the Emerson Career Services Center in order to promote 890 ESPN and make students aware of internship and job opportunities at the station. Career Associate Ken Mattsson has thanked Mr. Simpson for his work and efforts “to share [his] industry knowledge and expertise ... [which] has been an asset to hundreds of Emerson students and alumni.”

Confirmation of Mr. Simpson’s continued participation is provided by an email and letter from Emerson College Career Associate Ken Mattsson.

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION

Stations Claiming Credit: WLLH and WAMG

Type of Activity Under New EEO Rule: Career Fair Event

Date of Station Participation: September 21, 2006

Participating Employees: General Manager Jessamy Tang

Host/Sponsor of Activity: Pine Manor College

Description of Activity and Station Participation: WAMG and WLLH General Manager Jessamy Tang visited Pine Manor College and spoke to students in assistant professor Kim Small's class on September 21, 2006. Ms. Tang spoke to students about potential careers in media and broadcasting, and she discussed a variety of topics, including ESPN branded radio stations' goals and mission statement. In addition, she discussed the different positions that comprise the 890 ESPN radio station and the atmosphere while working in the fast-paced world of broadcasting. In addition, she spoke about the characteristics the station looks for in employees, the interview process, how to apply for a job, and contact information for all positions at the station. During the presentation, Ms. Tang also answered a wide range of student questions about 890 ESPN and broadcasting careers in general.

Confirmation of this event is provided by an email from Assistant Professor Kim Small.

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION

Stations Claiming Credit: WLLH and WAMG

Type of Activity Under New EEO Rule: Career Fair Event

Date of Station Participation: March 30, 2006

Participating Employees: Promotions Manager Kara Lachance

Host/Sponsor of Activity: Mount Ida College

Description of Activity and Station Participation: 890 ESPN Promotions Manager Kara Lachance participated in the Mount Ida Career Fair on March 30, 2006. Ms. Lachance hosted a table with information on both internships and careers at WAMG and WLLH. She discussed a variety of topics with students, including the goals of the station and the atmosphere and demands of working in the fast-paced world of broadcasting. She also supplied students with contact information and instructions on how to apply for positions at the station. Ms. Lachance attended the career fair for three hours, and in that time also answered a wide range of questions students had about 890 ESPN and broadcasting careers in general.

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION

Stations Claiming Credit: WLLH and WAMG

Type of Activity Under New EEO Rule: Career Fair Event

Date of Station Participation: October 21, 2006

Participating Employees: 890 ESPN General Manager Jessamy Tang

Host/Sponsor of Activity: Northeastern University

Description of Activity and Station Participation: 890 ESPN general manager Jessamy Tang participated in the Communications Careers information exchange on October 21, 2006 at Northeastern University. The event was hosted by the College Career Centers of Boston. Ms. Tang spoke to Northeastern students about careers in media, specifically at WAMG and WLLH. She spoke about a variety of topics, including ESPN branded radio stations' goals and mission statement. She also supplied students with contact information and instructions on how to apply for a job. Ms. Tang made herself available to answer students' questions.

Confirmation of attendance is provided with an email from Tina Mello, the associate director of career services at Northeastern University.

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION

Stations Claiming Credit: WLLH and WAMG

Type of Activity Under New EEO Rule: Community Event

Date of Station Participation: Spring and Fall 2006

Participating Employees: 890 ESPN General Manager Jessamy Tang

Host/Sponsor of Activity: 890 ESPN and Boston College

Description of Activity and Station Participation: 890 ESPN Manager Jessamy Tang participated in two events involving college students at Boston College. In the spring and fall of 2006, Ms. Tang visited Boston College and spoke with students about careers in media, and specifically at WAMG and WLLH. Topics discussed included how to start a Boston radio station, as well as how to brand and market it. In addition, Ms. Tang supplied students with contact information and instructions on how to apply for a job. Ms. Tang also made herself available to answer students' questions.

Senior Lecturer Peter Woloschuk thanked Ms. Tang for "taking the time to talk with individual students after [her] lectures, to give them advice and career guidance, and also to offer them the possibility of internships with [the] station."

Confirmation of this event is provided in an email from Senior Lecturer and Adjunct Professor Peter Woloschuk.

SUPPLEMENTAL RECRUITMENT ACTIVITIES UNDERTAKEN BY THE STATION

Stations Claiming Credit: WLLH and WAMG

Type of Activity Under New EEO Rule: Community Event

Date of Station Participation: July 2006

Participating Employees: 890 ESPN General Manager Jessamy Tang

Host/Sponsor of Activity: 890 ESPN

Description of Activity and Station Participation: 890 ESPN Manager Jessamy Tang hosted a group of students from Northeastern University in July 2006, as part of the school's Summer Discovery Program. During the visit, Ms. Tang provided a tour of the 890 ESPN studio in Charlestown, and then took the time to speak to students about careers in media, and specifically at WAMG and WLLH. She spoke about a variety of topics, including ESPN branded radio stations' goals and its mission statement. She also supplied students with contact information and instructions on how to apply for a job. Ms. Tang also made herself available to answer students' questions.

The Summer Discovery Program features participants from all over the world, including students from Brazil, Italy, France, Spain and Ukraine. Senior Lecturer Peter Woloshuk thanked Ms. Tang and said "the trip meant a lot to [students] and helped them to visualize the day to day operations."

Confirmation of this event is provided in an email from Senior Lecturer and Adjunct Professor Peter Woloschuk.