

EEO PUBLIC FILE REPORT – WBBR-AM (New York, NY)

- A. Employment Unit Covered: WBBR-AM
- B. Reporting Period: February 1, 2014 – January 31, 2015
- C. Full-time Vacancies Filled and Recruitment Source to Fill Vacancy:

Vacancy Filled	Hire Source	Recruitment Source
Radio Producer	Mediabistro	See chart below
Radio Producer	Current Employee*	See chart below
Radio Producer	Bloomberg Career Website	See chart below
Radio Producer	Contacted by Bloomberg Recruiter	See chart below
On Air Host	Employee Referral	See chart below
On Air Host	LinkedIn	See chart below
On Air Host	Former Employee*	See chart below
On Air Host	Employee Referral	See chart below

* A current or former employee was hired for this position after a full recruitment process was undertaken.

- D. Recruitment Sources:

Recruitment Source	Contact Info	Referrals	Interviews
Bloomberg Assessment Test	Kulwinder Verma 731 Lexington Avenue New York, NY 10022 212-318-2000	1	0
Bloomberg Free Trial	Kulwinder Verma 731 Lexington Avenue New York, NY 10022 212-318-2000	2	0
Broadcasting & Cable	+	3	0
Allaccess.com	www.allaccess.com	2	0
Asian American Journalist Association (“AAJA”)	Antonio Salas 1182 Market St., Suite 320 San Francisco, CA 94102	0	0
Amsterdam Newspaper	Barbara Davidson 2340 Fredrick Douglas Blvd. New York, NY 10027 212-932-7425	0	0
Bloomberg.com	Kulwinder Verma 731 Lexington Avenue New York, NY 10022 212-318-2000	0	0
Bloomberg Career Email	Kulwinder Verma 731 Lexington Avenue New York, NY 10022 212-318-2000	12	0
Bloomberg Career Website	Kulwinder Verma 731 Lexington Avenue New York, NY 10022 212-318-2000	147	3

Career Bank	**	1	0
Career Builder	**	2	0
CareerOne	**	2	0
Contacted by Bloomberg Recruiter	Kulwinder Verma 731 Lexington Avenue New York, NY 10022 212-318-2000	3	2
City Jobs	**	1	0
El Diario	Miriam Nieto 1 MetroTech Center -18 th Floor Brooklyn, NY 11201 212-807-4762	0	0
Employee Referrals	Kulwinder Verma 731 Lexington Avenue New York, NY 10022 212-318-2000	19	6
Facebook	**	1	0
Google	**	7	0
Gorkana	David 2 Rector Street, Suite 1201 New York, NY 10006 (646) 722-1200	1	0
Hispanic Business Magazine	**	1	0
Indeed	**	41	1
Inside Radio	+	1	0
Internal Employee	Kulwinder Verma 731 Lexington Avenue New York, NY 10022 212-318-2000	1	1
IHireHR	**	1	0
Journalismjobs.com	**	2	0
Jobs Go	+	1	0
Internet	+	1	0
LinkedIn	Chanel Spellman cspellman@linkedin.com 2029 Stierlin Court Mountain View, CA 94043 402-452-2383	69	2
Lisa.org	**	1	0

Mediabistro	www.mediabistro.com Carrie Rons carrie@mediabistro.com 475 Park Avenue South, 4 th Floor New York, New York 10016 212 547 7899	27	1
Monster	**	6	0
National Association of Black Journalists (“NABJ”)	Irving Washington 1100 Knight Hall, Suite 3100 College Park, MD 20742 301-405-0248	3	0
National Association of Hispanic Journalists (“NAHJ”)	Azuree Salazar 1050 Connecticut Avenue NW 10 th Floor Washington, DC 20036 202-662-7145	0	0
New York Times	Shajuan Oliver 500 Seventh Avenue – 8 th Floor New York, NY 10018 866-602-6990 opt. 7, ext 6644	2	0
NJ.com	**	1	0
Other Source	+	3	0
School/University Career Ctr	+	6	0
Search Ease	**	1	0
Sing Tao Daily	Jenny Wong 188 Lafayette Street New York, NY 10013 212-699-3800, ext. 107	0	0
Twitter	**	1	0
101 Consejos.com	**	4	0
100 WHF	**	2	0

** WBBR does not have a direct relationship with these sources, and thus, cannot provide contact information for them. These sources circulate information about WBBR job postings without obtaining the information from WBBR personnel.

+ Applicants selected this general category of recruitment source and did not provide further detail on the application.

E. Recruitment Initiatives Implemented During the Reporting Period:

During the reporting period, personnel with substantial responsibility for hiring decisions at WBBR participated in five job fairs hosted by the following organizations:

- National Black Journalist Association (“NABJ”) (WBBR was also a “patron” level sponsor)
- Asian American Journalist Association (“AAJA”) (WBBR was also a sponsor)
- National Association of Hispanic Journalists (“NAHJ”) (WBBR was also a “scoop” level sponsor)
- South Asian Journalists Associate (“SAJA”) (WBBR was also a “bronze” level sponsor)
- Mediabistro TVNewser Show Job Fair

A variety of training programs are offered to enable WBBR personnel to acquire news skills that could qualify them for higher level positions, including a variety of training programs in management

development and the financial markets. In addition, WBBR offers one-on-one mentoring and voice coaching.

WBBR hired a college student as part of the 2014 Summer Intern Program, which is a paid internship program. On March 14, 2014, one of WBBR's managers hosted a tour for a group of College Media Association students and shared information about the radio business and journalism.

On December 17, 2014, WBBR station management and Human Resources personnel received training from legal counsel about compliance with the Federal Communications Commission's EEO rules.

WBBR makes an on-air announcement intermittently alerting organizations and schools that they may request to be added to a mailing list so that they can receive notifications of job opportunities at Bloomberg radio. An email including job listings is then sent to the organizations and schools.