

**EEO ANNUAL PUBLIC FILE REPORT
COSTA EAGLE RADIO VENTURES**

This Report covers full-time vacancy recruitment data for the period December 1, 2013 to November 30, 2014.

1) Employment Unit: COSTA EAGLE RADIO VENTURES LTD

2) Unit Members (Stations and Communities of License):
 WNNW-AM, Lawrence, MA
 WCCM-AM, Salem, NH
 WCEC-AM, Haverhill, MA
 WMVX-AM, Beverly, MA

3) EEO Contact Information for Unit Member:

Mailing Address:	Telephone Number: 978-686-9966
Costa Eagle Radio Ventures, LTD 462 Merrimack Street Methuen, MA 01844	Contact Person/Title: Patrick J. Costa President/General Manager
	E-mail Address: pjc@costaeagleradio.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

<u>Job Title</u>	<u>Recruitment Source</u>
1. SALES (WCCM) 5-19-14	CRAIGSLIST.COM
2. ACCOUNTS RECEIVABLE CLERK (ALL) 6-16-14	EMPLOYEE REFERRAL
3. OPERATIONS MANAGER (ALL) 6-30-14	MONSTER.COM
4. FRONT DESK RECEPTION PERSON (ALL) 7-9-14	ON AIR ADVERTISING ON WNNW-AM
5. ACCOUNTS RECEIVABLE CLERK (ALL) 7-28-14	MONSTER.COM
6. SALES (WCCM) 9-22-14	EMPLOYEE REFERRAL

4a) Sales interviews were conducted during the weeks of 4-28-14, 5-5-14, 9-1-14 and 9-8-14. A total of 6 candidates were interviewed.

4b) Accounts Receivable personnel interviews were conducted the weeks of 6-2-14, 6-9-14, 7-7-14, 7-14-14 and 7-21-14. A total of 11 candidates were interviewed.

4c) Operations Manager interviews were conducted during the weeks of 6-2-14, 6-9-14 and 6-16-14. A total of 5 candidates were interviewed.

4d) Front Desk Reception interviews were conducted during the week of 6-30-14. A total of 4 Candidates were interviewed

**5) Recruitment Sources:
Outreach Organizations**

#	Name	Organization	Address (Street or Email)	City	State	Zip	Phone Number	Did the Sources Request Notification Pursuant to Prong 2?	Total # of Interviewees Referred
1	Office of Career Services	Merrimack College	315 Turnpike Street	North Andover	MA	01845	978-837-5110	Yes	0
2	Office of Career Services	Northern Essex Community College	45 Franklin Street	Lawrence	MA	01840	978-738-7000	Yes	0
3	Office of Career Services	Middlesex Community College	33 Kearney Sq	Lowell	MA	01852	978-656-3200	No	0
4	Office of Career Services	Emerson College	25 Tremont Street	Boston	MA			Yes	0
5	Office of Career Services	MA Communications College	10 Brookline Place West	Brookline	MA	02245	800-903-4425	Yes	0
6	Office of Career Services	Curry College	1071 Blue Hill Avenue	Milton	MA	02186	617-333-0500	Yes	0
7	Office of Career Services	Northeastern	360 Huntington Ave	Boston	MA	02115	617-373-2000	Yes	0
8	Placement Office	Connecticut School of Broadcasting	49 Walnut park	Wellesley Hills	MA	02148	781-235-2050	Yes	0
9	Office of Career Services	Endicott College	376 Hale Street	Beverly	MA	01915	978-927-0585	Yes	0
10	Office of Career Services	New Hampshire College	2500 North River Road	Manchester	NH	03106		Yes	0
11	Office of Career Services	YMCA	38 Lawrence Street	Lawrence	MA	01840	978-687-0331	Yes	0
12	Job Placement	Gr. Lawrence Community Action Council	350 Essex Street	Lawrence	MA	01840	978-681-4900	Yes	0
13	Job Placement Officer	Veterans Office	200 Common Street	Lawrence	MA	01840	978-794-5846	Yes	0
14	Job Placement Officer	NAACP of Merrimack Valley	599 Canal Street	Lawrence	MA	01840	978-975-5177	Yes	0

6) Advertising

	Name	Address (Street or Email)	Phone Number	Total # of Interviewees Referred For all new hires during this period.
1	CER All Stations-On Air Advertising	462 Merrimack Street Methuen, MA 01844	978-686-9966	4
2	Craigslist.com	Craigslist.com	N/A	2
4	Monster.com	Monster.com	N/A	13
5	Costa Eagle Radio Websites	www.power800am.com www.1110wccmam.com www.viva1570.com www.wcec1490am.com	978-686-9966	0

7) Job Fairs

	Name	Organization	Date and Place of Job Fair	# of Interviewees Referred
1	Career Center Fair "Jobs First"	Valley Works	May 2013 Lawrence, MA	3
2	Merrimack Valley Job Fair	MV Chamber of Commerce	March 2013 Haverhill, MA	0
3	Latino Career Fair	Latino Jobs Power 800, WNNW	April 2013 Lawrence, MA	2

8) **Total # of Interviewees Referred:** For the period from **December 1, 2013 to November 30, 2014**, this Employment Unit interviewed 2 interviewees for full-time job vacancies.

9) **Supplemental Recruitment Initiatives:** List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report, including the nature of the activity, the scope of participation by the station (include station personnel involved by name and title) and specific date/time/place information.

(a) Initiative: Internships

Costa Eagle offers internships at the radio stations in our promotions and programming departments. Interns must be high school or college students and the college students must receive college credits for the internships. The Programming Directors, Lou Blasi and Juan Gonzales oversee the internships to evaluate the interns and ensure they are receiving information and education. Internships are ongoing throughout the year.

(b) Initiative: Scholarship Program

Costa Eagle participates in a Scholarship Program with Northern Essex Community College. Costa Eagle Broadcasting also participates in the MBA funded scholarship program through station public service announcements and website postings and received one full credit for it's participation.

(c) Initiative: School, Vocational and Local Group tours

Costa Eagle Broadcasting conducts tours throughout the year for High School, Vocational School Students and local organizations such as the Boy and Girl Scouts of America in small groups of 2-15 children and young adults. These tours included a group of 6 students from Whittier Vocational Technical School in Haverhill, MA on 4-9-14, 6 students from Presentation of Mary Academy in Methuen, MA on 4-25-14, 3 students from Methuen High School on 9-9-14 and 5 children from the Boy Scouts of America on 10-15-14. The students were taken around the entire operation and shown all the different departments of the radio stations. The various job descriptions were discussed and the students learned how to move forward into beginning a career in the broadcasting industry.