

**95.5 WBRU/Brown Broadcasting Service, Inc.
ANNUAL EEO PUBLIC FILE REPORT**

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station: 95.5 WBRU/ Brown Broadcasting Service, Inc. and is required to be placed in the public inspection files of this station, and posted on its website.

The information contained in this Report covers the time period beginning December 2, 2005 to and including December 1, 2006.

Section 1: Vacancy Information

	Full-time Positions Filled	# Persons Interviewed	Recruitment Source of Hiree
1	Sales Account Executive	8	95.5 WBRU-FM
2	Program Director	5	General Staff Career Networking/Referrals
3	Sales Assistant	7	Craig’s List

Total Number of Persons Interviewed During Applicable Period: 20

Section 2: Recruitment Source Information

* Indicates sources that have requested notification of job openings.

1) Name of Source: 95.5 WBRU-FM
Contact Person: Winnie Kwan
Address: 88 Benevolent St., Providence, RI, 02906
Telephone: 401-272-9550, ext. 143

Total # Interviewees Provided: 5
Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Sales Assistant

2) Name of Source: AllAccess.com
Contact Person: Shawn Alexander
Address: 28955 Pacific Coast Highway, Suite 210, Malibu, CA 90265
Telephone: 310-457-6616

**95.5 WBRU/Brown Broadcasting Service, Inc.
ANNUAL EEO PUBLIC FILE REPORT**

Total # Interviewees Provided: 2

Full-time Positions for Which This Source Was Utilized: Program Director

3) Name of Source: American Women in Radio & Television

Contact Person: Stephanie Baxter

Address: 8405 Greensboro Drive, Suite 800, McLean, VA 22102

Telephone: 703-506-3290

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

4) Name of Source: Amos House

Contact Person: Sol Nani

Address: 415 Friendship St., Providence, RI 02907

Telephone: 401-274-8021

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

5) Name of Source: Association for Women in Communications

Contact Person: Sheryl Liddle

Address: 3337 Duke St., Alexandria, VA, 22314

Telephone: 703-370-7436

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant:

6) Name of Source: Blacks Interested in Communications*

Contact Person: George A. Castro

Address: 1468 Broad St., Providence, RI 02905

Telephone: 401-941-9370

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

7) Name of Source: Blackstone Valley Community Action Program

Contact Person: Shannon Kramarksi

Address: 32 Goff Avenue, Pawtucket, RI 02860

Telephone: 401-723-4520

Total # Interviewees Provided: 0

**95.5 WBRU/Brown Broadcasting Service, Inc.
ANNUAL EEO PUBLIC FILE REPORT**

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

8) Name of Source: Center for Hispanic Policy & Advocacy (CHISPA)

Contact Person: Luisa C. Murillo

Address: 421 Elmwood Avenue, Providence, RI 02860

Telephone: 401-467-0111

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

9) Name of Source: City Year Rhode Island

Contact Person: William Sandler

Address: 77 Eddy St., Fl 2, Providence, RI 02903

Telephone: 401-553-2500

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

10) Name of Source: Craig's List

Address: P.O. Box 225159, San Francisco, CA 94122-5159

URL: <http://providence.craigslist.org/>

Total # Interviewees Provided: 1

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Sales Assistant

11) Name of Source: East Providence Community Center*

Contact Person: Marcella Keith

Address: 1320 Pawtucket Ave., East Providence, RI 02916

Telephone: 401-438-5285

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

12) Name of Source: Elmwood Community Center

Contact Person: Dennis Tabella, Jr.

Address: PO Box 72750, Providence, RI 02907

Telephone: 401-461-7940

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

**95.5 WBRU/Brown Broadcasting Service, Inc.
ANNUAL EEO PUBLIC FILE REPORT**

13) Name of Source: Foundation for Minority Interests in Media

Contact Person: Sandra Dorsey Rice

Address: 524 W. 57th St. New York, NY 10019

Telephone: 212-975-2545

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

14) Name of Source: Fund for Community Progress

Contact Person: Marsha G. Rice

Address: 1604 Broad St., Providence, RI 02905

Telephone: 401-941-7100

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

15) Name of Source: General Staff Career Networking/Referrals

Contact Person: Mark Stachowski/Rita Cidre

Address: 88 Benevolent St., Providence, RI, 02906

Telephone: 401-272-9550, ext. 145 and 122

Total # Interviewees Provided: 7

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

16) Name of Source: Hartford Park Community Center

Contact Person: Carl A. Kunstmann

Address: 20 Syracuse St., Providence, RI 02909

Telephone: 401-521-0051

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

17) Name of Source: International Institute of RI

Contact Person: William Shuey

Address: 645 Elmwood Ave., Providence, RI 02907

Telephone: 401-461-5940

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

**95.5 WBRU/Brown Broadcasting Service, Inc.
ANNUAL EEO PUBLIC FILE REPORT**

18) Name of Source: John Hope Settlement House

Contact Person: Philomene Medina

Address: 7 Burgess St., Providence, RI 02903

Telephone: 401-421-6993

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

19) Name of Source: League of Latin American Citizens

Contact Person: Director

Address: 421 Elmwood Ave., Providence, RI 02907

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

20) Name of Source: Martin Luther King Center

Contact Person: Amanda Frye Leinhos

Address: 20 Dr. Marcus F. Wheatland Blvd, Newport, RI 02840

Telephone: 401-846-4828

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

21) Name of Source: Minority Investment Development Center

Contact Person: Claire, HR Department

Address: 216 Weybosset St., Suite 2, Providence, RI 02903

Telephone: 401-351-2999

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

22) Name of Source: Motif Magazine

Contact Person: Jim Vickers

Address: 99 Webster St., Pawtucket, RI 02861

Telephone: 401-213-6547

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

23) Name of Source: NAACP Providence Chapter

Contact Person: Clifford Monteiro

**95.5 WBRU/Brown Broadcasting Service, Inc.
ANNUAL EEO PUBLIC FILE REPORT**

Address: PO Box 5767, Providence, RI 02903

Telephone: 401-521-6222

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

24) Name of Source: National Association of Black Sales Professionals

Contact Person: Secretary

Address: 1402 Teaneck Rd, PMB #138, Teaneck, NJ 07666

Telephone: 212-591-0164

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

25) Name of Source: National Association of Broadcasters

Contact Person: Peter H. Smyth

Address: 1771 N St., NW, Washington, DC 20036

Telephone: 202-429-5498

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Program Director

26) Name of Source: National Association of Minority Media Executives

Contact Person: Toni F. Laws

Address: 1921 Gallows Rd, Suite 600, Vienna, VA 22182

Telephone: 703-893-2410

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

27) Name of Source: Progreso Latino, Inc.

Contact Person: Renee Fullerton

Address: 626 Broad St., Providence, RI 02903

Telephone: 401-728-5920

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

28) Name of Source: Project Esperanza/Project Hope

Contact Person: Rick Andrade

Address: 400 Dexter St., Central Falls, RI 02863

Telephone: 401-728-0515

**95.5 WBRU/Brown Broadcasting Service, Inc.
ANNUAL EEO PUBLIC FILE REPORT**

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

29) Name of Source: Providence American

Contact Person: Maria Pilon

Address: 131 Washington St., suite 212, Providence, RI 02903

Telephone: 401-351-8860

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

30) Name of Source: Providence Phoenix

Contact Person: Steve Brown

Address: 150 Chestnut St., Providence, RI 02903

Telephone: 401-273-6397

Total # Interviewees Provided: 1

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

31) Name of Source: Radio and Records (Radioandrecords.com)

Contact Person: Mike Boyle

Address: 3200 Labore Road, Saint Paul, MN 55110

Telephone: 800-562-2706

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

32) Name of Source: RI Black Heritage Society

Contact Person: Secretary

Address: 65 Weybosset St., at the Arcade, suite 29, Providence, RI 02903

Telephone: 401-751-3490

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

33) Name of Source: RI Coalition for Affirmative Action*

Contact Person: Donna Fishman

Address: Box 5744, Providence, RI 02903

Telephone: 401-423-0397

**95.5 WBRU/Brown Broadcasting Service, Inc.
ANNUAL EEO PUBLIC FILE REPORT**

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

34) Name of Source: RI Community on Women*

Contact Person: Shanna Wells

Address: 1 Capitol Hill, Providence, RI 02908

Telephone: 401-222-6105

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

35) Name of Source: RI Department of Labor & Training

Contact Person: Adelita S. Orefice

Address: 1511 Pontiac Avenue, Cranston, RI 02920

Telephone: 401-462-8000

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

36) Name of Source: Rhode Island Indian Council*

Contact Person: Michael Bliss

Address: 807 Broad St., Providence, RI 02907

Telephone: 401-781-1098, ext. 24

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

37) Name of Source: RI State Equal Opportunity Office

Contact Person: Victor M. Mendoza

Address: 1 Capitol Hill, Providence, RI 02908

Telephone: 401-222-3090

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

38) Name of Source: RI Urban Project

Contact Person: Keith Oliveira

Address: 870 Westminster St., Providence, RI 02903

Telephone: 401-751-3468

Total # Interviewees Provided: 0

**95.5 WBRU/Brown Broadcasting Service, Inc.
ANNUAL EEO PUBLIC FILE REPORT**

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

39) Name of Source: South Providence Development Corporation

Contact Person: Judy Wills

Address: 17 Gordon Ave., Providence, RI 02903

Telephone: 401-831-5070

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

40) Name of Source: The Providence Plan

Contact Person: Fatimat Akorede

Address: 56 Pine St., Suite 3B, Providence, RI 02903

Telephone: 401-455-8880

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

41) Name of Source: Urban League of RI*

Contact Person: Derek Smith

Address: 246 Prairie Avenue, Providence, RI 02905

Telephone: 401-351-5000

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

42) Name of Source: WBRU.com

Contact Person: Andrew Chin

Address: 88 Benevolent St., Providence, RI

Telephone: 401-272-9550, ext. 148

Total # Interviewees Provided: 4

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

43) Name of Source: West End Community Center

Contact Person: Erika Ramirez

Address: 109 Bucklin St., Providence, RI 02907

Telephone: 401-781-4242

Total # Interviewees Provided: 0

**95.5 WBRU/Brown Broadcasting Service, Inc.
ANNUAL EEO PUBLIC FILE REPORT**

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

44) Name of Source: Women's Center of RI

Contact Person: Lisa Walsh

Address: Box 603300, Providence, RI 02906

Telephone: 401-861-2762

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

45) Name of Source: Women's Development Corporation

Contact Person: Renee

Address: 861 Broad St., Providence, RI 02907

Telephone: 401-941-2900

Total # Interviewees Provided: 0

Full-time Positions for Which This Source Was Utilized: Sales Account Executive, Program Director, Sales Assistant

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

95.5 WBRU

1. Type of Activity Under New EEO Rule: SUMMER PROMOTIONS INTERNSHIP

(Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment)

Date of Station Participation: May 2006-September 2006

Participating Employees: Meagan Garza, Nick Bauer, Marta DaSilva, Max Tuttman, Anson Nickel, Ashley Joseph, Winnie Kwan (Promotions Staff and Intern Director)

Host/Sponsor of Activity: 95.5 WBRU

Brief Description of Activity and Station Participation: WBRU decided to establish a summer internship program in order to provide college students from the Rhode Island area, as well as other states, the opportunity to learn more about working in the fields of promotions, marketing, and event management. Over the course of three months, the station recruited applicants through on-air commercials, internet job postings, and college career development offices. Out of the

**95.5 WBRU/Brown Broadcasting Service, Inc.
ANNUAL EEO PUBLIC FILE REPORT**

thirty-two applications received, the promotions staff and intern director interviewed twenty-five applicants and hired twenty interns. The internship required a commitment of at least two on-site promotions a week, office hours as needed, and a weekly departmental meeting. Some interns received college credit from their universities for the unpaid internship.

2. Activity: WBRU BIG BROTHER/BIG SISTER PROGRAM (Establishment of a mentoring program for station personnel)

Date of Station Participation: September 2006-December 2006

Participating Employees: Reva Gaur, Winnie Kwan

Host/Sponsor of Activity: 95.5 WBRU

Brief Description of Activity and Station Participation: This September the station started the second year of its Big Brother/Big Sister mentoring program with the incoming class of interns. The program aims to familiarize new staffers with the station and the radio industry in general while providing individualized guidance and support. Each Big Brother/Big Sister family consists of ten interns and two senior staffers, who organize social events for the group. Intern Directors Reva Gaur and Winnie Kwan divided the new class of interns into twelve new groups. The station facilitated the program's activities by providing each group with a set amount of trade, such as movie passes, lazer tag certificates, rock climbing passes, and food/snacks.

3. Activity: MINORITY JOB BANK/MEDIA (Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities)

Date of Station Participation:

Participating Employees: Winnie Kwan

Host/Sponsor of Activity: 95.5 WBRU

Brief Description of Activity and Station Participation: The station's Equal Employment Officer sent a letter and flyer, intended for posting, to various minority recruitment sources when vacancies occurred in the positions of Program Director, Sales Account Executive, and Sales Assistant. Community and media trade groups contacted include American Women in Radio & Television, Association for Women in Communications, Blacks Interested in Communications, Foundation for Minority Interests in Media, Minority Investment Development Corporation,

95.5 WBRU/Brown Broadcasting Service, Inc.
ANNUAL EEO PUBLIC FILE REPORT

NAACP Providence Chapter, National Association of Black Sales Professionals, National Association of Minority Media Executives, Rhode Island Indian Council, and the Urban League of RI. Postcards to document the actions taken by such organizations were inserted into the mailings with the job postings.

4. Activity: CAREER EDUCATION (Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting)

Date of Station Participation: February, September, November 2006

Participating Employees: Ashley Joseph, Margot Lawton, Reva Gaur

Host/Sponsor of Activity: Johnson & Whales University, Brown University

Brief Description of Activity and Station Participation: Promotions/Sales Coordinator Ashley Joseph discussed the topic of working in broadcasting when she visited Johnson & Whales University twice in February. She addressed two classes of students as the guest speaker for their Sports Entertainment/Event Management curriculum. In September, News Director Margot Lawton participated in the program "Journalism at Brown," an information session sponsored by Brown University. Alongside representatives from other journalism outlets such as the newspaper *Brown Daily Herald*, Lawton explained the opportunities available at WBRU and in the radio industry in general to the audience, which mostly consisted of Brown University freshmen. In November, Intern Director Reva Gaur collaborated with Brown University's City Brothers mentoring program to give a tour of the station to a group of junior high school students. During the tour, the students recorded commercials in the production studio, assisted the DJ with phone calls in the on-air studio, and generally learned about how a commercial radio station operated on a day-to-day basis.