

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, 2010 to and including December 1, 2011.

Section 1: Vacancy Information

#	Full-time positions filled	Number of persons interviewed	Recruitment source of hiree
1.	Chief Accounting Officer	3	K Force Professional Staffing (hired permanently from temporary position)
2.	Traffic Manager	9	95.5 WBRU-FM website advertisement

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by 95.5

WBRU

1. Type of Activity Under New EEO Rule: Promotions Internship

Date of Station Participation: January 2011-December 2011

Participating Employees: Sarah Mooney, Victoria Ferreira

Host/Sponsor of Activity: 95.5 WBRU

Brief Description of Activity and Station Participation: WBRU's previously successful summer internship program has become a seasonal internship, based on participants' availability. The program was founded 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 the year, the station recruited applicants through on-air commercials, Internet job postings, college career development offices, and on-site college appearances. The internship required 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 their unpaid internship.

2. Type of Activity Under New EEO Rule: WBRU Big Brother/Big Sister Program

Date of Station Participation: September 2011-December 2011

Participating Employees: Alyssa Kichula, Brianna Doherty, Stephen Poletto

Host/Sponsor of Activity: 95.5 WBRU

Brief Description of Activity and Station Participation: The station continued its eight-year tradition of the Big Brother/Big Sister mentoring program with the incoming class of interns. The program aims to familiarize new staffers 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 eight to ten interns and three senior staffers, who organize social events for the group. Intern Directors Alyssa, Brianna, and Olivia divided the new class of interns into groups. The station facilitated the program's activities by providing each group with a set amount of trade, such as movie passes, laser-tag certificates, arcade trips, paintballing outings, and food/snacks.

3. Type of Activity Under New EEO Rule: Career Education (Participation in at least four events or programs sponsored by educational institutions related to career opportunities in broadcasting)

Date of Station Participation: January 2011-December 2011

Participating Employees: Gabe Paley, Sarah Mooney, Mike Pastore

Host/Sponsor of Activity: 95.5 WBRU, Brown University, Summer @ Brown Pre-College Program, Brown Student Radio, Woonasquatucket River Watershed Council

Brief Description of Activity and Station Participation:

- *Brown University*: Prospective students are on campus in April as part of the college application process in addition to finding interest in future vocations. Building on this, WBRU is prominent at several events held by the university's committee and inform possible students of the educational workshop opportunity present at WBRU/Brown Broadcasting Service, Inc. Brown University's Activities Fair is held in September and is a way for introducing new students in the area to the resources WBRU offers. The scope of working in radio is outlined as well as concrete ways to begin working in the field (eg. journalism, music departments, and administrative roles).
- *Summer @ Brown Pre-College Program*: Over the summer, Brown hosts programs for high school students to educate them about life and education at a university. Accordingly, Promotions Director Sarah Mooney toured small groups of Summer @ Brown Pre-College students around the station and presented them with information about getting involved in college and commercial radio.
- *Brown Student Radio*: Ms. Mooney likewise toured students from a college radio organization at Brown in April. The students were interested in the differences between WBRU and their own radio operations as well as how they could improve their organization.
- *Woonasquatucket River Watershed Council (WRWC)*: In July, Mike Pastore hosted a small group of students involved with the WRWC's summer student program in accordance with WBRU's "2011 Year in Service" project. In addition to giving the students a tour and educating them about radio, he directed them in recording and producing spot commercials for the WRWC and educated them generally about audio production.

Section 2: Recruitment Source Information

Source organization	Contact	Address	Telephone	Fax/E-mail/Website	Number of interviewees provided	Positions for which this source was utilized
95.5 WBRU-FM website advertisement	Kate Nemetz	88 Benevolent St., Providence, RI 02906	401.272.9550	wbru.com	3	1, 2
Craigslist.com					3	1, 2
Blacks Interested in Communications	George Castro	1468 Broad St., Providence, RI 02905	401.941.9370			1, 2
International Institute of RI	William Shuey, Executive Director	645 Elmwood Ave., Providence, RI 02907	401.461.5940	information@iiri.org		1, 2
John Hope Settlement House	Nancy Carter	7 Thomas P. Witten Way, Providence, RI 02903	401.421.6993			1, 2
Rhode Island Indian Council	Darrell Waldron	807 Broad St., Providence, RI 02907	401.781.1098	riindiancouncil.org		1, 2
RI State Dept. of Labor and Training	Sue Biagioni	1511 Pontiac Ave., Cranston, RI 02920	401.462.8000	sbiagioni@dlt.ri.gov		1, 2
RI Dept. of Administration – Human Resources, Outreach, and Diversity	Cheryl Burrell	Department of Administration, HROD, One Capitol Hill, Providence, RI 02908-5860	401.222.6397	cburrell@hr.ri.gov		1, 2
SER Jobs for Progress		100 East Ave., Pawtucket, RI 02860	401.724.1820			1, 2
Urban League of RI	Pam Manchester	246 Prairie Ave., Providence, RI 02905	401.351.5000	401.454.1946; pmanchester@ulri.org		1, 2
Roger Williams University	Career Center, Center for Student Development	One Old Ferry Rd., Bristol, RI 02809	401.254.3224	www.myinterfase.com/rwu/employer		2
Salve Regina University	Office of Career Development	100 Ochre Point Ave., Newport, RI 02840	401.341.2913			2
Bryant University	Career Center	1150 Douglas Pike, Smithfield, RI 02917	401.232.6000	ocs@bryant.edu		2
NAACP		P.O. Box 5767, Providence, RI 02903	401.521.6222	401.351.6222; NAACP.prov@verizon.net		2
RICJ	Toby Ayers	80 Washington St., Room 227, Providence, RI 02903	401.467.1717	RICJ@cox.net		2
K Force Professional Staffing	Ty Schulman		401.861.2080	tschulman@kforce.com	3	1
Center for Hispanic Policy and Advocacy	Miguel Sanchez-Hartwein	421 Elmwood Ave., Providence, RI 02907	401.467.0111	401.467.2507		1, 2
University of Rhode Island	Audrey Tessier, Career Services	228 Roosevelt Hall, Kingston, RI 02881	401.874.4012	www.myinterfase.com/uri/employer		2
95.5 WBRU-FM referral from staff	Jim Corwin	88 Benevolent St., Providence, RI 02906	401.272.9550	jim@wbru.com	3	2