

**WSHU(AM), WSHU-FM, WSUF(FM), WSTC(AM), and employees at
WYBC(AM)**

**EEO PUBLIC FILE REPORT
December 1, 2022 – November 30, 2023**

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Development Associate	2-3, 8-9, 14	14
Traffic Assistant	2-3, 14	14

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	WSHU Public Radio Website www.wshu.org/jobs-wshu	No	0
2	Sacred Heart University Website https://sacredheart.interviewexchange.com/jobsearchfrm	No	0
3	Hirezon Interview Exchange 4 Bellows Road Westborough, MA 01581 508.836.3800 www.hirezon.com	No	0
4	Public Radio Program Directors Association www.prpd.org 828.424.7510	No	0
5	Current (<i>print and online</i>) PublicMediaJobs.org jobs.current.org	No	0
6	Connecticut Post 301 Merritt 7, Suite 1 Norwalk, CT 06851 203.842.2500 www.ctpost.com	No	0
7	CT Hires Connecticut Department of Labor www.cthires.com	No	0
8	The Chronicle of Philanthropy (<i>print and online</i>) 1253 23 rd Street, NW Washington, DC 20037 202.466.1200 http://thechronicleofphilanthropy.thejobnetwork.com/jobs	No	0
9	Corporation for Public Broadcasting www.cpb.org/jobline/	No	0
10	Association of Fundraising Professionals-Connecticut Chapter https://jobs.afpnet.org/jobseekers/index.cfm	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
11	Major Giving 1741 Handley Avenue Winchester, VA 22601 888.625.4483 www.majorgiving.com	No	0
12	Public Media People of Color Group https://www.facebook.com/groups/700362997068644	No	0
13	Public Media Women in Leadership Facebook Group https://www.facebook.com/groups/1558435007731899	No	0
14	Indeed Website www.indeed.com	No	8
TOTAL INTERVIEWEES OVER REPORTING PERIOD			8

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program (<i>Spring 2023</i>)	<p>Sacred Heart University, Incorporated (“SHU”), is proud of its robust internship program. Our internships are designed to provide undergraduate and graduate students of journalism with an opportunity to learn about broadcast journalism in the National Public Radio (“NPR”) style.</p> <p>During the Spring semester–January through May 2023–our SEU hosted four (4) student interns from Stony Brook University. These student interns were supervised by our Long Island Bureau Chief and, with guidance, assisted with on-the-ground investigation and reporting about issues of significance to Long Island regularly as well as the production of headlines and occasional short features.</p> <p>Our SEU also hosted one (1) intern from Sacred Heart University and one (1) intern from Yale University who were supervised by our Senior Director of News and Education and, with guidance, conducted in-depth, on-the-ground reporting about issues of significance to Fairfield and Westport, Connecticut as well as surrounding communities on a regular basis. These interns also produced headlines and occasional short features.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
2	Internship Program (<i>Fall 2023</i>)	<p>During the Fall semester—September through November 2023—our SEU hosted four (4) students from Stony Brook University. These student interns were supervised by our Long Island Bureau Chief and assisted with on-the-ground investigation and reporting about issues of significance to Long Island on a regular basis as well as the production of headlines and occasional short features.</p> <p>Our SEU also hosted two (2) students from Sacred Heart University. They were supervised by our Senior Director of News and Education and, with guidance, conducted in-depth, on-the-ground reporting about issues of significance to Fairfield and Westport, Connecticut as well as surrounding communities on a regular basis. These interns also produced headlines and occasional short features.</p>
3	News Fellowship Program (<i>Spring 2023</i>)	<p>During the Spring semester of this reporting period, our SEU hosted two (2) paid news fellows from Sacred Heart University and one (1) paid news fellow from Stony Brook University. These news fellows were supervised by our Senior Director of News and Education and began their fellowships by each shadowing one of our accomplished news reporters to learn about broadcast operations as well as the intricacies of the NPR reporting style. As they gained experience, they assisted with audio recordings, conducted research and investigations, wrote reports and voiced news segments until their mentors determined they were qualified to go out in the field as a news reporter. The SEU's seasoned reporters were always available to guide and support these fellows.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	News Fellowship Program (<i>Summer 2023</i>)	<p>During the Summer semester–June through August 2023– of this reporting period, our SEU hosted two (2) paid news fellows from Sacred Heart University and one (1) paid news fellow from Stony Brook University. These news fellows were supervised by our Senior Director of News and Education and began their fellowships by each shadowing one of our accomplished news reporters to learn about broadcast operations as well as the intricacies of the NPR reporting style. As they gained experience, they assisted with audio recordings, conducted research and investigations, wrote reports and voiced news segments until their mentors determined they were qualified to go out in the field as a news reporter. The SEU’s seasoned reporters were always available to guide and support these fellows.</p>
5	News Fellowship Program (<i>Fall 2023</i>)	<p>During the Fall semester of this reporting period, our SEU hosted three (3) paid news fellows from Sacred Heart University and one (1) paid news fellow from Stony Brook University. These news fellows were supervised by our Senior Director of News and Education and began their fellowships by each shadowing one of our accomplished news reporters to learn about broadcast operations as well as the intricacies of the NPR reporting style. As they gained experience, they assisted with audio recordings, conducted research and investigations, wrote reports and voiced news segments until their mentors determined they were qualified to go out in the field as a news reporter. The SEU’s seasoned reporters were always available to guide and support these fellows.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
6	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During the Spring semester of this reporting period (<i>Spring 2023</i>), our SEU's Senior Director of News and Education taught Introduction to Digital Journalism at Stony Brook University, and shared information about his career as well as the skills necessary to succeed in the broadcasting industry with his students.
7	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During the Spring semester of this reporting period (<i>Spring 2023</i>), our SEU's Senior Director of News and Education taught a course entitled Advanced Digital Journalism - Audio class at Stony Brook University, and shared information about his career as well as the skills necessary to succeed in the broadcasting industry.
8	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During the Fall semester of this reporting period (<i>Fall 2023</i>), our SEU's Senior Director of News and Education taught a News Literacy course at Stony Brook University, and shared information about his career as well as the skills necessary to succeed in the broadcasting industry with his students.
9	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During the Fall semester of this reporting period (<i>Fall 2023</i>), our SEU's Senior Director of News and Education taught Introduction to Digital Journalism at Stony Brook University, and shared information about his career as well as the skills necessary to succeed in the broadcasting industry with his students.
10	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During the Spring semester of this reporting period (<i>Spring 2023</i>), one of our SEU's Reporters taught the Introduction to Mass Media at Sacred Heart University, and shared information about his career as well as the skills necessary to succeed in the broadcasting industry with his students.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
11	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During the Spring semester of this reporting period (<i>Spring 2023</i>), one of our SEU's Reporters taught the History of Broadcasting at Sacred Heart University, and shared information about his career as well as the skills necessary to succeed in the broadcasting industry with his students.
12	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During the Spring semester of this reporting period (<i>Spring 2023</i>), our SEU's Managing Editor taught the graduate-level course, Solutions Journalism at Stony Brook University. The Managing Editor also shared information about his career as well as the skills necessary to succeed in the broadcasting industry with his students.
13	Participate in activity reasonably calculated to disseminate information about careers in broadcasting (2)	During the Summer semester of this reporting period (<i>Summer 2023</i>), our SEU's Managing Editor taught the undergraduate as well as the graduate-level course, Podcasting at Stony Brook University, during which he also shared information about his career as well as the skills necessary to succeed in the broadcasting industry with his students.
14	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During the Fall semester of this reporting period (<i>Fall 2023</i>), our SEU's Managing Editor taught the graduate-level course, Solutions Journalism at Stony Brook University, during which he also shared information about his career as well as the skills necessary to succeed in the broadcasting industry with his students.
15	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During the Fall semester of this reporting period (<i>Fall 2023</i>), one of our SEU's Reporters taught the Introduction to Mass Media at Sacred Heart University, and shared information about his career as well as the skills necessary to succeed in the broadcasting industry with his students.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
16	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During the Fall semester of this reporting period (<i>Fall 2023</i>), one of our SEU's Reporters taught the History of Broadcast at Sacred Heart University, and shared information about his career as well as the skills necessary to succeed in the broadcasting industry with his students.
17	Participate in activity reasonably calculated to disseminate information about careers in broadcasting	During the Fall semester of this reporting period (<i>Fall 2023</i>), our SEU's Managing Editor taught an undergraduate Senior Capstone Project at Stony Brook University. Career development was built into this course and students participated in mock interviews and career panels with working journalists. The Managing Editor also shared information about his career as well as the skills necessary to succeed in the broadcasting industry with his students.
18	Participate in Job Fair (2)	On February 17 th and October 6 th , 2023, our SEU's Managing Editor participated in Stony Brook University's Business and Communications job fairs which took place on its campus. During each event, our Managing Director spoke with interested students about Sacred Heart University's radio stations, the mission of public radio, the various career opportunities in radio broadcasting, and job openings and internships available within the SEU.
19	Participate in Job Fair	On July 13, 2023, our SEU's Senior Director of News and Education participated in a job fair sponsored by LI Fair Media Counsel, which took place at the Science Center at Jones Beach State Park, Wantagh, NY, during which he spoke with interested students about Sacred Heart University's radio stations, the mission of public radio, the various career opportunities in radio broadcasting, and job openings and internships available within the SEU.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
20	Participate in event sponsored by or on behalf of a professional organization related to careers in broadcasting	On November 18, 2023, our SEU's Senior Director of News and Education sat on a panel at the New York Press Club's Journalism Event, which took place on the Fordham University campus, during which the panelists discussed climate reporting opportunities for journalism school students and young reporters.