

EEO PUBLIC FILE REPORT – WNBP-AM (Newburyport, MA)

A. Employment Unit Covered: WNBP-AM (including the following station covered by an LMA relationship: WRCA-AM, Watertown, MA, collectively, the “employment unit”).

B. Reporting Period: December 1, 2024 – November 30, 2025.

C. Full-time Vacancies Filled and Recruitment Source to Fill Vacancy: During the period of this report, the employment unit did not have any full-time job openings, and therefore did not conduct any interviews with potential job applicants. If in the future the employment unit has a full-time job vacancy, the employment unit will broadly disseminate the job vacancy by using a variety of national, regional, and local recruitment sources to announce the vacancy.

D. The employment unit engaged in the following outreach activities:

During the reporting period, personnel with substantial responsibility for hiring decisions at the employment unit participated in job fairs hosted by the National Association of Hispanic Journalists (“NAHJ”) (July 9th – July 12th, 2025), Asian American Journalists Association (“AAJA”) (July 30th – August 3rd, 2025), National Black Journalist Association (“NABJ”) (August 6th – August 10th, 2025), Association of LGBTQ+ Journalists (NLGJA) (September 4th - 7th, 2025).¹

A variety of training programs² are offered to enable personnel to acquire new skills that could qualify them for higher-level positions, including programs in management and career development. Topics include:

Communication Styles and Effectiveness	Influencing Others	Navigating Networks
Enhance Your Professional Presence	Level Up Your Virtual Presence	Demystifying Emotional Intelligence
	Owning Your Career Development	

Other training activities include the Growth Series³, which included the following courses:

Embracing disability in the workplace: Being mindful of what we can and can’t see	Working Across Cultures	Aspire Talent Development
Workplace Harassment and Discrimination Training		Building Great Work Relationships

In 2025 we hired two interns⁴ to work part-time as contractors. Both served as technical producers for Bloomberg Radio and were exposed to general journalism, podcast production and live audio and video programming. The manager provided information about careers in radio, networking tools, radio studios, the radio business, and journalism. We had one rotator who received training and mentoring from Team Leaders.

We also offer one-on-one mentoring and voice coaching.

¹ 47 C.F.R. § 73.2080 (c)(2).

² *Id.* at § (c)(2)(viii).

³ *Id.* at § (c)(2)(xiv).

⁴ *Id.* at § (c)(2)(v).

In 2025, personnel involved in making hiring decisions participated in training focused on equal employment opportunity, including: various EEO regulations, related reporting obligations, enforcement issues, interviewing best practices and skills, impacts on posting for, screening, and selecting applicants.