

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

This Report covers full-time vacancy recruitment data for the period December 1, 2023 to November 30, 2024.

1) **Employment Unit:** COSTA EAGLE RADIO VENTURES LTD

2) **Unit Members (Stations and Communities of License):**

WNNW-AM, Lawrence, MA  
WCCM-AM, Haverhill, MA  
WUBG-AM, Methuen, MA  
WMVX-AM, Salem, NH  
WHNM-AM, Laconia, NH

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/CEO
	E-mail Address: pcosta@cervmedia.com

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

<b><u>Job Title</u></b>	<b><u>Recruitment Source</u></b>
1. JUNIOR ACCOUNT EXECUTIVE (WNNW) 4-2-24	ZIP RECRUITER
2. JUNIOR ACCOUNT EXECUTIVE (WHNM) 5-20-24	ZIP RECRUITER
3. JUNIOR ACCOUNT EXECUTIVE (WHNM) 9-30-24	INDEED.COM
4. JUNIOR ACCOUNT EXECUTIVE (WHNM) 11-11-24	EMPLOYEE REFERREL
5. WEATHER ANCHOR ON-AIR (WNNW) 11-18-24	EMPLOYEE REFERREL

- 4a) Junior Account Executive interviews were conducted during the weeks of 3-11-24, 3-18-24, 3-25-24, 4-22-24, 4-29-24, 5-6-24, 9-2-24, 9-9-24, 9-16-24, 10-21-24, and 10-28-24. A total of 16 candidates were interviewed.
- 4b) Weather anchor was hired for Spanish on-air forecasts for 2 of our Spanish speaking stations. The person hired is a well-known local meteorologist on Boston area television. Interviews were conducted over several days in the months of September, October, and November 2024. A total of 1 candidate was interviewed.

5) Recruitment Sources:

**MASTER RECRUITMENT SOURCE LIST**

Source Number	Source Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Career Services Emerson College 216 Tremont Street Boston, Massachusetts 02116 Email: <a href="mailto:careers@emerson.edu">careers@emerson.edu</a>	N	0
2	Career Services Middlesex Community College 33 Kearney Square Lowell, Massachusetts 01852 Phone: 800-818-3434	N	0
3	Career Services Northern Essex Community College 45 Franklin Street Lawrence, Massachusetts 01840 Phone: 978-556-3947 Email: <a href="mailto:careerservices@necc.mass.edu">careerservices@necc.mass.edu</a>	N	0
4	Cambridge College 1000 Mass Avenue Cambridge, Massachusetts 02138 Phone: 617-873-0470 Email: <a href="mailto:Irina.galatskaya@cambridgecollege.edu">Irina.galatskaya@cambridgecollege.edu</a>	N	0
5	Curry College 1071 Blue Hill Avenue Milton, Massachusetts 02186 Phone: 617-333-2195 Email: <a href="mailto:careerdevelopment@curry.edu">careerdevelopment@curry.edu</a>	N	0
6	Emmanuel College 400 The Fenway Boston, Massachusetts 02115 Phone: 617-735-9930 Email: <a href="mailto:careercenter@emmanuel.edu">careercenter@emmanuel.edu</a>	N	0

## MASTER RECRUITMENT SOURCE LIST

Source Number	Source Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Employee Referral Costa Eagle Media 462 Merrimack Street Methuen, MA 01844 Phone: 978-686-9966	N	2
8	Endicott College Career Center 376 Hale Street Beverly, Massachusetts 01915 Phone: 978-232-2101 Email: careers@endicott.edu	N	0
9	Lakes Region Community College Career Services 379 Belmont Road Laconia, New Hampshire 03246 Phone: 603-524-3207 Email: lrccinfo@ccsnh.edu	Y	0
10	Massachusetts Broadcasters Association P.O. Box 401 43 Riverside Avenue Medford, Massachusetts 02155 Massbroadcasters.org Career Services	Y	0
11	Mass Hire Merrimack Valley Career Center 420 Common Street Lawrence, Massachusetts 01840 Phone: 978-722-7000 Email: Irohrer@masshiremvcc.com MasshireMVCC.com	Y	0
12	Mass Hire Merrimack Valley Career Center 671 Kenoza Street Haverhill, Massachusetts 01830 Phone: 978-241-4730 Email: Irohrer@masshiremvcc.com MasshireMVCC.com	Y	0
13	NAB Career Center 1 M Street SE Washington, District of Columbia 20003 NAB.org Email: hr@nab.org	N	0
14	New Hampshire Association of Broadcasters 707 Chestnut Street Manchester, New Hampshire 03104 Nhab.org Phone: 603.627-9600 Email: <a href="mailto:info@nhab.org">info@nhab.org</a>	Y	0

## MASTER RECRUITMENT SOURCE LIST

Source Number	Source Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
15	NHWorks Jobs Center Salem, NH Office 29 South Broadway Salem, New Hampshire 03079 Phone: 603-893-9185 Nhes.nh.gov	Y	0
16	NHWorks Jobs Center Laconia, NH Office 426 Union Avenue, Suite 3 Laconia, New Hampshire 03246 Phone: 603-524-3960 Nhes.nh.gov	Y	0
17	NAACP of The Merrimack Valley Career Services Phone: 662-528-2079 Email: naacpmvb@gmail.com	N	0
18	O'Brien Center for Career Services Merrimack College 315 Turnpike Street North Andover, Massachusetts 01845 Phone: 978-837-5480 Email: obriencenter@merrimack.edu	N	0
19	Salem State University 352 Lafayette Street ECC 105 Salem, Massachusetts 01970 Phone: 978-542-6406 Email: <a href="mailto:career@salemstate.edu">career@salemstate.edu</a>	N	0

**TOTAL INTERVIEWS OVER REPORTING PERIOD:**

2

6) **Advertising:**

	Name	Address	Phone Number	Total # of Interviewees Referred For all new hires during this period.
1	ZipRecruiter.com	ZipRecruiter.com	N/A	13
2	Indeed.com	Indeed.com	N/A	2
3	LinkedIn	LinkedIn.com	N/A	0
4	Costa Eagle Radio Websites and Stations	WNNW: <a href="http://power800am.com">power800am.com</a> WMVX: <a href="http://valley989.com">valley989.com</a> WHNM: <a href="http://themoose1033.com">themoose1033.com</a>	978-686-9966	0

**TOTAL INTERVIEWS OVER REPORTING PERIOD:**

17

7) **Total # of Interviewees Referred:** For the period from December 1, 2023 to November 30, 2024, this Employment Unit interviewed 1 interviewee for full-time job vacancies.

8) **Supplemental Recruitment Initiatives:** List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) Initiative: Internships

Costa Eagle Radio Ventures, LTD offers internships in our promotions, social media, and programming departments. Interns must be high school, or college students and the college students must receive college credit for the internships. The WNNW Program Director, Darvin Garcia, Business Manager, Stephanie Cambria, Operations Manager, Kevin Wright, and the President/General Manager, Patrick Costa, all oversee the internships to evaluate the interns and ensure they are receiving information and education. Internships are ongoing throughout the year.