

**WTBR (FM) – Pittsfield, MA**  
**EEO Public File Report**  
**December 1, 2022 – November 30, 2023**

**I. VACANCY LIST**

See Section II “Master Recruitment Source List” for recruitment source data

Job Title	Recruitment Sources (“RS”) used to fill vacancy	RS that referred hiree
WTBR (FM) has fewer than 5 full time employees and is therefore exempt from the requirements of the FCC’s EEO Rules.		

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

RS Number	RS Information	Source entitled to vacancy information (Y/N)	No. of Interviewees Referred by RS over reporting period
1	National Association of Broadcasters – Career Center 1771 N Street, NW Washington, DC 20036 202.429.4199 (Fax)	Y	0
2	Massachusetts Broadcasters Association –Job Bank <a href="http://www.massbroadcasters.org/jobboard">www.massbroadcasters.org/jobboard</a>	Y	0
3	National Alliance of State Broadcasters Association – Job Board – <a href="http://careerpage.org">careerpage.org</a>	Y	0
4	NABEF 1771 N Street NW Washington, DC 20036 202.429.5424 (Tel)	Y	0
5	Berkshire Community College Career Services and Experiential Learning 413.236.1637 <a href="mailto:careers@berkshirecc.edu">careers@berkshirecc.edu</a>	Y	0

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**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (Menu Selection)	Brief Description of Activity
1	WTBR (FM) has fewer than 5 full time employees and is therefore exempt from the recruitment initiatives requirements of the FCC's EEO Rules.	
2		
3		
4		