

WCBM(AM), Baltimore, MD and WQLL(AM), Pikesville, MD

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(s): WCBM(AM), Baltimore and WQLL(AM), Pikesville, Maryland and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning June 1, 2017 – May 31, 2018 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this report contain the following information:

1. A list of all full-time vacancies filled by the Station (s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080 (c) (ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c) of the FCC rules.

Appendices 1, 2, and 3 have been designed, in the aggregate, to provide the required information. For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person or over the telephone.

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EEO PUBLIC FILE REPORT
June 1, 2017 - May 31, 2018
I. Vacancy List

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive Open Date: 07/01/2017 Hire Date: 09/25/2017	3, 5, 7, 17, 18, 19	19
Account Executive Open Date: 10/20/2017 Hire Date: 11/28/2017	3, 5, 7, 17, 18, 19	18

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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	Baltimore City Community College 2901 Liberty Heights Ave. Baltimore, MD 21215 Phone: 410-462-7441 Email: sagrafiotis@bccc.edu Contact: Sandra Agrafiotis	N	0
2	Bowie State University 14000 Jericho Park Rd. Bowie, MD 20715 Phone: 301-860-3825 Email: careerdevelopment@bowiestate.edu	N	0
3	Career Fair	N	0
4	CCBC 800 South Rolling Rd. Baltimore, MD 21228 Phone: 443-840-4334 Email: mwilliams@ccbcmd.edu Mark Williams	N	0
5	Current Employee	N	0
6	DCRTV 1981B Villaridge Drive Reston, VA 20191 Phone: 703-620-9466 Email: drctvdave@gmail.com Contact: Dave Hughes	N	0
7	Employee Referral	N	0
8	Loyola University 4501 N. Charles St. Baltimore, MD 21201 Phone: 410-617-2000 Email: mdemanss@loyola.edu Contact: Mary DeManss	N	0

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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
9	Maryland Commission on Hispanic Affairs 301 Preston St. Suite 1500 Baltimore, MD 21201 Phone: 410-767-7857 Email: jonathan.jayes-green@maryland.gov Contact: Jonathan Jayes-Green	N	0
10	McDaniel College 2 College Hill Westminster, MD 21157 Phone: 410-848-7000	N	0
11	MDCD Broadcasters Association 150 Fayetteville St. Suite 1610 Raleigh, NC 27602 Phone: 919-821-7300 Email: info@mdcd.com	N	0
12	Notre Dame of Maryland 4701 N. Charles St. Baltimore, MD 21210 Phone: 410-435-0100 Email: career@ndm.edu	N	0
13	The Sheffield Institute for the Recording Arts 13816 Sunnybrook Rd. Phoenix, MD 21131 Phone: 410-628-7260 Email: josh@sheffieldav.com Contact: Josh Scarff	N	0
14	Stevenson University 1525 Greenspring Valley Rd. Baltimore, MD 21153 Phone: 877-468-6852 Email: swallis@stevenson.edu Contact: Steven Wallis	N	0

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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
15	Talkers Magazine 785 Williams St. #429 Longmeadow, MA 01106 info@talkers.com 413-565-5413 Michael Harrison	N	0
16	Towson University 8000 York Rd. Towson, MD 21252 410-704-2000	N	0
17	MediaRecruiter.com	N	0
18	ZipRecruiter	N	2
19	On-Air Recruiting	N	3
TOTAL INTERVIEWS OVER REPORTING PERIOD:			5

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative	Brief Description Of Activity	No. of Station Participants	Participant Title
1	Annual	Internship Program	The WCBM-AM and WQLL-AM internship program exposes students to the working environment of a radio station. Interns are involved in operations for an average of 10 hours per week. Interns have been involved with the stations' news, production, and promotion departments.	4	Program Director News Director Production Director Sales Manager
2	7/14/17	Job Fair	The Promotion Director represented both radio stations, and recruited at the job fair held at the Marriott Towson Hotel. Met with recent college graduates, those looking for career changes, and others reentering the workforce. 29 resumes were submitted. Spoke about job opportunities within the radio field.	1	Promotion Director
3	10/26/17	Job Fair	The Promotion Director represented both radio stations, and recruited at the job fair held at the Marriott Towson Hotel. Met with recent college graduates, those looking for career changes, and others reentering the workforce. 25 resumes were submitted. Spoke about job opportunities within the radio field.	1	Promotion Director
4	4/11/18	Job Fair	The Promotion Director represented both radio stations, and recruited at the job fair held at the Shearton Towson Hotel. Met with recent college graduates, those looking for career changes, and others reentering the workforce. 30 resumes were submitted. Spoke about job opportunities within the radio field.	1	Promotion Director