

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 May 31, 2014 – May 31, 2015 (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.

Appendix 1 to

Sample Annual EEO Public File Report Form

Covering the period from May 31, 2014 – May 31, 2015

Station (s) Comprising Station Employment Unit: WCBM, WQLL

Section 1: Vacancy Information

Full-time Positions Filled By Job Title	Recruitment Source of Hire
Account Executive	Employee Referral

Total Number of Interviewees: 10

Appendix 2 to

Sample Annual EEO Public File Report Form

Covering the Period from May 31, 2014 – May 31, 2015

Station (s) Comprising Station Employment Unit: WCBM, WQLL

Section 2: Recruitment Source Information

Recruitment Source Address Contact Person Telephone Number	Total Number of Interviewees This Source has provided during this period (if any)	Full-time Positions for Which This Source Was Utilized
DCRTV 1981-B Villaridge Dr. Reston, VA 20191 703-620-9466	2	Account Executive
Employee Referral	1	Account Executive
WCBM Radio/Application On-File	7	Account Executive

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period From May 31, 2014 – May 31, 2015

Station (s) Comprising Station Employment Unit: WCBM, WQLL

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken

1. 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. During the reported period, above, the performance of two interns allowed them to gain part-time employment upon completion of their internships.

2. Job Fairs

During the period noted above, WCBM and WQLL Radio participated in three Job Fairs in the Baltimore community on the following dates and locations:

<u>Date</u>	<u>Location</u>	<u>Station Representative</u>
June 15, 2014	Four Points by Sheraton	Eddie Applefeld – Promotions Dir.
January 19, 2015	Baltimore Travel Plaza	Marc Beaven – General Manager Eddie Applefeld – Promotions Dir.
April 14, 2015	Baltimore Travel Plaza	Eddie Applefeld – Promotions Dir.