

**WCBM-AM, WQLL-AM**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2021 - May 31, 2022**  
I. Vacancy List

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Producer/Board Operator Open Date: 05/03/2022 Hire Date: 05/17/2022	5,7,8,11,14,17	5

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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	1
6	DCRTV 1720 Epps Bridge Parkway Suite 108 Box 103 Athens, GA 30606 Phone: 703-620-9466 Contact: Dave Hughes	N	0
7	Employee Referral	N	0
8	Loyola University 4501 N. Charles St. Baltimore, MD 21201 Phone: 410-617-2000 <a href="http://app.joinhandshake.com">http://app.joinhandshake.com</a> Contact: Mary DeManss	N	0

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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 <a href="http://app.joinhandshake.com">http://app.joinhandshake.com</a> Contact: Steven Wallis	N	0

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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	Johns Hopkins University 3400 N. Charles St. Baltimore, MD 21218 410-516-8000 <a href="http://app.joinhandshake.com">http://app.joinhandshake.com</a>	N	0
18	MediaRecruiter.com	N	0
19	ZipRecruiter	N	0
20	Indeed.com	N	0
21	Monster.com	N	0
22	Linked In	N	0
23	On-Air Recruitment	N	0
24	All Access.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>1</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative</b>	<b>Brief Description Of Activity</b>	<b>No. of Station Participants</b>	<b>Participant Title</b>
1	Annual	Internship Program	The WCBM-AM internship program exposes students to the working environment of a radio station. Interns are involved in department operations for an average of 10 hours per week during winter or summer semester breaks. Internships are offered individually in programming, news, promotions, and sales.	4	Program Director News Director Production Director Sales Manager
2	Annual	Website Recruitment	For station job vacancies, WCBM-AM referred listeners and potential employees to the station website wcbm.com.		
3	Annual	Station Tours	WCBM-AM provided station tours to community organizations interested in the radio industry. The tours discuss career opportunities and education requirements.	4	Business Manager Program Director Promotions Director Air Talent
4	3/10/22	Job Fair	WCBM aired an interview with Rob Mulvihill of military.org. We promoted the Baltimore job fair open to members of the military who are transitioning to the civilian workforce. WCBM is a recruitmilitary.com partner.	1	Program Director