

WCBM-AM, WQLL-AM
EEO PUBLIC FILE REPORT
June 1, 2023 - May 31, 2024
 I. Vacancy List

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales Account Executive Open Date: Continuous Hire Date: 09/11/23	11, 20, 23	20
Sales Account Executive Open Date: Continues Hire Date: 01/08/24	11, 20, 23	23
Digital Assets Director Open Date: 04/17/23 Hire Date: 07/10/23	20, 23	20
Production Director Open Date: 01/17/24 Hire Date: 02/05/24	5, 7, 15	7

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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	Recruit Military 422 West Loveland Ave. Loveland, OH 45140 Phone: 513-683-5020 Contact: Robert Walker	N	0
7	Employee Referral	N	1
8	Loyola University 4501 N. Charles St. Baltimore, MD 21201 Phone: 410-617-2000 http://app.joinhandshake.com Contact: Mary DeManss	N	0

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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 http://app.joinhandshake.com 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 http://app.joinhandshake.com	N	0
18	MediaRecruiter.com	N	0
19	ZipRecruiter	N	0
20	Indeed.com	N	4
21	Monster.com	N	0
22	Linked In	N	0
23	On-Air Recruitment	N	1
24	All Access.com	N	0
25	Inside Radio	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			7

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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 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.	5	Program Director News Director Production Director Sales Manager Business Manager
2	Annual	Website Recruitment	For station job vacancies, WCBM-AM referred listeners and potential employees to the station website wcbm.com.		
3	Annual	EEO On-Air Recruitment	We encourage organizations, through on-air announcements, to notify WCBM if their organization would like to be notified of employment vacancies.		