

**WMAL(AM), WMAL-FM and WRQX(FM)
EEO PUBLIC FILE REPORT
June 1, 2014 – May 31, 2015**

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Ass’t. Chief Engineer/Broadcast & IT Engineer	1, 3-22, 24-25, 27, 28, 30, 31	7
Webmaster/Digital Content Manager	1-4, 6-7, 21, 23-25, 29-31	24
Integrated Sales Specialist	1-7, 14, 15, 21, 24-26, 29	24
News Reporter	1-3, 25-31	3
Account Executive	1-2, 24, 25, 27-32	24
Account Executive	1-2, 24, 25, 27-32	24
Account Executive	1-2, 24, 25, 27-32	24
Account Executive	1-2, 24, 25, 27-32	24
Sales Assistant	1-31	2
Sales Assistant	1-31	27
Executive Producer	1-2, 25, 27, 28, 30, 31	2
Director of Sales	2*	2
Vice President of Sales	2*	2
Morning Show Host	1-2, 4-7, 14, 21, 23, 25-31	2
Morning Show Host	1-2, 4-7, 14, 21, 23, 25-31	2
Morning Show Host	1-2, 4-7, 14, 21, 23, 25-31	2
Morning Show Host	1-2, 4-7, 14, 21, 23, 25-31	2
On Air Talent	1-7, 14, 21, 23-31	24
On Air Talent	1-7, 14, 21, 23-31	24
Digital Sales Manager	1-2, 4-7, 21, 25-31	2

**Exigent Circumstances*

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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	Company Website Posting www.cumulus.com	N	21
2	Word-of-Mouth Referral-Internal Referral	N	16
3	All Access Website www.allaccess.com	N	5
4	Howard University Advisory Educational Services 525 Bryant Street Washington, DC 20059 202-806-7927	N	0
5	University of Maryland Terps Career Center 3100 Hornbaker College Park, MD 20742 career-center-help@umail.umd.edu	N	0
6	The Catholic University of America 620 Michigan Avenue, NE Washington, DC 20064 202-319-5000	N	0
7	American University Career Center Contact: Lauren Weidl Butler Pavilion 5 th Fl. 4400 Massachusetts Ave., N.W. Washington, D.C. 20016 202-885-1814	N	1
8	Columbia School of Broadcasting Kevin Williams 3947 University Drive 2 nd Floor Fairfax, VA 22030 703-591-6000 Kevin@csbamerica.com ; joe@csbamerica.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	Native American Journalists Association Gordon Regguinti 3359 36 th Avenue Minneapolis, MN 55406 regguinti@naja.com	N	0
10	National Association of Broadcasters Clearinghouse Michael McKinley 1771 N Street NW Washington, DC 20036	N	0
11	Capital Press Club Derrick Kenny PO Box 19403 Washington, DC 20036 202-628-1122 dkenny@wallscom.com	N	0
12	National Puerto Rican Coalition Elisa Rolon 1901 L Street NW Suite 802 Washington, DC 20006 202-223-3915 erolon@nprcinc.org	N	0
13	National Council of Laraza Julie Perez 1111 19 th Street Nw Suite 1000 Washington, DC 20036 202-785-1670 hmail@nclr.org	N	0
14	George Mason University Star Muir Communications Department-MS3D6 Fairfax, VA 22030 703-993-1090 smuir@gmu.edu	N	0
15	College of Notre Dame of Maryland 4701 N. Charles Street Baltimore, MD 21210 successcenter@ndm.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	The Hampton University Shanae Moore Hampton, VA 23668 shanae.moore@hamptonu.edu ; courtney.walker@hamptonu.edu	N	0
17	Department of Rehabilitative Serv. Janice Chory janice.chory@dars.virginia.gov	N	0
18	Institute of Caribbean Studies 7306 Georgia Avenue NW Washington, DC 20012 202-829-1887 ics@icsdc.com	N	0
19	MD/DC/DE Broadcasters Association 106 Old Court Road Baltimore, MD 21208 410-653-4122 info@mdcdbroadcasters.com	N	0
20	American News Women's Club Randi Dutch 1607 22 nd Street NW Washington, DC 20008 202-332-6770 anwclub@covad.net	N	0
21	Bowie State University Dale M. O'Neal Wiseman Center Rm. 126 14000 Jericho Park Road Bowie, MD 20715 301-860-3825	N	0
22	Melwood Sandra Littles 5606 Dower House Road Upper Marlboro, MD 20772 301-599-8000 slittles@melwood.org	N	0
23	Entertainment Careers Website www.entertainmentcareers.net	N	8
24	Word-of-Mouth Referral-External Referral	N	19
25	Cumulus Business Managers BM@cumulus.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	DC Dept. of Employment Services Michelle Reynolds www.dcnetworks.org	N	0
27	Indeed Website www.indeed.com	N	4
28	Glass Door Website www.glassdoor.com	N	0
29	Marymount University Website www.marymount.edu	N	0
30	Simply Hired Website www.simplyhired.com	N	0
31	Link Up Website www.linkup.com	N	0
32	Howard University Media Sales Institute Job Fair (<i>see Section III</i>)	N	1
TOTAL INTERVIEWEES OVER REPORTING PERIOD			75

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in Job Fair	<p>On March 4, 2015, our SEU participated in the Diversity Employment Fair held at the Holiday Inn Conference Center in Washington, DC. The Fair brought together DC's major employers with thousands of qualified, diverse professionals with the aim to recruit, promote and reaffirm commitment to diversity in the workplace. SEU representatives occupied a booth and spoke with numerous interested attendees about career opportunities in broadcasting and job openings within the SEU. SEU participants included our Director of Marketing.</p>
2	Participate in Job Fair	<p>On June 11, 2014, our SEU participated in the annual job fair at Howard University Media Sales Institute sponsored by the National Association of Broadcasters Education Foundation. SEU representatives listened intently to numerous presentations made by student applicants from Historical Black Colleges and Universities from across the country and selected students that they wished to interview. Interviews were conducted on-site between 2:00 p.m. and 6:00 p.m. SEU participants included the General Sales Manager of WRQX-FM and the General Sales Manager of WMAL-AM/FM. One student was hired as an Account Executive for WRQX-FM.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Internship Program (2)	<p>Each Station in our SEU has established a College Internship Program designed to assist qualified students to acquire the skills necessary to obtain employment in the broadcast industry, while allowing the student to gain school credit. The duration of an internship is typically three to four months, depending on the length of the school semester. Interns are recruited by notifying area colleges/universities regarding internship openings as well as through student-initiated contacts. Each department creates a department-specific program, however, an intern's duties generally include providing assistance with various sales related tasks, promotional events, on-air remote broadcasts, cutting audio clips, creating videos on YouTube, posting on Social Media, writing news stories based on newsmaker interviews, updating the morning show website and other various duties in our newsroom.</p> <p>During this reporting period the Promotions department for WMAL(AM)/-FM and WRQX hosted four (4) interns, one (1) from each of the following universities: Salisbury University; Pennsylvania State University; University of Miami; and, Marymount University.</p> <p>Additionally, WMAL(AM)/-FM hosted three (3) interns in its News and Programming departments, one (1) from Patrick Henry College-National Journalism Center, one (1) from University of Maryland, and one (1) from George Washington University.</p>