

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, 2015 – May 31, 2016 (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

Annual EEO Public File Report Form

Covering the period from May 31, 2015 – May 31, 2016

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

Section 1: Vacancy Information

Full-time Positions Filled By Job Title	Recruitment Source of Hiree
Account Executive	Employee referral
Account Executive	Employee referral
Account Executive	Employee referral
Account Executive	On-air announcement
Air Talent	Internal recruitment

Total Number of Interviewees: 8

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from May 31, 2015 – May 31, 2016

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 Dave Hughes	1	Account Executive
On-Air Announcement WCBM-AM / WQLL-AM 1726 Reisterstown Rd. Suite 117 Pikesville, MD 21208 410-580-6800 Michael McGraw	5	Account Executive
Employee Referral	1	Account Executive
Internal Posting	0	Account Executive
Internal Recruitment	1	On-Air Talent

Appendix 3 to

Annual EEO Public File Report Form

Covering the Period From May 31, 2015 – May 31, 2016

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 are involved with the stations' news, production and promotion departments. In the spring, 2016, WQLL hosted a student from Towson University.

2. Job Fairs

During the period noted above, WCBM-AM and WQLL-AM participated in three Job Fairs through which a number of people were educated about possible employment opportunities within the broadcasting industry and during which the stations took a number of applications from individuals interested in seeking employment at the stations when the appropriate opportunity for full-time openings occur.

<u>Date</u>	<u>Location</u>	<u>Station Representative</u>
July 13, 2015	Baltimore Travel Plaza	General Manager Promotions Director
January 18, 2016	Sheraton Baltimore-North	General Manager Promotions Director
April 12, 2016	Sheraton Baltimore-North	Promotions Director