WMAL-AM, WMAL-FM and WRQX(FM)
EEO PUBLIC FILE REPORT
June 1, 2015 – May 31, 2016

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
On Air Talent (2)	1, 3-22, 24-30	3, 3
Webmaster/Digital Content Manager	1-22, 24-30	2
Executive Morning Show Producer	1, 3-22, 24-30	1
Account Executive (4)	1-2, 4, 21-22, 24-25, 27-30	1, 1, 1, 31
Sales Assistant (2)	1-30	1, 1
On Air Talent (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	49
2	**Word-of-Mouth Referral** 4400 Jenifer Street NW Washington, DC 20015	N	3
3	**All Access** www.allaccess.com	N	9
4	**Howard University** Advisory Educational Services 525 Bryant Street Washington, DC 20059 202-806-7927	N	
5	**The Catholic University of America** 620 Michigan Avenue, NE Washington, DC 20064 202-319-5000	N	
6	**American University Career Center** Contact: Lauren Weidl Butler Pavilion 5th Fl. 4400 Massachusetts Ave., N.W. Washington, D.C. 20016 202-885-1814	N	
7	**Columbia School of Broadcasting** Kevin Williams 3947 University Drive 2nd Floor Fairfax, VA 22030 703-591-6000 Kevin@csbamerica.com; joe@csbamerica.com	N	
8	**Omega Recording Studios** 12712 Rock Creek Mill Road Rockville, MD 20852 301-230-9100	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
9	**Capital Press Club** Derrick Kenny PO Box 19403 Washington, DC 20036 202-628-1122 dkenny@wallscom.com	N	
10	**National Puerto Rican Coalition** Elisa Rolon 1901 L Street NW Suite 802 Washington, DC 20006 202-223-3915 erolon@nprcinc.org	N	
11	**National Council of Laraza** Julie Perez 1111 19th Street Nw Suite 1000 Washington, DC 20036 202-785-1670 hrmail@nclr.org	N	
12	**George Mason University** Star Muir Communications Department-MS3D6 Fairfax, VA 22030 703-993-1090 smuir@gmu.edu	N	
13	**The Hampton University** Shanae Moore Hampton, VA 23668 shanae.moore@hamptonu.edu; courtney.walker@hamptonu.edu	N	
14	**Department of Rehabilitative Serv.** Janice Chory janice.chory@dars.virginia.gov	N	
15	**Institute of Caribbean Studies** 7306 Georgia Avenue NW Washington, DC 20012 202-829-1887 ics@icsdc.com	N	
16	**MD/DC/DE Broadcasters Association** 106 Old Court Road Baltimore, MD 21208 410-653-4122 info@mdcdbroadcasters.com	N	
17	**American News Women's Club** Randi Dutch 1607 22nd Street NW Washington, DC 20008 202-332-6770 anwclub@covad.net	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	**Bowie State University** Dale M. O'Neal Wiseman Center Rm. 126 14000 Jericho Park Road Bowie, MD 20715 301-860-3825	N	
19	**Melwood** Sandra Littles 5606 Dower House Road Upper Marlboro, MD 20772 301-599-8000 slittles@melwood.org	N	
20	**http://www.entertainmentcareers.net/**	N	
21	**WORD OF MOUTH – EXTERNAL REFERRALS**	N	1
22	Cumulus Business Managers (*inter-company email to all business managers)*	N	
23	**DC Dept. of Employment Services** Michelle Reynolds www.dcnetworks.org	N	
24	http://www.indeed.com	N	
25	www.glassdoor.com	N	
26	www.marymount.edu	N	
27	www.simplyhired.com	N	
28	www.linkup.com	N	
29	www.facebook.com	N	
30	www.linkedin.com	N	
31	Job Fair – Media Sales Institute @ Howard University	N	1
		TOTAL INTERVIEWEES OVER REPORTING PERIOD	63

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Job Fair	On March 23, 2016, our SEU participated in the Diversity Employment Fair held at the National CCC Conference Center in Washington, DC. The Fair brought together DC's major employers with hundreds of qualified, diverse professionals with the aim to recruit, promote and reaffirm their commitment to diversity in the workplace. An SEU representative occupied a booth and spoke with approximately 100 interested attendees about career opportunities in broadcasting and job openings within the SEU. The SEU participant was a Sales Assistant who collected about 40 resumes and connected with 10 candidates via LinkedIn. As a media partner, the stations advertised the event as part of a trade agreement.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
2	Internship Program	The 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 program that is department-specific, 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, call screening, writing news stories on newsmaker interview, updating the morning show website and various duties in our newsroom. During this reporting period the Promotions department for both WMAL and WRQX hosted eleven (11) interns during Summer, Fall and Spring. These interns came from various universities and colleges. (1) from each of the following Universities: American University, James Madison University, Virginia Tech, Hood College, and Montgomery College. (2) from University of Maryland, Indiana University and George Washington University. WMAL hosted one (1) intern in its Programming department, from Hillsdale College. Additionally, the SEU hosted one (1) intern in its Engineering department from American University.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
3	Annual job fair-NAB Education Foundation	On June11 and 12, 2015 station personnel attended the annual job fair at Howard University Media Sales Institute sponsored by the National Association of Broadcasters Education Foundation. Participants were John McCann, VP of Sales, Beth Cohen, Director of Sales, WMAL and WRQX and Tiffany Keaton, Integrated Sales Specialist for WMAL and WRQX. Station personnel interviewed student applicants from Historical Black Colleges and Universities from across the country. Candidates made presentations and SEU participants graded the candidates then selected some for interviews. Interviews were conducted during the hours of 1:15pm and 4:00pm. One candidate was hired as an Account Executive for WRQX-FM.