

**WMAL-AM, WMAL-FM and WRQX(FM)
EEO PUBLIC FILE REPORT
June 1, 2016 – May 31, 2017**

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	19
2	Word-of-Mouth Referral 4400 Jenifer Street NW Washington, DC 20015	N	19
3	All Access www.allaccess.com	N	
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 5 th Fl. 4400 Massachusetts Ave., N.W. Washington, D.C. 20016 202-885-1814	N	
7	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	
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@wallscm.com	N	
10	National Council of Laraza Julie Perez 1111 19 th Street Nw Suite 1000 Washington, DC 20036 202-785-1670 hmail@nclr.org	N	
11	George Mason University Star Muir Communications Department-MS3D6 Fairfax, VA 22030 703-993-1090 smuir@gmu.edu	N	
12	The Hampton University Shanae Moore Hampton, VA 23668 shanae.moore@hamptonu.edu ; courtney.walker@hamptonu.edu	N	
13	Department of Rehabilitative Serv. Janice Chory janice.chory@dars.virginia.gov	N	
14	Institute of Caribbean Studies 7306 Georgia Avenue NW Washington, DC 20012 202-829-1887 ics@icsdc.com	N	
15	MD/DC/DE Broadcasters Association 106 Old Court Road Baltimore, MD 21208 410-653-4122 info@mdcdbroadcasters.com	N	
16	American News Women's Club Randi Dutch 1607 22 nd Street NW Washington, DC 20008 202-332-6770 anwclub@covad.net	N	
17	Bowie State University Dale M. O'Neal Wiseman Center Rm. 126 14000 Jericho Park Road Bowie, MD 20715 301-860-3825	N	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Melwood Sandra Littles 5606 Dower House Road Upper Marlboro, MD 20772 301-599-8000 slittles@melwood.org	N	
19	http://www.entertainmentcareers.net/	N	
20	WORD OF MOUTH – EXTERNAL REFERRALS	N	2
21	Cumulus Business Managers (<i>inter-company email to all business managers</i>)	N	
22	DC Dept. of Employment Services Michelle Reynolds www.dcnetworks.org	N	
23	http://www.indeed.com	N	
24	www.glassdoor.com	N	
25	www.marymount.edu	N	
26	www.simplyhired.com	N	
27	www.linkup.com	N	
28	www.facebook.com	N	
29	www.linkedin.com	N	16
30	https://umd-csm.symplicity.com/employers	N	
31	Howard University NABEF Media Sales Institute.	N	14
TOTAL INTERVIEWEES OVER REPORTING PERIOD			70

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Job Fair	On March 9, 2017, our SEU participated in the Diversity Employment Fair held at the Embassy Suites by Hilton Crystal City National Airport in Arlington Virginia. 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 table and spoke with approximately 100 interested attendees about career opportunities in broadcasting and job openings within the SEU nationwide. The SEU participant was a Sales Assistant who collected about 30 resumes. 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	<p>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 listing open position on the company-wide internet job site and 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.</p> <p>During this reporting period the Promotions department for both WMAL and WRQX hosted thirteen (13) interns during the Summer, Fall and Spring. These interns came from various universities and colleges, including one (1) from each of the following: University of Mississippi, George Mason University, Southern Adventist University, University of Central Florida, Virginia Tech, Northeastern University, and The Siena School; two (2) from American University and three (3) from the University of Maryland</p> <p>WMAL also hosted one (1) intern in its Programming department, from Goucher College.</p>

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
3	Provide training to management-level personnel concerning methods of ensuring equal employment opportunity and preventing discrimination	On June 14 th , 2016, this SEU participated in a training seminar for management-level personnel designed to ensure equal employment opportunity and prevent employment discrimination in the workplace. The seminar was conducted by Cumulus' Senior Vice President and General Counsel. The SEU's VP/Market Manager, Sales Manager, Business Manager, Operations Manager and Promotions Director were active attendees in that seminar.

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
4	Annual Job Fair – NAB Education Foundation	<p>On June 16th, 2016 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 and Market Manager, Beth Cohen, VP of Sales, WMAL and WRQX. Station personnel interviewed student applicants from Historically Black Colleges and Universities from across the country. Candidates made presentations and SEU participants graded the candidates then selected some for interviews.</p> <p>Interviews were conducted during the hours of 8:30 am to 3:50 pm.</p>

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
5	Girl Scout Troop visited station	<p>On Friday, May 5th, 2017 WMAL-AM/FM and WRQX-FM hosted Girls Scouts from Troop 1420 in Purcellville, VA. A total of 13 girls and 5 adults visited the station to learn about the world of broadcasting and to earn their “Night Owl” badge which is given to girls gaining knowledge about the careers of night workers. As they toured the station, Maria Leaf, a News Anchor, gave the group information on news gathering, reporting and anchoring for WMAL. The group then moved through the studios and production rooms to see the equipment used in radio broadcasts.</p> <p>Traffic Manager, Steve McNee, explained how WRQX-FM schedules commercials and music. He also answered questions from the group. The evening personality for WRQX-FM, Seth King, demonstrated how he does his job and invited some of the girls “on-air” to say hello to family and friends.</p>

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
6	Talent visited school	On February 24 th , 2017, Jimmy Alexander from (WRQX-FM) Mix 107.3 The Jack Diamond Morning Show, spoke to students of Kensington, MD's Holy Redeemer School. He gave a presentation to the 4 th and 5 th graders about his job in radio broadcasting and about President's Day.