

WMAL-AM, WMAL-FM and WRQX(FM)¹
EEO PUBLIC FILE REPORT
June 1, 2018 – May 31, 2019

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
Account Executive	1, 2, 20-31	1
Account Executive	1, 2, 20-31	2
Sales Assistant	1, 2, 20-31	1
Digital Content Producer	1, 2, 20-31	1

¹ The license for station WRQX was assigned to Educational Media Foundation on May 31, 2019. See File No. BALH-20190213AAU. The call letters were changed from WRQX to WSOM on the same date. Since the station operated under the call letters “WRQX” during the entire license term in which it was owned and operated by the licensee submitting this EEO Public File Report, it will be referred to herein by its former call letters.

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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	15
2	Word-of-Mouth Referral 4400 Jenifer Street NW Washington, DC 20015	N	8
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	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Omega Recording Studios 12712 Rock Creek Mill Road Rockville, MD 20852 301-230-9100	N	
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	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Bowie State University Dale M. O'Neal Wiseman Center Rm. 126 14000 Jericho Park Road Bowie, MD 20715 301-860-3825	N	
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	
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	2
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	
30	https://umd-csm.symplicity.com/employers	N	
31	Howard University NABEF Media Sales Institute.	N	19
TOTAL INTERVIEWEES OVER REPORTING PERIOD			44

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participate in Job Fairs (5)	<p>On April 3rd, 2019, 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.</p> <p>On August 8th, 2018, November 28th, 2018, February 6th, 2019 and May 2nd, 2019, the SEU participated in the Best Hire Career Fairs held at the Crystal City Marriott at Reagan National Airport. The host, Best Hire Career fairs targets our specific industry to meet our hiring needs. The SEU participant interacted with a large number of attendees who expressed an interest in radio broadcasting. As a media partner, the stations advertised the event as part of a trade agreement.</p>

	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 by 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 eight (8) interns during the Summer, Fall and Spring. These interns came from various universities and colleges, including one (1) from each of the following: Roanoke College, William & Mary, Florida State University, George Washington University, Catholic University and Ohio University and two (2) the University of Maryland</p> <p>WMAL also hosted one (1) intern in its Programming department, from Penn State University.</p>

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
3	Annual Job Fair – NAB Education Foundation	<p>On June 6th – 8th, 2018 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 and Ken Roberts, 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 5:25 pm.</p>

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
4	Program Director led talk on politics and media at George Washington University Graduate school	In July 2018, Program Director, Bill Hess, spoke to a 'Media & Politics' class in the George Washington University Graduate Program. The class contained about 2 dozen students and provided an interactive opportunity for students to hear 'real world' stories about the intersection of media and politics, with specific focus on media decision-making and execution of news coverage.