

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period:

March 23, 2018 through March 22, 2019

1) Employment Unit: Irie Radio, Inc. WOCM(FM)

2) Unit Members (Stations and Communities of License): WOCM(FM), Selbyville, Delaware

3) EEO Contact Information for Employment Unit:

Mailing Address: WOCM(FM) 117 49th Street, Ocean City, MD 21842

Telephone Number: 4107233683

Contact Person/Title: David Rothner, General Manager

E-mail Address: bull.dog@irieradio.com

4) Full-Time Job Vacancies Filled by Each Station in the Employment Unit: There were no full-time job vacancies filled by the Employment Unit during the reporting period.

6) Total # of Interviewees Referred: For the period from March 23, 2018 through March 22, 2019, this Employment Unit interviewed \_\_\_\_0\_\_\_\_ interviewees for full-time job vacancies.

7) Supplemental Recruitment Initiatives. List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) Initiative: INTERNSHIP PROGRAM

WOCM(FM) CONDUCTED AN INTERNSHIP PROGRAM THAT PROVIDED TRAINING TO MEMBERS OF THE COMMUNITY AND ASSISTED INTERNS IN ACQUIRING SKILLS NEEDED FOR BROADCAST EMPLOYMENT. WOCM(FM) HOSTED TWO INTERNS DURING THE REPORTING PERIOD. THE INTERNS WORKED AT ALL LEVELS AND DEPARTMENTS OF THE STATION. THEY GAINED EXPERIENCE IN COMMERCIAL PRODUCTION, TRAFFIC, ON-AIR AND MUSIC PROGRAMMING. SEVERAL OF THE INTERNS RECEIVED ACADEMIC CREDIT FOR THEIR PARTICIPATION IN THE PROGRAM  
Station WOCM(FM) is an Equal Opportunity Employer.

(b) Initiative: TRAINING PROGRAM

WOCM(FM) ADMINISTERS A TRAINING PROGRAM TO ENABLE STAFF MEMBERS TO ACQUIRE INDUSTRY RELATED SKILLS THAT COULD QUALIFY THEM FOR HIGHER LEVEL POSITIONS. THE PROGRAM IS DESIGNED TO INCREASE SKILLS AND PROFICIENCIES OF STAFF MEMBERS, AND TO INTRODUCE NEW TECHNOLOGIES TO STAFF. DURING THIS REPORTING PERIOD, WOCM(FM) CONDUCTED TRAINING PROGRAMS THAT FOCUSED ON PRODUCTION SKILLS, PROGRAMMING AND TRAFFIC

(c) Initiative: PARTICIPATION IN COMMUNITY EVENT

HMRA SHOW OCEAN CITY CONVENTION CENTER. ON MARCH 3, 2019 AND MARCH 4, 2019, WOCM(FM) STAFFED A BOOTH AT THE HMRA SHOW, WHICH ALLOWED THE MANAGEMENT TEAM THE OPPORTUNITY TO MEET AND TALK TO PEOPLE ABOUT THE STATION AND TO SHARE EMPLOYMENT OPPORTUNITIES AT THE STATION. THE EVENT

WAS ATTENDED BY ALL STAFF MEMBERS OF WOCM(FM), INCLUDING MANAGEMENT LEVEL STAFF WHO HAVE SUBSTANTIAL RESPONSIBILITY IN THE MAKING OF HIRING DECISIONS.

(d) Initiative: PARTICIPATION IN SCHOLARSHIP PROGRAM

WOCM STARTED THE OCEAN98 CASH FOR COLLEGE FUND WHICH IS DESIGNED TO PROVIDE FUNDS FOR STUDENTS GOING TO COLLEGE TO STUDY BROADCASTING. THROUGH VARIOUS FUNDRAISING EVENTS WOCM IS ABLE TO PROVIDE 3 LOCAL STUDENTS WITH \$1000 EACH TO HELP WITH THEIR COLLEGE EXPENSES. STUDENTS PURSUING A CAREER IN BROADCASTING WERE ENCOURAGED TO WRITE AN ESSAY TELLING WHY THEY DESERVE THE FUNDS AND WITH THE HELP OF LOCAL AREA BUSINESS LEADERS WOCM SELECTED 1 STUDENT FROM EACH OF THE THREE COUNTIES. MUSIC PROGRAMMING. SEVERAL OF THE INTERNS RECEIVED ACADEMIC CREDIT FOR THEIR PARTICIPATION IN THE PROGRAM