ADAMS RADIO OF DELMARVA PENINNSULA

WGBG-FM, WKHI-FM, WOCQ-FM, WZBH-FM, WOCQ-HD2

ANNUAL EEO PUBLIC FILE REPORT
April 01, 2017- March 31, 2018

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Vacancy	Number of Interviewee's	RS Referring Hiree
Account Executive ****	9,12,14,17	6	9,17,12
On Air Personality	1,15	3	15
Business Manager	17	5	17
Account Executive	14,15,17,12	3	14
Sales Assistant	9	1	9
Account Executive	14,15,17,12	4	15
On Air Personality	1,15, 12	3	15
Account Executive	9,12,14,17,12	3	9
General Manager	12	1	12
Account Executive	9	1	9
*** HIRED 4 AE'S			
Total Interview's		30	

ADAMS RADIO OF DELMARVA PENINNSULA

WGBG-FM, WKHI-FM, WOCQ-FM, WZBH-FM, WOCQ-HD2

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	All Access 28955 Pacific Coast Highway Suite 210 Malibu, CA 90265 310-457-6616 www.allacccess.com	N	3
2	Salisbury University 1101 Camden Ave, Ste 101 Salisbury, MD 21801 410-677-5068	N	0
3	Coppin State University Career Development 2500 W North Ave Baltimore, MD 21216 410-951-3666	N	0
4	University of Maryland Eastern Shore Career Services 30665 Student Services Center Princess Anne, MD 21853 410-651-7747	N	0
5	Morgan State University 1700 E Cold Spring Lane Montebello Complex C-11 Baltimore, MD 21251	N	0
6	Client Referrals	N	0
7	Delaware Dept. of Labor 600 N. Dupont Highway, Ste 207 Georgetown, DE 19947 Joblink.delaware.gov	N	0
8	Delaware Technical College PO Bo 610 Georgetown, DE 19947 302-857-1027	N	0
9	Employee Referral	N	4

ADAMS RADIO OF DELMARVA PENINNSULA

WGBG-FM, WKHI-FM, WOCQ-FM, WZBH-FM, WOCQ-HD2

RS Number	RS Information	Has Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
10	One Stop Job Market 917 Mt. Hermon Rd Salisbury, MD 21801 410-341-6515	N	0
11	Indeed 470 W. Ave. Stamford, CT 06902 203-564-2418 www.indeed.com	N	0
12	Linked In Network (Job Board Posting) 2029 Stierlin Ct. Mountain View, CA 94043 650-687-3600 www.linkedin.com	N	5
13	Non-Employee Referral/Industry Peer	N	0
14	On-Air Announcements WGBG-FM, WKHI-FM, WOCQ-FM, WZBH-FM, WOCQ-HD2	N	3
15	Station Website Posting WGBG-FM, WKHI-FM, WOCQ-FM, WZBH-FM, WOCQ-HD2	N	3
16	Self-Referral/Walk In	N	0
17	Zip Recruiter 800-557-9015 www.ziprecruiter.com	N	12
18	Internal posting/Advancement within/ Internship hire	N	0
19	Traffic Directors Guild of America	N	0

ADAMS RADIO OF DELMARVA PENINNSULA

WGBG-FM, WKHI-FM, WOCQ-FM, WZBH-FM. WOCQ-HD2

ANNUAL EEO PUBLIC FILE REPORT
April 1, 2017 – March 31, 2018

III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Attended a Job Fair	On October 4, 2017 the SEU participated in Salisbury University's 2017 Fall Job/Internship Fair. The SEU participated by setting up OC104 van and collecting resumes and interviewing qualified candidates. The event was attend by the OC104 Program Director, General Manager, and three Account Executives.
2	Training Program	Throughout the period the SEU has established training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions, • Sales Training – All Sales and New Marketing Consultants, RAB Training, was done through Webinars. This was to aid them with selling tools, to better learn our audience, and the needs of their clients.
3.	Attended a Job Fair	On October 12, 2017 the SEU participated in Job and Career Fair hosted by the Salisbury Area Chamber of Commerce & One-Stop Job Market. The SEU participated by working in the booth collecting resumes and interviewing qualified candidates. The event was attend by the General Manager and two Account Executives.

ADAMS RADIO OF DELMARVA PENINNSULA

WGBG-FM, WKHI-FM, WOCQ-FM, WZBH-FM. WOCQ-HD2

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
4.	Attended a Job Fair	On October 17, 2017 the SEU participated in the Laurel DE Public Library's Job Fair. The SEU participated by working in the booth collecting resumes and interviewing qualified candidates. The event was attend by an Account Executive.
5.	Attended a Job Fair	On March 31, 2018 the SEU participated in 33rd Annual Ocean City Job Fair hosted by the Greater Ocean City Chamber of Commerce. The SEU participated by setting up OC104 van and collecting resumes and interviewing qualified candidates. The event was attend by Business Manager and Senior Account Executive.