

EEO PUBLIC FILE REPORT

A. EMPLOYMENT UNIT COVERED

WZBA-FM

B. REPORTING PERIOD

May 22, 2021 to May 21, 2022

C. FULL-TIME VACANCIES FILLED DURING REPORTING PERIOD

(1)	JOB TITLE: General Manager	DATE FILLED: 1/10/2022
(2)	JOB TITLE: Account Executive	DATE FILLED: 4/4/2022
(3)	JOB TITLE: Account Executive	DATE FILLED: 4/12/2022
(4)	JOB TITLE: Account Executive	DATE FILLED: 8/23/2021
(5)	JOB TITLE: Programming	DATE FILLED: 7/6/2021

D. RECRUITMENT/REFERRAL SOURCES USED TO SEEK CANDIDATES FOR EACH VACANCY

1) **JOB TITLE:** General Manager **DATE FILLED:** 1/10/2022

SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRE D PERSON HIRED?
Internal Candidates	Mike DeSau	149 Penn Ave Scranton PA 18503	(570) 348-9191	Y
Media Recruiter Dot Com	Mike DeSau	149 Penn Ave Scranton PA 18503	(570) 348-9191	N
RAMP Website Article	Mike DeSau	149 Penn Ave Scranton PA 18503	(570) 348-9191	N
AllAccess Dot Com	Mike DeSau	149 Penn Ave Scranton PA 18503	(570) 348 -9191	N
Inside Radio	Mike Desau	149 Penn Ave Scranton PA 18503	(570) 348- 9191	N

TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 4

2) **JOB TITLE:** Account Executive **DATE FILLED:** 4/4/2022

SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRE D PERSON HIRED?
Indeed	Joe Heffron	11350 McCormick Road Hunt Valley, MD 21031	(443) 904-2199	N
On-Air /Station Web Site Ad	Joe Heffron	11350 McCormick Road Hunt Valley, MD 21031	(443) 318-0550	Y

TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 20

3) **JOB TITLE:** Account Executive **DATE FILLED:** 4/12/2022

CONTACT	REFERRE D
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SOURCE	PERSON	ADDRESS	PHONE	PERSON HIRED?
Indeed	Joe Heffron	11350 McCormick Road Hunt Valley, MD 21031	(443) 904-2199	N
On-Air /Station Web Site Ad	Joe Heffron	11350 McCormick Road Hunt Valley, MD 21031	(443) 318-0550	Y

TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 20

4) JOB TITLE: Account Executive **DATE FILLED:** 8/23/2021

SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRE D PERSON HIRED?
Indeed	Joe Heffron	11350 McCormick Road Hunt Valley, MD 21031	(443) 904-2199	N
On-Air /Station Web Site Ad	Joe Heffron	11350 McCormick Road Hunt Valley, MD 21031	(443) 318-0550	Y

TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 5

5) JOB TITLE: Digital content manager/Morning Show producer **DATE FILLED:** 7/6/21

SOURCE	CONTACT PERSON	ADDRESS	PHONE	REFERRE D PERSON HIRED?
Employee Referral	Steve Huber	11350 McCormick Rd Hunt Valley MD 21031	(443) 318-0553	Y

TOTAL NUMBER OF INTERVIEWEES FROM ALL SOURCES FOR THIS POSITION: 1

E. TOTAL NUMBER OF PERSONS INTERVIEWED FOR ALL FULL-TIME VACANCIES FILLED
DURING THE REPORTING PERIOD: 50

F. TOTAL NUMBER OF INTERVIEWEES FOR ALL FULL-TIME VACANCIES FILLED
DURING THE REPORTING PERIOD PER RECRUITMENT/REFERRAL SOURCES: 50

Employee Referrals	Various	11350 McCormick Road Hunt Valley MD 21031	(410) 771- 8484	2
Radio Station On Air/Web site Recruitment Ads/Ad Placements	Various	11350 McCormick Road Hunt Valley MD 21031	(410) 771- 8484	47
Client Referrals	Various	11350 McCormick Road Hunt Valley MD 21031	(410) 771- 8484	1
Current Employees - Promoted	Steve Borneman	11350 McCormick Road Hunt Valley MD 21031	(410) 771- 8484	0
TOTAL				50

G. OUTREACH ACTIVITIES PERFORMED DURING THE REPORTING PERIOD
MAY 22, 2021—MAY 21, 2022

Initiative: Internship Program – Ongoing

Scope of Participation and Location: 6 Students this period from area Colleges and Universities. WZBA-FM's Internship Program is open to College students who desire to earn College credits for experience in Radio Broadcasting with a concentration in Promotions, Programming, Production and Sales.

Station Staff involved: Steve Huber (Program Director), Donna Jean Rumbley (Promotions Director), Joe Heffron (General Sales Manager), Jefferson Ward (General Manager 2021) & Steve Borneman (General Manager 2022).

Initiative: Various Local Cub Scout Tours of the Radio Station – Ongoing

Scope of Participation and Location: On-site tour of radio station for Cub Scout packs to learn about the fundamentals of broadcast operations.

Station Staff involved: Donna Jean Rumbley (Promotions Director)

Initiative: Participation in Immaculate Heart of Mary Abused and Neglected Children Events –

February/April/October/December / Scope of Participation and Location: Immaculate Heart of Mary, Towson MD, 21286. Worked with school to make holiday cards, table displays and collections for St Vincent Center Children (Approx 100 kids)

Station Staff involved: Donna Jean Rumbley, Promotions Director

Initiative: Kennedy Kreiger Festival Of Trees 11/26/21

Scope of Participation and Location: Timonium Fairgrounds, Timonium, MD

Decorated Tree to auction off for charity.

Station Staff involved: Donna Jean Rumbley, Promotions Director

Initiative: House of Ruth Fundraiser 10/20/21

Scope of Participation and Location: Weis Markets Parkville, MD

People dropped off items for charity.

Station Staff involved: Donna Jean Rumbley, Promotions Director

Scope of Participation and Location: WZBA-FM participates in Times-Shamrock's Management Training Program (MTP). The MTP is designed to help qualified employees learn about qualities and expectations of various Management positions. In any given year there may or may not be an MTP candidate.

Station Staff involved: Steve Borneman, General Manager