

EEO PUBLIC FILE REPORT

A. EMPLOYMENT UNIT COVERED

WZBA-FM

B. REPORTING PERIOD

May 22, 2022 to May 21, 2023

C. FULL-TIME VACANCIES FILLED DURING REPORTING PERIOD

(1)	JOB TITLE: Account Executive	DATE FILLED: 5/31/22
(2)	JOB TITLE: Account Executive	DATE FILLED: 5/31/22
(3)	JOB TITLE: Director of Digital Sales	DATE FILLED: 1/16/23

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

1) JOB TITLE: Account Executive DATE FILLED: 5/31/22

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

2) JOB TITLE: Account Executive DATE FILLED: 5/31/22

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: Director of Digital Sales DATE FILLED: 1/16/23

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

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

<i>TOTAL</i>	50
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**G. OUTREACH ACTIVITIES PERFORMED DURING THE REPORTING PERIOD
MAY 22, 2022—MAY 21, 2023**

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), & Steve Borneman (General Manager 2022).

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: Career Day: Loch Raven High School & Towson University.

Station Staff involved: Donna Jean Rumbley, Promotions Director

Initiative: House of Ruth Fundraiser 10/20/22

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