

EQUAL EMPLOYMENT OPPORTUNITY PUBLIC INSPECTION FILE REPORT

FULL TIME JOB VACANCIES FILLED BY STATION
FROM **June 1, 2019 to May 31, 2020**

CAN BE FOUND: WTMD-FM PUBLIC FILE and at WWW.WTMD.ORG

1. Total number of full-time vacancies filled during the year: **1**
2. Total number of interviewees for all full-time vacancies during the year: **3**

Job Vacancies Filled During Annual Reporting Period

Title of Full Time Job Filled: **Full Time Air Host**

Date Position Filled: **May 20, 2019**

Recruitment sources used: **CPB, LinkedIn, All Access, WTMD Facebook, Friday Morning Quarterback, WTMD Website**

The source that referred the successful applicant: **All Access**

Number of Interviewees: **3**

Address: 1 Olympic Place, Suite 100, Towson, MD 21204

Phone: 410-704-3464

Contact Person/Title	Source	Address	Telephone	Website
Online Source	Corporation for Public Broadcasting	401 Ninth Street NW Washington, DC 20004	202-879-9600	www.cpb.org/jobline
Online Source	LinkedIn	350 Fifth Avenue New York, Ny 10118	212-592-0256	www.linkedin.com
Online Source	All Access	24955 Pacific Coast Highway, C303 Malibu, CA 90265	310.457.6616	allaccess.com
Online Source	WTMD Facebook Page	1 Hacker Way in Menlo Park, CA 94025	650-543-4800	facebook.com
Online Source	Friday Morning Quarterback	Executive Mews, F-36 1930 East Marlton Pike Cherry Hill, NJ 08003	(856) 424-9114	fmqb.name
Online Source	WTMD Website	1 Olympic Place, Ste 100, Towson, MD 21204	410-704-3464	wtmd.org

Supplemental Recruitment Initiatives.

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

<i>Hosted at least one job fair.</i>	Towson University hosted Spring Mega Job & Internship Fair, March 2020 cancelled due to COVID-19.
<i>Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.</i>	Public Radio Development and Marketing Conference, July 2019 The Director of Membership, Community Engagement Manager, and Director of Sales attended this conference including sessions on diversity, training and recruitment.
<i>Ongoing in scholarship programs designed to assist students interested in pursuing a career in broadcasting.</i>	WTMD has a named scholarship for Electronic Media and Film Students at Towson University. This scholarship provides approximately \$500 per year when funds are available per University criteria to a student selected by the EMF faculty at Towson University.
<i>Ongoing internship program designed to assist members of the community to acquire skills needed for broadcast employment.</i>	WTMD accepts interns from a variety of educational backgrounds. Students are solicited from Towson University and other academic institutions. This year 7 students participated in the program. Internships focus on programming and include running the board for special events, logging music and other events, voicing and scheduling for HD2 channel, marketing the station at promotional events, and other areas of real-life experience. Business Interns focus on membership development and underwriting sales.
Community Outreach, June-Oct 2019	WTMD Director of Membership and Director of Finance and Administration provided employment information at First Thursday Concerts, an event series the station produces. Information about current opening and employment procedures were available. Interested individuals met with station management staff about careers in broadcasting.
<i>Participated in at least 4 events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.</i>	Community Outreach, September 2019, Director of Sales and Underwriting and Corporate Support staff participated in the Baltimore Broadcasters Ascertainment Day to collect community needs information and provide the opportunity to learn more about WTMD employment opportunities. The Director of Finance and Administration participated in the BTU Partnership Showcase is TU's largest annual event focused on highlighting the exciting work happening in partnership with nonprofits, schools, healthcare organizations, government, and business.

Community Group Requests to receive our position openings

During the reporting period, WTMD received a request from The National Association of Black Accountants Career Center for accounting openings.