

**WKDB, WZEB, WJKI, WJKI-FM, WJWL**

**EEO PUBLIC FILE REPORT**

**April 1, 2022-March 31, 2023**

**I. VACANCY LIST**

SEE SECTION ii, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Title	Job	Recruitment Sources ("RS") Used to Fill Vacancy	# of interviewees	Source of Hiree

**NO FULL TIME JOB OPENINGS WERE FILLED DURING THIS REPORTING PERIOD.**

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Indeed.com 6433 Champion Grandview Way, Building 1, Austin, TX 78750 www.indeed.com	N	2
2	LinkedIn	N	0
3	Voice Radio Network Websites 20254 Dupont Blvd Georgetown, DE 19947	N	0
4	Client Referral	N	1
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>3</b>

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**III. SUPPLEMENTAL RECRUITMENT**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity	No. of Stations Participants	Participant Title
	11/17/22	(iv) "Career Day" Event Stephen Decatur High School 9913 Seahawk Rd. Berlin, MD 21811	WZEB Program Director and On-Air Talent spoke with students about the radio industry in general and working at WZEB/Voice Radio Network. Both also answered questions from students about their job duties, education, and training needed to perform their daily tasks.	2	<ol style="list-style-type: none"> <li>1. Program Director (WZEB)</li> <li>2. On-Air Talent (WZEB)</li> </ol>
	Weekly	(viii) Establishment of Training Programs for Station Personnel	The Voice Radio Network General Manager and Sales Manager - weekly meetings with Sales Account Executives to go over and review and train to help each other grow in their career.	3	<ol style="list-style-type: none"> <li>1. General Manager (Voice Radio Network)</li> <li>2. Sales Manager (Voice Radio Network)</li> <li>3. All Sales Executives</li> </ol>
	Ongoing	(viii) Establishment of Training Programs for Station Personnel	The Voice Radio Network subscribes to Nielsen and works with them to offer extended training for the Sales Department. The offer training for all areas, and provide this training program including a monthly calendar of training sessions.	3	Sales Staff