

WNAV, Annapolis
Sajak Broadcasting Corporation

Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s EEO Rule. This Report has been prepared on behalf of the Station Employment Unit, WNAV, Annapolis, Maryland and is required to be placed in the public inspection files of this station and posted on its website.

The information contained in this Report covers the time period beginning May 23, 2018 to and including May 22, 2019 (the “Applicable Period”).

The FCC’s EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the station comprising the Station Employment Unit during the Applicable Period;
2. For each vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC Rules.

The Appendices that follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions of Which This Source Was Utilized” refer to the number of the full-time position listed on Appendix 1.

For the purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person and/or over the telephone.

WNAV, Annapolis, Sajak Broadcasting Corporation

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A. Employment Unit Covered

WNAV-AM, Annapolis, Maryland, Sajak Broadcasting Corporation

B. Reporting Period

May 23, 2018 through May 22, 2019

C. Full-Time Vacancies Filled During Reporting Period

There were no full-time vacancies or hirings during this reporting period.

D. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

(Organizations entitled to notification identified by *.)

E.E.O. Contact List

Updated 05/26/2018

MAILING LIST

O.I.C. *
1908 Forest Drive
Suite H
Annapolis, MD 21401

Anne Arundel Workforce Development Corp
401 Headquarters Rd., Suite 208
Millersville, MD 21108

Community Action Agency *
Attn: Erica Mathews
251 West Street
Annapolis, MD 21401

YWCA Women's Center *
1517 Ritchie Highway
Suite 101
Arnold, MD 21012

Annapolis One-Stop Career Center *
Community Resource Center
80 West Street, Ste. A
Annapolis, MD 21401

Glen Burnie Career Center *
7480 Baltimore-Annapolis Blvd,
Suite 100 Glen Burnie, MD 21061

Arnold Career Center
1460 Ritchie Highway,
Suite 207
Arnold, MD 21012

Arundel Mills Career Center Sales & Service Training Center *
7000 Arundel Mills Circle
Hanover, MD 21076

BWI Career Center
BWI Airport One-Stop Career Center
P.O. Box 46024
BWI Airport, MD 21240

Maryland Job Services *
7500 Ritchie Highway
Glen Burnie, MD 20060

E.E.O. Contact List continued

E MAIL LIST

~~Broadcast Institute of Maryland~~
~~Placement Director —~~ Ceased operation
~~7200 Harford Road~~
~~Baltimore, MD 21234~~
~~info@bim.com~~

~~Columbia School of Broadcasting~~
~~Dream 2 Destiny Film School~~
~~301 A Maple Ave West Suite G~~ Ceased operation
~~Vienna Virginia 22180~~
~~(703) 594-6548~~

Sheffield Audio/Video Institute
13816 Sunnybrook Rd.
Phoenix, MD 21131
alumni@sheffieldav.com
<http://www.sheffieldav.com/employers.html>

WEBSITE POSTINGS

Anne Arundel Community College
101 College Parkway
Arnold, MD 21012
Web Address: www.aacc.edu
Veronice Boreland
User Name: 1430WNAV
P.W.: aacc

Towson University
7800 York Road
Towson, MD
Web Address: www.towson.edu/careercenter
User ID: sajakbroadcasting
P.W.: 1430wnav

Salisbury University
Career Services
GUC 133
1101 Camden Avenue
Salisbury, MD 21801
Web Address: www.salisbury.edu/careerservices/employers
User Name: stevehopp@wnav.com
P.W. sajak

E.E.O. Contact List continued

Howard University *
School of Communications
925 Bryant Street, N.W.
Washington, D.C. 20059
202-860-4000
Via website

Bowie State University *
Bulldogs for Hire
Career Development Center
14000 Jericho Park Road
Wiseman Center, 126
Bowie, MD 20715
Web Address: <https://bowiestate-csm.symplicity.com/employers>
Email: careerdevelopment@bowiestate.edu
User Name: stevehopp@wnav.com
Password: 1430wnav

Chesapeake College
Office of Career Planning and Development
Guido DeLuca, Director
gdeluca@chesapeake.edu
Fax 410-827-5509

University of Maryland, College Park
Career Center
Director of Communications
3100 Hornbake Library
College Park, MD 20742
301-314-7225
Via website

ADDITIONAL WEBSITE JOB POSTINGS

www.DCRTV.com

www.radiosalescafe.com

WNAV Website – Employment page Email: Jobs@wnav.com

WNAV Facebook page

www.indeed.com for Employers

Maryland/DC/Delaware Broadcasters Association
www.MDCD.com Job Bank
P.O. Box 342 Raleigh, N.C. 27602

E.E.O. Contact List continued

Print Publication Postings

Capital Newspapers (for off-air positions) and the associated Hometown Annapolis website

555 Bestgate Road
Annapolis, MD 21401
410-268-5000

E. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Reporting Period:

No individuals were interviewed for any full-time positions during the reporting period of 5/23/18 - 5/22/19

F. Total Number of Interviewees for All Full-Time Vacancies Filled During the Reporting Period Per Recruitment/Referral Sources

There were no full-time positions posted during this reporting period therefore no interviews were conducted.

G. Outreach Activities Performed During the Reporting Period

Prong Two – Notification to Community Groups

Relative to Prong 2 Item #	Description of Activity
1	A daily campaign of announcements was aired advising community groups of the opportunity to be included in the station's outreach for applicants.
2	A posting was made to the station's website advising community groups of the opportunity to request to receive job vacancy notifications from the station.

Prong Three - Performance Activities 5/23/18 – 5/22/19

Relative to Prong 3 Item #	Description of Activity
1	<p>WNAV was the media partner co-sponsor for a Job Fair during this reporting period hosted by the local community college. For the following Job Fair, WNAV developed a partnership with the hosting organization to assist in the marketing and promotion of the event. This was accomplished by promoting the Job Fair through on-air announcements in advance of the date, through live Public Affairs interviews with event coordinators and with live, on-scene reporting and interviews from the event.</p> <p>Anne Arundel Community College Exploring Careers Fair Career Services and Transfer Resource Center 101 College Parkway Arnold, MD 21012 Contact: Veronica Boreland Attended by: Station General Manager and News Director</p>
5	<p>WNAV has an on-going internship program. This program incorporates College students, high school students, broadcasting school students, as well as other individuals interested in learning more about careers in radio broadcasting.</p> <p>Station has on-going relationships with a number of local educational institutions including: Towson University, Anne Arundel Community College and Anne Arundel County Public Schools, among others. During this reporting period there were two internship participants. One of whom was ultimately hired for a part time position in the News Department.</p>
14	<p>Station management conducts regular training for department head personnel on station policies and practices preventing discrimination in hiring.</p>

- 14 During this reporting period the Business Office researched and updated the company Handbook to reflect the latest in prevention of discrimination practices for implementation.
- 6 WNAV participates in the Anne Arundel Community College Career Services. The station can post job openings and view student resumes utilizing this web-based system.
- 6 WNAV participates in the Salisbury University job web-posting program
The station posts openings on college's website data base
- 6 WNAV participates in the Bowie University job web-posting program
The station posts openings on college's website data base
- 6 WNAV participates in the Howard University job web-posting program
The station posts openings on college's website data base
- 4 WNAV News Director participated as a speaker/presenter at the annual PR Bazaar/Meet the Press event for non-profit organizations. Discussion took place as to how to use the media as well as what it is like to work in the media, story selection, etc.
- 8 Station provided Professional Development Training for station Account Executives via a series of RAB, MD/DC/DE Broadcasters Association and Radio Sales Café Sales Training Webinars:
- | | |
|---------|--|
| 6/12/18 | Half Yearly Check up |
| 10/3/18 | Working with Auto Dealers |
| 1/8/19 | Drive Them to the Website |
| 5/14/19 | Leadership Impact- Skills for Everyone to Master |
- 8 Station provided sales training for recently hired Account Executive utilizing the Radio Advertising Bureau Marketing materials
- ? Station arranged to partner with the non-profit organization, Anne Arundel Workforce Development Corporation, to promote their "Spring Into Your Career" campaign. This is an effort to provide information, services and resources to Anne Arundel County residents who are seeking assistance with embarking on a career pathway or simply looking for employment opportunities.
Over the two-month period of April and May, the AAWDC offers a wide variety of events including:
- Hiring events
 - Job Readiness workshops
 - Access to the Career Center
- The Station is airing a number of on-air Public Service announcements to support this endeavor as well as an on-line Events Calendar of individual events, which is being updated daily.

- 8 Station Manager took part in Maryland DC Delaware Broadcasters Radio License Renewal Webinar.