

WJDY(AM), WKZP(FM), WQHQ(FM), WSBY-FM, WTGM(AM), WWFG(FM)
EEO PUBLIC FILE REPORT
June 1, 2012 – May 31, 2013¹

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Program Director	4-8	4
Account Executive	1-2, 4-17	6

¹ This report was revised in March 2014 to address reporting and formatting issues.

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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	On-Air Announcements <i>(one or more SEU stations)</i>	N	2
2	Station Website Posting <i>(one or more SEU stations)</i>	N	0
3	The Daily Times 115 E. Carroll Street Salisbury, MD 21801 Attn: Classifieds 410-749-7171	N	0
4	Clear Channel Careers Website www.clearcareers.com	N	7
5	Job Fairs <i>(see section III)</i>	N	1
6	Word-of-Mouth Referral	N	6
7	Salisbury University 1101 Camden Avenue Salisbury, MD 21801 Dr. Michael Moeder	N	1
8	All Access 28955 Pacific Coast Highway 210-5 Malibu, California 90265 www.allaccess.com Career Services Manual Posting	N	3
9	The Freeform Radio Initiative PO Box 530369 Miami, FL 33153 Email: freeformradioinitiative.com	N	0
10	Walk-In/Self-Referral	N	2
11	Careerbuilder.com 200 N. LaSalle Street, NW Suite 1100 Chicago, IL 60601 www.careerbuilder.com FAX: 1-800-891-8880	N	1
12	EasternShoreHelpWanted.com 9100 L. Panorama Drive, Suite, 200 Englewood, Colorado 80012 www.easternshorehelpwanted.com Tony Garcia	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
13	Monster.com 5 Clock Tower Place, Suite 500 Maynard, MA 1754 402-472-3522 www.monster.com	N	1
14	My Air Check 81-771 Gibsons Way Gibsons, TX registration@myaircheck.com Scott Russell	N	0
15	LinkedIn.com www.linkedin.com 400 N. Ashley Drive, Suite 3000 Tampa, FL 33602 Amanda Page	N	2
16	Indeed.com www.indeed.com 400 N. Ashley Drive, Suite 3000 Tampa, FL 33602 Amanda Page	N	3
17	Twitter Posting www.twitter.com 400 N. Ashley Drive, Suite 3000 Tampa, FL 33602 Amanda Page	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			29

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	<p>Fall Semester: During the Fall 2012 semester, our SEU hosted three interns from Salisbury University as part of our on-going internship program. The interns received on-the-job training in various tasks, including assisting with remote events, listener meet-and-greets, database input, contest and event planning, on-air production and promotions. The interns worked with our Promotions Department and Production Department and were supervised by our Program Director.</p> <p>Winter Semester: During the Winter 2012 semester, our SEU hosted four interns from Salisbury University as part of our on-going internship program. The interns received on-the-job training in various tasks, including assisting with remote events, listener meet-and-greets, database input, contest and event planning, on-air production and promotions. The interns worked with our Promotions Department and Production Department and were supervised by our Program Director.</p>
2	Participate in job fair	On September 26, 2012, our SEU participated in a job fair at Salisbury University, Salisbury, Maryland. SEU participants, including our Director of Sales and our Operations Manager, spoke with students about careers in radio and digital media. Resumes were collected.
3	Participate in job fair	On October 18, 2012, our SEU participated in a career fair at the Salisbury Chamber of Commerce, Salisbury, Maryland. SEU participants, including our Senior Account Executive, spoke with prospective applicants about careers in radio and digital media. Resumes were collected.
4	Participate in an event sponsored by (or on behalf of) an educational institution relating to broadcast careers	On October 30, 2012, our SEU participated in a resume advice program for seniors at Salisbury University, Salisbury, Maryland. SEU participants, including our Operations Manager, spoke with future student candidates about careers in radio and digital media. In addition, our Operations Manager helped students tailor their resumes for positions in broadcasting.
5	Participate in job fair	On February 27, 2013, our SEU participated in the Spring Job and Internship Fair on the campus of Salisbury University, Salisbury, Maryland. SEU participants, including our Director of Sales and our Operations Manager, spoke with students and prospective candidates about careers in radio and digital media. Resumes were collected.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
6	Participate in job fair	On March 19, 2013, our SEU participated in a Career Day at Salisbury University, Salisbury, Maryland. SEU participants, including our Operations Manager, our Program Director and one of our On-Air Announcers, spoke with students about careers in radio and digital media. Resumes were collected.
7	Participate in job fair	On March 30, 2013, our SEU participated in the Ocean City Job Fair at the Ocean City Convention Center in Ocean City, Maryland. SEU participants, including our Director of Sales and our Senior Account Executive spoke with prospective candidates about careers in radio and digital media. Resumes were collected.