

## **Annual Equal Opportunity (“EEO”) Public File Report...Posted June 1, 2020**

This report covers the period from June 1, 2019-May 31, 2020, for the station employment unit consisting of station WCBC-AM, Cumberland, Maryland.

WCBC is located in a smaller market of fewer than 250,000 persons and employees less than 10 full-time employees. There were no hires made during this time frame.

The station does air everyday a general ad looking for qualified people to apply for sales positions. No official position is currently available, but the station will hire qualified applicants on an as needed basis due to turnover. Sales people are hired on commission basis so the opportunity remains open for qualified individuals.

In mid-January, 2020, We posted a position for a full-time clerical employee with Quick Books and Excel experience on our station website at [wbcrradio.com](http://wbcrradio.com), and on our WCBC Radio Facebook account. The posting on Facebook was done in an effort to receive optimum exposure in our area. The position was also promoted via a local employment agency, ACT Personnel, with our local State Employment Office. Letters were sent to our EEO Recruitment Sources listings.

Despite receiving over 200 applications from mid-January to mid-May, we were unable to find a qualified candidate at this time. The Coronavirus pandemic situation made it very difficult to hire, even a candidate with lesser qualifications, because of the additional monies received by the unemployed candidates through Covid relief monies and the unemployment system. The rate per hour requested was simply too high.

The station frequently accepts interns who either attend one of our local colleges or are from our area and home for summer break in order to assist with training. The focus is to build a base of potential new employees for the radio industry in general and specifically for WCBC. However, no interns were engaged with the station during this time period. Those students indicating an interest were looking for a paid position. WCBC was not in a position to have paid interns at this time.

The station staff also participates in programs with our local Board of Education to talk to students on Career Days and/or events to assist students beginning to make career choices on an invitation basis.

The mailing list for recruitment sources has been reviewed and updated. Contacts: All are listed on the station’s recruitment contact list in the station’s public file.