

## EEO PUBLIC FILE REPORT

**Employment Units Covered:**

WTEM-AM: Rockville, MD  
WWXT-FM: Prince Frederick, MD  
WWXX-FM: Warrenton, VA  
WXTR-AM: Rockville, MD  
WTNT-AM: Rockville, MD  
WWRC-AM: Rockville, MD

**Reporting Period:**

June 1, 2009 – May 31, 2010

**List of Vacancies Filled During the Relevant Reporting Period:**

<b>Job Title of FT/PT Vacancy</b>	<b>Date Filled</b>	<b>Recruitment Source</b>
Engineer	1/18/2010	Employee Referral
Sales Executive	11/23/2009	Monster.com
Deportes Sales Executive	2/8/2010	Craiglist.org
Deportes Sales Executive	11/16/2009	Craiglist.org
Office Manager	9/21/2009	Current Employee
Sales Manager	9/21/2009	Craiglist.org
Traffic/Continuity	3/15/2010	Employee Referral
Account Executive	1/25/2010	Employee Referral
Promotions Assistant	10/2/2009	Former Employee
Promotions Assistant	10/7/2009	ESPN980.com
Promotions Assistant	2/18/2010	Career Fair
Promotions Assistant	10/8/2009	ESPN980.com
Promotions Assistant	10/9/2009	Former Intern
Promotions Assistant	12/4/2009	ESPN980.com
Part-time Board Operator	8/19/2009	Former Intern
Part-time Board Operator	8/24/2009	Former Employee
Part-time Board Operator	10/8/2009	Former Intern
Part-time Board Operator	3/9/2010	Former Intern
Part-time Board Operator	5/24/2010	ESPN980.com

**Recruitment Source List:**

The Employment Unit provided notice to and/or posted notice of vacancies with the following recruitment sources during the reporting time period:

1. Employment Unit's website, <http://www.espn980.com>
2. Craigslist
3. Monster Job Database
4. Howard University
5. George Mason University
6. University of Maryland College Park
7. Career Fair
8. Employee Referral
9. Current Employee/Intern
10. Former Employee
11. Walk-in at Rockville, MD Offices

<b>Recruitment Source</b>	<b>Number of Interviewees</b>
Employment Unit's Website, ESPN980.com	18
Craigslist	10
Monster Job Database	7
Howard University	2
George Mason University	2
University of Maryland College Park	3
Career Fair	2
Employee Referral	29
Current Employee/Intern	8
Former Employee	2
Walk-in	2

**Total Number of Interviewees For All Vacancies Filled During Reporting Period  
Per Recruitment/Referral Source:**

<b>Job Vacancy</b>	<b>Total Number Interviewed</b>	<b>Recruitment Source</b>	<b>Total</b>
Engineer	3	Walk-in	1
		Employee Referral	1
		ESPN980.com	1
			<b>3</b>
Sales Executive	5	Monster Job Database	2
		Craigslist Internet Ad	2
		Employee Referral	1
			<b>5</b>
Deportes Sales Executive	11	Monster Job Database	5
		Craigslist Internet Ad	4
		Employee Referral	2
			<b>11</b>
Office Manager	7	ESPN980.com	2
		Current Employee	1
		Employee Referral	4
			<b>7</b>
Sales Manager	7	Employee Referral	4
		Craigslist Internet Ad	3
			<b>7</b>
Traffic/Continuity	2	Employee Referral	1
		Craigslist Internet Ad	1
			<b>2</b>
Account Executive	15	Employee Referral	14
		Walk-in	1
			<b>15</b>
Promotions Assistant	12	Employee Referral	2
		ESPN980.com	5
		Former Intern	3
		Career Fair	1
		Former Employee	1
			<b>12</b>
Part-time Board Operator	7	Former Intern	4
		Former Employee	1
		ESPN980.com	1
		Career Fair	1
			<b>7</b>

**EEO Initiatives Undertaken During Reporting Period:**

The Employment Unit participated in a Career Fair on September 9, 2009 that was hosted by DC United at RFK Stadium. Unit employees discussed available positions including: full-time ESPN980 Sales Account Executive, full-time Deportes Sales Account Executive, part-time Street Team, Client Services internships, production internships, and promotions internships. Unit employees provided job descriptions and information to students, and ran a booth where students could network with existing employees, discuss careers in broadcasting, and submit their resumes.

The Employment Unit participated in a Job Fair/networking event at the Holiday Inn Rosslyn on November 10, 2009. This event was titled "DC Hires Job Fair," and attracted many prospective employers seeking full-time positions. Several employees from our sales and promotions departments were available to provide details on the current available positions and discuss careers in broadcasting.

On February 17, 2010, the Employment Unit attended the George Mason University Department of Communication Career Fair at the University's Johnson Center in Dewberry Hall. Many of the students were interested in the part-time Street Team positions available as well as the internships.

On March 2, 2010, the Employment Unit participated in a Career Fair located in the career center of George Washington University. Unit employees interacted with students to discuss careers in broadcasting and provided details and conducted interviews for the Unit's internship program.

A programming employee for the Employment Unit was a guest speaker in a "Sports and the Media" class at George Mason University on March 23, 2010. The unit employee addressed the class on his job duties, imparted information on the local radio business industry, and answered students' questions.

The Employment Unit provided management accessibility to the MDCD EEO webcast with Brendan Holland, Davis Wright Tremaine LLP on May 11, 2010. This webcast allowed the Employment Unit's managers to review the FCC's current Equal Employment Opportunity rules.

The Employment Unit participates in an internship program that provides an opportunity for students enrolled in institutions of higher learning to get on-the-job experience in programming, promotions, and marketing/sales. College students who participate can receive academic credit to further their pursuit of a career in the broadcast industry.

**List of Internship Vacancies Filled During the Relevant Reporting Period:**

<b>Job Title of Internship Vacancy</b>	<b>Date Filled</b>	<b>Recruitment Source</b>
Client Services Internship	6/9/2009	ESPN980.com
Client Services Internship	11/18/2009	University of Maryland
Client Services Internship	11/19/2009	University of Maryland
Client Services Internship	3/9/2010	ESPN980.com
Client Services Internship	3/18/2009	ESPN980.com
Programming Internship	6/1/2009	ESPN980.com
Programming Internship	6/1/2009	University of Maryland
Programming Internship	6/8/2009	ESPN980.com
Programming Internship	6/9/2009	ESPN980.com
Programming Internship	7/6/2009	George Mason University
Programming Internship	11/2/2009	George Mason University
Programming Internship	1/4/2010	ESPN980.com
Programming Internship	1/4/2010	Howard University
Programming Internship	2/1/2010	ESPN980.com
Programming Internship	3/1/2010	ESPN980.com
Programming Internship	3/1/2010	Howard University