

## EEO PUBLIC FILE REPORT

**Employment Units Covered:**

WTEM-AM: Washington, DC

WWXT-FM: Prince Frederick, MD

WWXX-FM: Warrenton, VA

WSPZ-AM: Bethesda, MD

**Reporting Period:**

June 1, 2010 – May 31, 2011

**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>
Beat Reporter	7/29/10	Employee Referral
VP of Finance	9/27/10	Monster.com Job Website
Account Executive	10/4/10	Employee Referral
Director of Engineering	11/8/10	Employee Referral
Account Executive	11/29/10	ESPN980.com
Client Services Associate	5/2/11	Current Employee/Intern
Part-time Promotions Assistant	7/15/10	Employee Referral
Part-time Promotions Assistant	7/21/10	ESPN980.com
Part-time Promotions Assistant	7/21/10	Employee Referral
Part-time Promotions Assistant	9/27/10	Employee Referral
Part-time Promotions Assistant	5/25/11	ESPN980.com
Part-time Promotions Assistant	5/25/11	Employee Referral
Part-time Promotions Assistant	5/25/11	Craigslist.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. Employee Referral
3. Monster Job Website
4. University of Maryland College Park
5. Current Employee/Intern
6. Craigslist Job Posting

<b>Recruitment Source</b>	<b>Number of Interviewees</b>
Employment Unit's Website, ESPN980.com	8
Employee Referral	17
Monster Job Database	9
Craigslist Posting	1
Current Employee/Intern	1
Emailed Hiring Manager	3

<b>Internship Recruitment Source</b>	<b>Number of Interviewees</b>
Employment Unit's Website, ESPN980.com	11
University of Maryland	3
Employee Referral	1

**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>
Beat Reporter	5	Emailed Hiring Manager	3
		Employee Referral	2
			<b>5</b>
VP of Finance	10	Monster Job Database	9
		Employee Referral	1
			<b>10</b>
Director of Engineering	2	Employee Referral	2
			<b>2</b>
Account Executive	10	ESPN980.com	2
		Emailed Hiring Manager	1
		Employee Referral	7
			<b>10</b>
Client Services Associate	1	Current Employee/Intern	1
			<b>1</b>
P/T Promotions Assistant	11	ESPN980.com	6
		Employee Referral	4
		Craigslist Posting	1
			<b>11</b>

**EEO Initiatives Undertaken During Reporting Period:**

A programming employee for the Employment Unit was a guest speaker in a “Sports and the Media” class at George Mason University on March 1, 2011. 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 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	7/12/10	University of Maryland
Client Services Internship	8/5/10	University of Maryland
Client Services Internship	12/23/10	Employee Referral
Client Services Internship	3/10/11	ESPN980.com
Client Services Internship	3/16/11	University of Maryland
Programming Internship	2/27/11	ESPN980.com
Programming Internship	6/9/10	ESPN980.com
Programming Internship	6/10/10	ESPN980.com
Programming Internship	6/15/10	ESPN980.com
Programming Internship	11/1/10	ESPN980.com
Programming Internship	11/9/10	ESPN980.com
Programming Internship	2/27/11	ESPN980.com
Programming Internship	4/8/11	ESPN980.com
Programming Internship	4/12/11	ESPN980.com
Programming Internship	4/20/11	ESPN980.com