



**WMAL-AM, WMAL-FM and WRQX(FM)  
EEO PUBLIC FILE REPORT  
June 1, 2017 – May 31, 2018**

**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         | <b>Company Website Posting</b><br><a href="http://www.cumulus.com">www.cumulus.com</a>   | N   | 15   |
| 2         | <b>Word-of-Mouth Referral</b><br>4400 Jenifer Street NW<br>Washington, DC 20015  | N   | 25   |
| 3         | <b>All Access</b><br><a href="http://www.allaccess.com">www.allaccess.com</a>  | N   | 4  |
| 4         | <b>Howard University</b><br>Advisory Educational Services<br>525 Bryant Street<br>Washington, DC 20059<br>202-806-7927   | N   | 0  |
| 5         | <b>The Catholic University of America</b><br>620 Michigan Avenue, NE<br>Washington, DC 20064<br>202-319-5000   | N   | 0  |
| 6         | <b>American University Career Center</b><br>Contact: Lauren Weidl<br>Butler Pavilion<br>5 <sup>th</sup> Fl.<br>4400 Massachusetts Ave., N.W.<br>Washington, D.C. 20016<br>202-885-1814   | N   | 0  |
| 7         | <b>Columbia School of Broadcasting</b><br>Kevin Williams<br>3947 University Drive<br>2 <sup>nd</sup> Floor<br>Fairfax, VA 22030<br>703-591-6000<br><a href="mailto:Kevin@csbamerica.com">Kevin@csbamerica.com</a> ; <a href="mailto:joe@csbamerica.com">joe@csbamerica.com</a> | N   | 0  |
| 8         | <b>Omega Recording Studios</b><br>12712 Rock Creek Mill Road<br>Rockville, MD 20852<br>301-230-9100  | N   | 0  |

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|-----------|--|---|--|
| 9         | <b>Capital Press Club</b><br>Derrick Kenny<br>PO Box 19403<br>Washington, DC 20036<br>202-628-1122<br><a href="mailto:dkenny@wallscom.com">dkenny@wallscom.com</a>   | N   | 0  |
| 10        | <b>National Council of Laraza</b><br>Julie Perez<br>1111 19 <sup>th</sup> Street Nw<br>Suite 1000<br>Washington, DC 20036<br>202-785-1670<br><a href="mailto:hmail@nclr.org">hmail@nclr.org</a>                                    | N   | 0  |
| 11        | <b>George Mason University</b><br>Star Muir<br>Communications Department-MS3D6<br>Fairfax, VA 22030<br>703-993-1090<br><a href="mailto:smuir@gmu.edu">smuir@gmu.edu</a>  | N   | 0  |
| 12        | <b>The Hampton University</b><br>Shanae Moore<br>Hampton, VA 23668<br><a href="mailto:shanae.moore@hamptonu.edu">shanae.moore@hamptonu.edu</a> ;<br><a href="mailto:courtney.walker@hamptonu.edu">courtney.walker@hamptonu.edu</a> | N   | 0  |
| 13        | <b>Department of Rehabilitative Serv.</b><br>Janice Chory<br><a href="mailto:janice.chory@dars.virginia.gov">janice.chory@dars.virginia.gov</a>  | N   | 0  |
| 14        | <b>Institute of Caribbean Studies</b><br>7306 Georgia Avenue NW<br>Washington, DC 20012<br>202-829-1887<br><a href="mailto:ics@icsdc.com">ics@icsdc.com</a>  | N   | 0  |
| 15        | <b>MD/DC/DE Broadcasters Association</b><br>106 Old Court Road<br>Baltimore, MD 21208<br>410-653-4122<br><a href="mailto:info@mdcdbroadcasters.com">info@mdcdbroadcasters.com</a>  | N   | 0  |
| 16        | <b>American News Women's Club</b><br>Randi Dutch<br>1607 22 <sup>nd</sup> Street NW<br>Washington, DC 20008<br>202-332-6770<br><a href="mailto:anwclub@covad.net">anwclub@covad.net</a>  | N   | 0  |
| 17        | <b>Bowie State University</b><br>Dale M. O'Neal<br>Wiseman Center<br>Rm. 126<br>14000 Jericho Park Road<br>Bowie, MD 20715<br>301-860-3825   | N   | 0  |

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|---|---|---|--|
| 18  | <b>Melwood</b><br>Sandra Littles<br>5606 Dower House Road<br>Upper Marlboro, MD 20772<br>301-599-8000<br>slittles@melwood.org | N   | 0  |
| 19  | <a href="http://www.entertainmentcareers.net/">http://www.entertainmentcareers.net/</a>                                       | N   | 0  |
| 20  | <b>WORD OF MOUTH – EXTERNAL REFERRALS</b>   | N   | 0  |
| 21  | Cumulus Business Managers ( <i>inter-company email to all business managers</i> )   | N   | 0  |
| 22  | <b>DC Dept. of Employment Services</b><br>Michelle Reynolds<br><a href="http://www.dcnetworks.org">www.dcnetworks.org</a>     | N   | 0  |
| 23  | <a href="http://www.indeed.com">http://www.indeed.com</a>   | N   | 0  |
| 24  | <a href="http://www.glassdoor.com">www.glassdoor.com</a>  | N   | 0  |
| 25  | <a href="http://www.marymount.edu">www.marymount.edu</a>  | N   | 0  |
| 26  | <a href="http://www.simplyhired.com">www.simplyhired.com</a>  | N   | 0  |
| 27  | <a href="http://www.linkup.com">www.linkup.com</a>  | N   | 0  |
| 28  | <a href="http://www.facebook.com">www.facebook.com</a>  | N   | 0  |
| 29  | <a href="http://www.linkedin.com">www.linkedin.com</a>  | N   | 0  |
| 30  | <a href="https://umd-csm.symplicity.com/employers">https://umd-csm.symplicity.com/employers</a>                               | N   | 0  |
| 31  | Howard University NABEF Media Sales Institute.  | N   | 0  |
| <b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b> |   |   | 44   |

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**III. RECRUITMENT INITIATIVES**

|          | <b>Type Of Recruitment Initiative<br/>(Menu Selection)</b> | <b>Brief Description Of Activity</b>  |
|----------|--|---|
| <b>1</b> | Participate in Job Fair                                    | On April 4, 2018, our SEU participated in the Diversity Employment Fair held at the Embassy Suites by Hilton Crystal City National Airport in Arlington Virginia. The Fair brought together DC’s major employers with hundreds of qualified, diverse professionals with the aim to recruit, promote and reaffirm their commitment to diversity in the workplace. An SEU representative occupied a table and spoke with approximately 80 interested attendees about career opportunities in broadcasting and job openings within the SEU nationwide. The SEU participant was a Sales Assistant who collected about 26 resumes. As a media partner, the stations advertised the event as part of a trade agreement. |
| <b>2</b> | Participate in Job Fairs                                   | On August 23 <sup>rd</sup> , 2017, October 17 <sup>th</sup> , 2017, December 12 <sup>th</sup> , 2017 and January 9 <sup>th</sup> , 2018 our SEU participated in career fairs sponsored by the National Career Fairs organization held at the Doubletree Hotel in Crystal City, VA. The fairs are known to reach a diverse variety of qualified job seekers. Our representatives interacted with an average of 100 professionals at each event and collected an average of 50 resumes. As a media partner the station promoted the events.   |

|   | Type Of Recruitment Initiative<br>(Menu Selection) | Brief Description Of Activity  |
|---|--|--|
| 3 | Internship Program                                 | <p>The SEU has established a College Internship Program designed to assist qualified students to acquire the skills necessary to obtain employment in the broadcast industry, while allowing the student to gain school credit. The duration of an internship is typically three to four months, depending on the length of the school semester. Interns are recruited listing open position on the company-wide internet job site and by notifying area colleges/universities regarding internship openings as well as through student-initiated contacts. Each department creates a program that is department-specific, however, an intern's duties generally include providing assistance with, various sales related tasks, promotional events, on-air remote broadcasts, cutting audio clips, creating videos on YouTube, posting on Social Media, call screening, writing news stories on newsmaker interview, updating the morning show website and various duties in our newsroom.</p> <p>During this reporting period the Promotions department for both WMAL and WRQX hosted eleven (11) interns during the Summer, Fall and Spring. These interns came from various universities and colleges, including one (1) from each of the following: George Mason University, Virginia Tech, and Ursinus College; two (2) from Bowie State; (3) three from American University and three (3) from the University of Maryland</p> <p>WMAL also hosted two (2) interns in its Programming department, from University of Central Florida and University of Massachusetts at Amherst. These interns worked with the producer of the morning show.</p> |

|   | <b>Type Of Recruitment Initiative<br/>(Menu Selection)</b> | <b>Brief Description Of Activity</b>   |
|---|--|--|
| 5 | Annual Job Fair – NAB Education Foundation                 | <p>On June 12<sup>th</sup> and 13<sup>th</sup>, 2017 station personnel attended the annual job fair at Howard University Media Sales Institute sponsored by the National Association of Broadcasters Education Foundation. Participants were John McCann, VP and Market Manager, Kenneth Roberts, VP of Sales, WMAL and WRQX. Station personnel interviewed student applicants from Historically Black Colleges and Universities from across the country. On June 12<sup>th</sup> candidates made presentations and SEU participant Kenneth Roberts graded the candidates who were then interviewed by Kenneth and John the next day.</p> <p>Interviews were conducted during the hours of 8:30 am to 4:00 pm on June 13<sup>th</sup>, 2017.</p> |

|          | <b>Type Of Recruitment Initiative<br/>(Menu Selection)</b>   | <b>Brief Description Of Activity</b>  |
|----------|--|---|
| <b>6</b> | <p>Sponsor event in the community designed to inform and educate the public concerning employment opportunities in broadcasting - Growing Kids Therapy visited Station</p> | <p>On Friday, July 7<sup>h</sup>, 2017 WMAL-AM/FM hosted 10 students and 5 teaching assistants from Growing Kids Therapy in Herndon. Talent Larry O'Connor was the host and speaker. As they toured the station Larry explained the process of radio and broadcasting. The group helped to put together the show rundown and helped to formulate questions for an interview the host was conducting. The group then moved through the studios and production rooms to see the equipment used in radio broadcasts.</p> |

|          | <b>Type Of Recruitment Initiative<br/>(Menu Selection)</b>   | <b>Brief Description Of Activity</b>  |
|----------|--|---|
| <b>7</b> | Participate in events or programs sponsored by educational institutions relating to career opportunities in broadcasting.<br><br>Talent visited school | On April 13, 2018, Jimmy Alexander from (WRQX-FM) Mix 107.3 The Jack Diamond Morning Show, spoke to students at The Thomas G Pullen K-8 Creative Performing Arts School's Career Day. He gave a presentation about his job in radio broadcasting and how they can pursue a career in the field of broadcasting. |