

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, 2016 – May 31, 2017

List of Employment Vacancies Filled During the Relevant Reporting Period: (12)

Job Title of FT/PT Vacancy	Date Filled	Recruitment Source
Board Operator/Producer	8/6/16	Former Intern
Client Services Manager	2/21/17	Former Intern
Mid-Day Show Host	7/11/16	Former Employee
Street Team Member	9/2/16	ESPN980.com Website
Street Team Member	10/7/16	Employee Referral
Street Team Member	10/7/16	ESPN980.com Website
Street Team Member	10/28/16	ESPN980.com Website
Street Team Member	5/16/17	ESPN980.com Website
Street Team Member	5/16/17	ESPN980.com Website
Street Team Member	5/16/17	ESPN980.com Website
Street Team Member	5/16/17	ESPN980.com Website
Street Team Member	5/16/17	ESPN980.com Website
Video Coordinator	5/31/17	Employee Referral

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. Employment Unit's on-air advertising (WTEM-AM, WWXT-FM, WWXX-FM)
3. Employee Referrals
4. External Job Websites/Resources (Indeed, Teamwork Online, LinkedIn)
5. Current & Former Employees/Interns
6. External Industry Referrals

Recruitment Source	Number of Interviewees (16)
Employment Unit's Website, ESPN980.com	10
Employee Referral	2
Current/Former Employee/Intern	4

Internship Recruitment Source	Number of Interviewees (28)
Employment Unit's Website, ESPN980.com	8
External Job Website	2
External Referral	11
Employee Referral	7

Total Number of Interviewees for All Vacancies Filled During Reporting Period per Recruitment/Referral Source: (44)

Job Vacancy	Total Number Interviewed	Recruitment Source	Total
Board Operator	1	Former Intern	1
Client Services Manager	2	Former Employee, Former Intern	2
Mid-day Show Host	1	Former Employee	1
Programming Intern	5		
Street Team Member	11	ESPN980.com Employee Referral	10 1 11
Video Coordinator	1	Employee Referral	1
Client Services Intern	9	External Website ESPN980.com Employee Referral	2 4 3 9
Programming Intern	19	External Referral ESPN980.com Employee Referral	11 4 4 19

EEO Initiatives Undertaken During Reporting Period:

In August 2016, several Sales employees participated in the 2016 930.gov Conference and Tradeshow. The conference and tradeshow brings together government IT and program management professionals to review upcoming plans and explore new opportunities. Attendees examined key technology trends and shared tools and techniques for strategic thinking, planning and action.

On Wednesday, December 8, 2016, the General Sales Manager, Business Manager, Promotions Manager and a Programming Producer participated in the Maryland Athletics Career Fair. Members of the public were able to meet with sports industry executives for full-time and internship positions.

On Thursday, March 9, 2017, the Business Manager and Client Services Manager attended the 17th Annual Diversity Employment Day Career Fair. This provided the reporting unit with the opportunity to meet qualified candidates from the city, county and state's diverse communities. Its outreach includes people who are multicultural, veterans, women, LGBTQ, mature workers and people with disabilities.

For the Spring 2017 semester, the Vice President of Sales served as a Professor for the Sports Sales, Sponsorship and Revenue Development Course (MPSM 620) at Georgetown University School of Continuing Studies. In addition to classroom instruction, the course provided the opportunity to reach a diverse field of students and professionals involved in the Sports Industry Management field or interested in job opportunities in the field as well as sports marketing partnership and sales opportunities.

The Employment Unit also 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, marketing, sales and accounting. College students who participate can receive academic credit to further their pursuit of a career in the radio broadcasting industry.

List of Internship Vacancies Filled During the Relevant Reporting Period:

Job Title of Internship Vacancy	Date Filled	Recruitment Source
Client Services Intern	11/7/16	TeamWork Online
Client Services Intern	11/7/16	TeamWork Online
Client Services Intern	3/13/17	Employee Referral
Client Services Intern	3/20/17	ESPN980 Website
Client Services Intern	3/29/17	ESPN980 Website
Client Services Intern	3/29/17	ESPN980 Website
Programming Intern	4/25/16	Employee Referral
Programming Intern	5/9/16	ESPN980 Website
Programming Intern	5/31/16	External Referral
Programming Intern	5/31/16	External Referral
Programming Intern	5/31/16	External Referral
Programming Intern	6/1/16	External Referral
Programming Intern	6/1/16	ESPN980 Website
Programming Intern	6/1/16	Employee Referral
Programming Intern	6/1/16	External Referral
Programming Intern	6/1/16	External Referral
Programming Intern	6/1/16	External Referral
Programming Intern	6/1/16	External Referral
Programming Intern	6/1/16	Employee Referral
Programming Intern	6/7/16	ESPN980 Website
Programming Intern	8/30/16	Employee Referral
Programming Intern	9/9/16	External Referral
Programming Intern	9/9/16	External Referral
Programming Intern	9/14/16	External Referral
Programming Intern	10/4/16	ESPN980 Website