

Annual EEO Public File Report Form
Station WGMD

Annual EEO Public File Report

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080(c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the Station WGMD, Rehoboth Beach, Delaware, and is required to be placed in the public inspection files of this station and posted on its website.

The information contained in this Report covers the time period beginning April 1, 2008, to and including April 1, 2009 (the “Applicable Period”).

The FCC’s 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled “Full-time Positions for Which This Source Was Utilized” refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed “filled” not when the offer was extended but when the hiree accepted the job offer. A person was deemed “interviewed” whether he or she was interviewed in person, over the telephone or by e-mail.

Appendix 1 to

Annual EEO Public File Report Form

Covering the Period from 4/1/2008 to 4/1/2009

Section 1: Vacancy Information

<u>Full-time Positions Filled By Job Title</u>	<u>Recruitment Source of Hiree</u>	<u>Total Number of Interviewees from All sources for This Position</u>
1. Salesperson	On-air announcement	11
2. Salesperson	Referral	11
3. PT Board Operator	Rehire	1
4. PT Board Operator	WGMD web site	1
5. PT Board Operator	WGMD web site	1
6. Evening News Anchor	All Access	3
7. Salesperson	WGMD web site	11

Total Number of Persons Interviewed During Applicable Period: 17 *

* The same persons were interviewed for positions 1, 2 and 7, above.

Appendix 2 to

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Covering the Period from 4/1/2008 to 4/1/2009

Section 2: Recruitment Source Information

<u>Recruitment Source (Name, Address, Telephone Number, Contact Person)</u>	<u>Total Number of Interviewees This Source Has Provided During This Period (If Any)</u>	<u>Full-time Positions for Which This Source Was Utilized</u>
1. Delaware Dept. of Labor Georgetown, DE 19947 Fax: 302-739-7888	0	0
2. WGMD Web Site WGMD.com	6	3
3. WGMD on-air announcement	3	1
4. AllAccess.com	3	1
5. Personal referral	3	1
6. Rehire	1	1

* Indicates sources that have requested notification of job openings.

Appendix 3 to
Annual EEO Public File Report Form
Covering the Period from 4/1/2008 to 4/1/2009

Section 3: Supplemental (Non-Vacancy Specific) Recruitment Activities Undertaken by WGMD

The station has an active training program consisting of the following activities:

The station retains an outside consultant in sales and management on an on-going basis to enable station personnel to acquire skills that qualify them for higher level positions.

Employees regularly participate in seminars to develop business acumen which furthers their careers in radio and management.

The Sales Manager and General Manager conduct weekly in-house training sessions in all facets of the radio business, again with the objective of enabling station personnel to acquire skills which will advance their careers.

The station provides an Education Program for all employees which encourages them to take courses at any accredited educational institution at the station's expense assuming a certain level of performance (receiving an A or B in the course).

The station maintains a lending library which contains books and tapes on all aspects of the radio business and self-improvement in general.

Mentoring Program

The station has a mentoring program mainly for on-air personnel which is overseen by the General Manager and Program Director, the goal of which is to improve on-air performance and develop skills needed for career advancement.