

**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, 2006, to and including April 1, 2007 (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 4/1/2006 to 4/1/2007

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	Referral	23
2. PT Board Operator	Delaware Tech	2
3. PM Talk Show Host	Walk-in	3
4. PT Recept/Off. Asst.	Delaware Tech	7
5. PT Recept/Off. Asst.	WGMD Website	5
6. News Reporter	Walk-in	1
7. Salesperson	Cape Gazette	1
8. Salesperson	Cape Gazette	3
9. Salesperson	Cape Gazette	3
10.PT Board Operator	WGMD Website	1

Total Number of Persons Interviewed During Applicable Period: 49 \\*

\\* The same persons were interviewed for positions 8 and 9, above. Consequently, the total number of different interviewees was 46.

Appendix 2 to

Annual EEO Public File Report Form

Covering the Period from 4/1/2006 to 4/1/2007

Section 2: Recruitment Source Information

Recruitment Source (Name, Address, Telephone Number, Contact Person)	Total Number of Interviewees This Source Has Provided During This Period (If Any)	Full-time Positions for Which This Source Was Utilized
1. Cape Gazette 17585 Nassau Commons Lewes, DE 19958 302-645-7700 Sandy	8	2
2. The Guide 524 S. Dual Highway Seaford, DE 19973 302-645-5060	4	0
3. Delaware Dept. of Labor Georgetown, DE 19947 Fax: 302-739-7888	0	0
4. WGMD Web Site WGMD.com	5	2
5. WGMD on-air announcement	0	0
6. AllAccess.com	2	0
7. Personal referral	3	2
8. Monster.com	17	0
9. Delaware Tech.	8	2
10. Walk-in	2	2

\* Indicates sources that have requested notification of job openings.

Appendix 3 to  
Annual EEO Public File Report Form  
Covering the Period from 4/1/2006 to 4/1/2007

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

The station participates in an internship program under the supervision of the station's Station Manager/Program Director at the Delaware Technical and Community College and has worked with four interns from the school. One of the interns was hired in 2005 for a full-time position at the station.

The Public Service Director and the Station Manager have spoken to area groups concerning education and employment opportunities at the station. For example, presentations have been made at the Lewes Rotary Club, Young Republicans and the Delaware Technical and Community College.

In addition, 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.

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3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
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Appendix 1 to

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Covering the Period from 4/1/2007 to 4/1/2008

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. PT Board Operator	WGMD website	1
2. PM Talk Show Host	All Access	4
3. Salesperson	Cape Gazette	1
4. General Manager	Referral	1
5. Salesperson	Cape Gazette	1
6. Salesperson	Promotion	1
7. Newsperson	Walk-in	2
8. Recept/Off. Asst.	Promotion	1

1

Total Number of Persons Interviewed During Applicable Period: 12

Appendix 2 to  
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Covering the Period from 4/1/2007 to 4/1/2008

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2. The Guide 524 S. Dual Highway Seaford, DE 19973 302-645-5060	0	0
3. Delaware Dept. of Labor Georgetown, DE 19947 Fax: 302-739-7888	0	0
4. WGMD Web Site WGMD.com	1	1
5. WGMD on-air announcement	0	0
6. AllAccess.com	5	1
7. Personal referral	1	1
8. Monster.com	0	0
9. Delaware Tech.	0	0
10. Walk-in	1	1
11. Promotion of existing employee	2	2

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Covering the Period from 4/1/2007 to 4/1/2008

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