



DELMARVA BROADCASTING COMPANY

EEO PUBLIC FILE REPORT

- ◆ Station Employment Unit: WXCY FM
707 REVOLUTION STREET
HAVRE DE GRACE MD 21078
(410) 939-1100
- ◆ Annual Reporting Period: June 1, 2017– May 31, 2018
- ◆ Full-time job vacancies filled during the annual reporting period: 2

JOB TITLE	DATE FILLED	HIRED PERSON REFERRED BY WHICH RECRUITMENT SOURCE?
Promotions Coordinator	2/19/18	Indeed
Digital Concierge	1/8/18	Indeed / Employee Referral

- ◆ Total number of applicants for the 2 full-time job vacancies listed above: 109
- ◆ Total number of candidates interviewed from this pool of applicants: 9
- ◆ A listing of all recruitment sources used during the annual reporting period by position follows.

Recruitment Sources for PROMOTIONS COORDINATOR	Total Number of Applicants from Source	Total Number of Interviewees from Source
DelmarvaJobs.com	5	0
Steinman Site Careers Page	8	0
GlassDoor.com	2	2
Indeed.com	70	1
Del State Univ Spring 2018 Career Fair	1	1
Internal Part-Timers	2	2
TOTALS	88	6

Recruitment Sources for DIGITAL CONCIERGE	Total Number of Applicants from Source	Total Number of Interviewees from Source
DelmarvaJobs.com	1	0
Indeed.com	14	2
Steinman Site Careers Page	2	0
ZipRecruiter.com	3	1
News Journal, CareerBuilder.com	1	0
TOTALS	21	3



DELMARVA BROADCASTING COMPANY

OUTREACH INITIATIVES REPORT

- ◆ Station Employment Unit: WXCY FM
707 REVOLUTION STREET
HAVRE DE GRACE MD 21078
(410) 939-1100
- ◆ Annual Reporting Period: June 1, 2017 – May 31, 2018
- ◆ This station employment unit has more than ten full-time employees.
- ◆ A listing of the stations' outreach efforts during the reporting period follows below.

COMMUNITY/EDUCATIONAL EVENTS

Our Sister Station On-Air host 1) addressed the annual Hugh O'Brian Youth Leadership Conference at Wesley College in Dover, Delaware (60+ high schools represented) on June 10, 2017 and 2) spoke to the Temple Beth-El Men's Club in Newark DE on November 19, 2017.

Our Sister Station Digital Concierge represented all DBC stations at the Delaware Technical Community College Social Media Conference 2018 at their Georgetown Campus on February 15, 2018 when she spoke about 'Maximizing Your Social Media Advertising Budget' to over 400 social media managers and/or business owners from 4 states.

Our sister station Digital Editor spoke on a panel at the Emerging Enterprise Center's Technology Forum: The Perspective of the Business Media, in Wilmington on November 15, 2017.

INTERNET JOB BANK

WXCY FM extensively promotes the delmarvajobs.com internet jobs site. The site offers free resume posting for job seekers. The site's operation is paid for in part by the stations and it is promoted every week of the year on all stations. It is the first outlet to receive postings of the radio stations' openings.

EMPLOYEE TRAINING

All managers and management trainees at WXCY FM are participating in a Company-wide leadership training program. The program educates participants in key leadership and teambuilding skills. As the Company grows, these skills will assist participants in taking on more responsibility and gaining job promotions.

BROADCASTING JOB FAIRS

Our DBC HR Business Partner and our sister station Programming & Operations Manager represented our three sites at the Delaware State University Fall 2017 Career and Graduate School Expo in Dover, Delaware, on September 21, 2017. Our DBCi GM, sister station Promotions Director and sister station Media Consultant represented our three sites at the Lincoln University Career Fair on October 10, 2017. Lincoln University is an historically African-American university. Our DBC HR Business Partner and our Sr. Media Consultant represented our three sites at the Susquehanna Workforce Network Harford County Job Fair at Ripken Stadium, Aberdeen, Maryland, on October 11, 2017. Our DBC HR Business Partner and our sister station News & Program Director represented our three sites at the Klein College of Media and Communication Internship and Career Fair at Temple University in Philadelphia, Pennsylvania, on February 15, 2018. Our DBC HR Business Partner and our General Manager represented our three sites at the Delaware State University Spring 2018 Career Expo in Dover, Delaware, on March 22, 2018.

COMMUNITY OUTREACH

All Delmarva Broadcasting sites participated in sponsoring the *Help Our Kids* Radiothon on September 6 and 7, 2017, broadcasting live at Nemours/Alfred I. duPont Hospital for Children's Anthony N Fusco, Sr. Atrium.