



EEO PUBLIC FILE REPORT

Employment Unit Covered WZBA

Reporting Period May 31, 2007 - June 1, 2008

Full-Time Vacancies Filled During Reporting Period

(1.) Job Title: <u>Promotions Director</u>	Date Filed: <u>6/18/2007</u>
(2.) Job Title: <u>Promotions Assistant</u>	Date Filed: <u>8/6/2007</u>
(3.) Job Title: <u>Account Executive</u>	Date Filed: <u>9/4/2007</u>
(4.) Job Title: <u>Account Executive</u>	Date Filed: <u>10/8/2007</u>
(5.) Job Title: <u>Account Executive</u>	Date Filed: <u>10/15/2007</u>
(6.) Job Title: <u>Account Executive</u>	Date Filed: <u>11/12/2007</u>
(7.) Job Title: <u>Account Executive</u>	Date Filed: <u>4/21/2008</u>
(8.) Job Title: <u>Account Executive</u>	Date Filed: <u>5/12/2008</u>

EEO PUBLIC FILE REPORT

Employment Unit Covered: WZBA-FM

Reporting Period: May 31, 2007 through June 1, 2008

Full-Time Vacancies Filled During Reporting Period

- (1.) Job Title: **Promotions Director** Date Filed: 06/18/07
- (2.) Job Title: **Promotions Assistant** Date Filed: 08/06/07
- (3.) Job Title: **Account Executive** Date Filed: 09/04/07
- (4.) Job Title: **Account Executive** Date Filed: 10/8/07
- (5.) Job Title: **Account Executive** Date Filed: 10/15/07
- (6.) Job Title: **Account Executive** Date Filed: 11/12/07
- (7.) Job Title: **Account Executive** Date Filed: 04/21/08
- (8.) Job Title: **Account Executive** Date Filed: 05/12/08

Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

****Please see attached Pages 1 & 3 ****

Outreach Activities Performed During the Reporting Period

Initiative: Internship Program

Scope of Participation and Location: Assist members of the community to acquire skills for broadcast employment – College Students. Interns were recruited at various colleges in the area and by Referrals.
Station Staff Involved: Jill Yaffe (Promotions Assistant)

Initiative: Career Day – Our Lady of Mt. Carmel Elementary School – April 25, 2008

Scope of Participation and Location: An on-air staff member will attend a local career fair and speak to children about job positions in radio broadcasting
Station Staff Involved: Michael Filippelli (on-air staff member)

Initiative: Central Maryland College Career Fair – Feb 19, 2008

Scope of Participation and Location: On-site recruitment for interns and full-time employees
Station Staff Involved: Laura Sigler (Business Manager), Jill Yaffe (Promotions Assistant)

Initiative: Co-Sponsor of Central Maryland Career Fair – Feb 19, 2008

Scope of Participation and Location: Baltimore, MD, Job Fair with various vendors – WZBA-FM was a major sponsor and helped to promote this event with advertising.
Station Staff Involved: Laura Sigler (Business Manager)

Initiative: Villa Julie March Madness Career Fair – April 7, 2008

Scope of Participation and Location: On-site recruitment for interns and full-time employees
Station Staff Involved: Jill Yaffe (Promotions Assistant), Katy Rempe (Account Executive)

EQUAL OPPORTUNITY EMPLOYMENT CONTACT LIST

****Please see pages 4-12****

RECRUITMENT/REFERRAL SOURCES USED TO SEEK CANDIDATES FOR EACH VACANCY

1. Job Title: Promotions Director

Date Filled: 06/18/07

Source	Contact Person	Address	Phone No.	Referred Person Hired?
Employee Referral	Jon McGann	11350 McCormick Rd Hunt Valley, MD 21031	410-771-8484	N
Networking Email	Jon McGann	11350 McCormick Rd Hunt Valley, MD 21031	410-771-8484	N
All Access www.allaccess.com	Jon McGann	11350 McCormick Rd Hunt Valley, MD 21031	410-771-8484	N
Internal Transfer/Promotion	Laura Sigler	11350 McCormick Rd Hunt Valley, MD 21031	410-771-8484	Y

Total number of interviewees from all sources for this position: 7

2. Job Title: Promotions Assistant

Date Filled: 08/06/07

Source	Contact Person	Address	Phone No.	Referred Person Hired?
Craigslist www.craigslist.com	Brian Turnof	11350 McCormick Rd Hunt Valley, MD 21031	410-771-8484	Y
Networking Email	Jon McGann	11350 McCormick Rd Hunt Valley, MD 21031	410-771-8484	N
Website	Brian Turnof	11350 McCormick Rd Hunt Valley, MD 21031	410-771-8484	N
On-Air Ad	Jon McGann	11350 McCormick Rd Hunt Valley, MD 21031	410-771-8484	N

Total number of interviewees from all sources for this position: 24

3. Job Title: Account Executive

Date Filled: 09/04/07

Source	Contact Person	Address	Phone No.	Referred Person Hired?
Referral	Greg Lynett	149 Penn Ave Scranton, PA 18503	570-348-9100	Y
Towson Univ career website	Lynn Polovo	11350 McCormick Rd Hunt Valley, MD 21031	410-771-8484	N
On-Air Ad	Lynn Polovoy	11350 McCormick Rd Hunt Valley, MD 21031	410-771-8484	N

Total number of interviewees from all sources for this position: 6

4. Job Title: Account Executive

Date Filled: 10/08/07

Source	Contact Person	Address	Phone No.	Referred Person Hired?
Referral	Lynn Polovoy	11350 McCormick Rd Hunt Valley, MD 21031	410-771-8484	Y
Website	Lynn Polovoy	11350 McCormick Rd Hunt Valley, MD 21031	410-771-8484	N
On-Air Ad	Lynn Polovoy	11350 McCormick Rd Hunt Valley, MD 21031	410-771-8484	N

Total number of interviewees from all sources for this position: 4

5. Job Title: Account Executive

Date Filled: 11/12/07

Source	Contact Person	Address	Phone No.	Referred Person Hired?
Referral	Lynn Polovoy	11350 McCormick Rd Hunt Valley, MD 21031	410-771-8484	Y
Website	Lynn Polovoy	11350 McCormick Rd Hunt Valley, MD 21031	410-771-8484	N
On-Air Ad	Lynn Polovoy	11350 McCormick Rd Hunt Valley, MD 21031	410-771-8484	N

Total number of interviewees from all sources for this position: 2

6. Job Title: Account Executive

Date Filled: 04/21/08

Source	Contact Person	Address	Phone No.	Referred Person Hired?
Referral	Lynn Polovoy	11350 McCormick Rd Hunt Valley, MD 21031	410-771-8484	N
Website	Lynn Polovoy	11350 McCormick Rd Hunt Valley, MD 21031	410-771-8484	N
On-Air Ad	Lynn Polovoy	11350 McCormick Rd Hunt Valley, MD 21031	410-771-8484	Y

Total number of interviewees from all sources for this position: 1

7. Job Title: Account Executive

Date Filled: 05/12/08

Source	Contact Person	Address	Phone No.	Referred Person Hired?
Referral	Lynn Polovoy	11350 McCormick Rd Hunt Valley, MD 21031	410-771-8484	Y
Website	Lynn Polovoy	11350 McCormick Rd Hunt Valley, MD 21031	410-771-8484	N
On-Air Ad	Lynn Polovoy	11350 McCormick Rd Hunt Valley, MD 21031	410-771-8484	N

Total number of interviewees from all sources for this position: 3

EQUAL OPPORTUNITY EMPLOYMENT CONTACT LIST

ASSOCIATION OF BLACK MEDIA WORKERS (ABMW)
TERRI OWENS
JOB PLACEMENT SERVICES
P.O. BOX 1795
BALTIMORE, MD 21203-1795
(410) 837-2269

AMERICAN WOMEN IN RADIO AND TELEVISION (AWRT)
NORTHEAST AREA DIRECTOR
MELISSA LOWE
8405 GREENSBORO DR #800
MCLEAN, VA 22102
PHONE: 703-506-3290

BALTIMORE CITY COMMUNITY COLLEGE
JOB PLACEMENT OFFICE
EULA GAUTREAUX
BALTIMORE, MD 21215
(410) 462-8000

BALTIMORE COUNTY BALTIMORE DEPT OF AGING
PAUL MADIGAN
SR EMPLOYMENT AND HOUSING SERVICES
611 CENTRAL AVENUE – ROOM 319
TOWSON, MD 21204
410-887-3296
PMADIGAN@CO.BA.MD.US

BALTIMORE URBAN LEAGUE
JAMES HALL
512 ORCHARD STREET
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BOWIE STATE COLLEGE
MARY JOHNSON
MLKING BLG #256
BOWIE, MD 20715
301-464-6570 –

BROADCASTING INSTITUTE OF MARYLAND (BIM)
NORMAN BROOKS
PLACEMENT DEPARTMENT
7200 HARFORD ROAD
BALTIMORE, MD 21234
800-942-9246
FAX: (410) 254-5357

CAPITOL COLLEGE
TONY MILLER
CAREER SERVICES DEPT
11301 SPRINGFIELD ROAD
LAUREL, MD 20708
301-363-2800

CCBC CATONSVILLE
DEBORAH CUFFIE
CAREER PLANNING/PLACEMENT
800 SOUTH ROLLING ROAD
BALTIMORE, MD 21228
(410) 455-6050
FAX: (410) 455-4185

CCBC ESSEX
Dr. JAMES ROJHAN
CAREER DEVELOPMENT
7201 ROSSVILLE BLVD.
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(410) 682-6000
EXT. 6384
FAX: (410) 532-5792

CCBC DUNDALK
FRAN SMITHER
CAREER COUNSELING CENTER
7200 SOLLERS POINT RD
BALTIMORE, MD 21222
(410) 282-6700
FAX: (410) 285-6535

CHANGE, INC
SONYA MATOS
1413 PARK ROAD NW
WASHINGTON, DC 20010
202-387-3725
FAX-202-387-3729

COLLEGE OF NOTRE DAME
BRYNN- CAREER CENTER
4701 NORTH CHARLES STREET
BALTIMORE, MD 21210
(410) 435-0100
FAX: (410) 532-5792

COPPIN STATE COLLEGE
JAMES THORNTON
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DIVISION OF REHABILITATION
BRIDGET STEVENS
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410-282-6700

EL HERALDO
MANUEL ALBAN
2711 WESLEYAN WAY
CHURCHVILLE, MD 21028
410-836-2114

ESSEX COMMUNITY COLLEGE
DENISE RICHARDSON
JOB PLACEMNET OFFICE
7201 ROSSVILLE BLVD
BALTIMORE, MD 21237
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HOOD COLLEGE
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HOWARD COMMUNITY COLLEGE
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INTERNATIONAL WOMEN'S MEDIA
SHERRY ROCKEY
1625 K STREET NW #1275
WASHINGTON, DC 2006
202-496-1992
FAX: 202-496-1977

JEWISH VOCATIONAL SERVICES
NATHALIE MARKER ROSEN
6123 MONTROSE ROAD
ROCKVILLE, MD 20852
301-587-9666

JOHNS HOPKINS UNIVERSITY
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MARYLAND DIVISION OF PAROLE & PROBATION
ELIZABETH BARTHOLOMEW
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MARYLAND EMPLOYMENT SERVICES
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MAXIMUS
LISA SIMMONS
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4351 GARDEN CITY DRIVE
LANDOVER, MD 20785
301-918-9555

MARYLAND DC DELAWARE BROADCASTERS ASSOCIATION
106 OLD COURT ROAD
BALTIMORE, MARYLAND 21208
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FAX: (410) 486-7354

MARYLAND DEPARTMENT OF LABOR & LICENSING
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NATIONAL BLACK MEDIA COALITION
1738 ELTON ROAD, SUITE 314
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(301) 445-2600 –DISCONNECTED!!!

NATIONAL COALITION OF 100 BLACK WOMEN, INC.
SHIRLY POOLE
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TOWSON UNIVERSITY
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