

## **MANNING BROADCASTING INC.**

The purpose of this EEO Public File 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 following stations:

WAFY-FM, WWEG-FM and WARK-AM

If your organization distributes information about employment opportunities to job seekers or refers job seekers to employers, and would like to receive job vacancy notices for Manning Broadcasting Inc., please provide Manning Broadcasting Inc. with the name, mailing address, email address, if applicable, telephone number, fax number and contact person and identify the category of categories of vacancies for which you would like information specified above to the following person at Manning Broadcasting Inc.:

Human Resources  
Manning Broadcasting Inc.  
5742 Industry Lane  
Frederick, MD  
(301) 620-7700

The information in this report covers the time period beginning June 1, 2015 to and including May 31, 2016. 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 Stations comprising the Station Employment Unit during the applicable period.
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy.
3. The recruitment source that referred the hiree for each 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
4. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(s) of the FCC rules.

It is the policy of Manning Broadcasting Inc., WAFY, WWEG and WARK to provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin, sex, age, disability, sexual orientation or any other characteristic protected by law, in all personnel actions. As required by Section 73.2080 of the Commission's Rules, the stations have participated in several different recruitment activities to ensure broad outreach. A list and brief description of the initiatives undertaken is described in Section 3.

**WAFY-FM, WWEG-FM and WARK-AM**

**EEO PUBLIC FILE REPORT**

**June 1, 2015 - May 31, 2016**

**I. VACANCY LIST**

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1,3,4,5,6,16,17	16
On Air Personality	3,4,5,7,9,10,11,18	9
On Air Personality	3,4,5,7,10,11,18	3
Digital Marketing Specialist	3,4,5	3

**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12 month-period
1.	Maryland Job Service/Frederick County 5340 A Spectrum Drive Frederick, MD 21703 301-600-2255	No	1
2.	Radio recruitment ad WARK-AM/WAFY-FM/WWEG-FM 5742 Industry Lane, Frederick, MD 21704 (301) 620-7700 880 Commonwealth Ave., Hagerstown, MD 21740 (301) 733-4500	No	0
3.	Employee referral	No	2
4.	Client Referral	No	1
5.	key103radio.com and 1069theeagle.com	No	0
6.	Hagerstown Herald Mail PO Box 439, 100 Summit Ave	No	1

	Hagerstown MD 21741 301-733-5131		
7.	All Access Attn: Joel Denver 28955 Pacific Coast Highway, Suite 210 Malibu, CA 90265 www.allaccess.com	No	1
8.	Internship Program 5742 Industry Lane Frederick, MD (301) 620-7700	No	0
9.	Current Part Time Employee	No	1
10.	Vallie-Richards Consulting, Inc. P.O. Box 299 Greensboro, GA 30642 706-453-1202	No	0
11.	Broadcasting Institute of Maryland Attn: Norm Brooks Placement Director 7200 Harford Road Baltimore, MD 21234 800-942-9246	No	0
12.	Towson State Career Planning & Placement Attn: Glenda Henkel Program Coordinator 8000 York Road, Towson, MD 21252 410-704-2233	No	0
13.	University of Maryland, College Park Career Center Attn: Cyndy Kaufman Director of Communications 3100 Hornbake Library College Park, MD 20742 301-314-7225	No	0
14.	DCRTV.com 1981B Villaridge Drive, Reston VA 20191	No	0

15.	WHAG-TV 13 E. Washington Street Hagerstown, MD 21740 (301) 797-4400	No	0
16.	Frederick News Post 351 Ballenger Center Dr. Frederick, MD 21703 (301) 662-1883	No	1
17.	LinkedIn Corporation 2029 Stierlin Ct Mountain View, CA 94043	No	1
18.	RADIO ONLINE LLP 3500 Tripp Avenue Amarillo TX 79121-1637	No	2
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			12

### III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1.	Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions. Establishment of a mentoring program for station personnel.	Manning Broadcasting Inc. provides training to current employees involved in the traffic, programming and promotions department which enables them to gain specific skills needed for promotion. In the 12 months of this reporting period, a part time promotion employee was promoted to the part time on air staff. She was then promoted to full time mid-day personality on 106.9 The Eagle.
2.	Internship program designed to assist students in acquiring skills needed for employment in radio broadcasting industry.	Manning Broadcasting Inc. had one intern from Kent State University receive academic credit while learning about station operations and the radio industry in general. Interns receive experience and instruction in the following areas: <ul style="list-style-type: none"> <li>• Promotional duties of radio personnel.</li> </ul>

		<ul style="list-style-type: none"> <li>• Marketing proposals &amp; promotions.</li> <li>• Integrating with sales.</li> <li>• Record labels and music scheduling.</li> <li>• Creating radio listenership, including discussions about cume, time spent listening &amp; other metrics.</li> <li>• Event Management.</li> <li>• Production &amp; Copywriting.</li> <li>• Programming Concepts.</li> <li>• On-Air and creating their own air checks.</li> </ul>
3.	Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to opportunities in broadcasting.	<p>On June 5, 2015, Manning Broadcasting Inc. President/COO and Key 103 morning drive team of Dave and Amber did three separate sessions with three different classes at Yellow Springs Elementary. They spoke about their work in the broadcasting industry and what it takes to prepare for a career in radio broadcasting.</p> <p>On December 4, 2015, Key 103 mid-day personality, Brian Corson, spoke to students at Thurmont Middle School about careers in radio broadcasting.</p> <p>On February 11, 2016, Manning Broadcasting Inc. Production Director represented the company at the Frederick County Public Schools Career and Technology Center. He discussed with students careers in the broadcasting industry and his role in the company/industry.</p> <p>On May 26, 2016, WAFY-FM Morning Show Hosts, Dave and Amber, participated in Career Day at Urbana Middle School. They spoke about their positions both on and off the air, the various career opportunities in the broadcasting industry and how one can get into the industry.</p>
4.	Sponsorship of job fair with organizations in the business and professional community.	On September 15, 2015, Manning Broadcasting Inc. was the major sponsor and co-host of the Hagerstown/Washington County Chamber of Commerce Job Fair which was part of the Chamber's Business Expo. Manning Broadcasting provided commercials, email blasts and social media exposure to help promote the expo and had a booth at the job fair.