

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, 2024, to and including May 31, 2025. 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, 2024 - May 31, 2025

I. VACANCY LIST

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	3,4,5,11,15	15

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	0
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	0
4.	Client Referral	No	0
5.	key103radio.com and 1069theeagle.com	No	0
6.	Hagerstown Herald Mail PO Box 439, 100 Summit Ave	No	0

	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	0
8.	Internship Program 5742 Industry Lane Frederick, MD (301) 620-7700	No	0
9.	Current Part Time Employee	No	0
10.	Vallie-Richards Consulting, Inc. P.O. Box 299 Greensboro, GA 30642 706-453-1202	No	0
11.	Manning Media Website manningmediainc.com	No	2
12.	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
13.	Manning Media Facebook Page	No	0
14.	Frederick News Post 351 Ballenger Center Dr. Frederick, MD 21703 (301) 662-1883	No	0
15.	LinkedIn Corporation 2029 Stierlin Ct Mountain View, CA 94043	No	2
16.	Berkowitz Broadcast Consulting Inc. 3910 Maple Hill St. West, West Bloomfield, MI 48323	No	0
17.	RADIO ONLINE LLP 3500 Tripp Avenue Amarillo TX 79121-1637	No	0

TOTAL INTERVIEWS OVER REPORTING PERIOD			4

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.
2.	Internship program designed to assist students in acquiring skills needed for employment in radio broadcasting industry.	<p>The internship program allows students to earn academic credit while learning about station operations and the radio industry in general. Interns receive experience and instruction in the following areas:</p> <ul style="list-style-type: none"> • Promotional duties of radio personnel. • Marketing proposals & promotions. • Integrating with sales. • Creating radio listenership, including discussions about cume, time spent listening & other metrics. • Event Management. • Production & Copywriting. • Programming Concepts. • On-Air and creating their own air checks. <p>An intern from Penn State University was with us from June to August. She earned college credit while learning about all aspects of the radio broadcast industry.</p>

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 March 18, 2025, Manning Media radio stations proudly promoted and participated in the Maryland Department of Labor Job Fair, held at the Frederick Seventh-day Adventist Church in Frederick, Maryland. The event featured over 50 participating organizations and drew more than 900 registered job seekers.</p> <p>Manning Media was represented by President and CEO Fred Manning and Promotions Director Lori Duke, who were on hand to engage with attendees and share information about career opportunities within the company. Manning Media's involvement reflects its ongoing dedication to supporting workforce development and connecting with the local community.</p>
4.	Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to opportunities in broadcasting.	<p>On March 28, 2025, Manning Media proudly participated in and helped promote the Washington County Career Expo, held in collaboration with Hagerstown Community College and the Washington County Business Development Office. The event brought together more than 124 organizations and attracted over 1,500 job seekers from across the region.</p> <p>To encourage broader participation among exhibitors, Manning Media contributed a \$2,500 radio advertising package as a door prize for vendors. This initiative aimed to support local businesses and enhance engagement throughout the expo.</p> <p>Representing Manning Media at the event were Promotions Director Lori Duke, Digital Marketing Manager Dave Barnhart, and On-Air Personality Erin Shaw. The team connected with attendees to share information about career opportunities in broadcasting, as well as specific roles available within Manning Media.</p>
5.	Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to opportunities in broadcasting.	<p>On Thursday, May 1, 2025, Manning Media took part in the Maryland Statewide Virtual Job Fair, which attracted over 2,500 registered job seekers from across the state.</p> <p>Promotions Director Lori Duke represented Manning Media by setting up and managing a virtual booth within the event's online platform. Throughout the day, she engaged with numerous candidates, provided detailed information about career opportunities at Manning Media, and conducted on-the-spot interviews.</p>

		Manning Media's active participation in this virtual event highlights the company's commitment to embracing innovative recruitment methods and connecting with a broad and diverse talent pool.
6.	Provided training to management level personnel as to methods of ensuring equal opportunity and preventing discrimination.	<p>On April 30, 2025, Fred Manning, President and CEO of Manning Media, met with Director of Operations Mike Scott, Digital Marketing Manager Dave Barnhart, Senior Account Executive Melinda Donegan, and Promotions Director Lori Duke to review the Federal Communications Commission (FCC) guidelines related to job fairs, high school career days, and broad outreach initiatives. The team discussed best practices and compliance requirements as outlined in a guidance document provided by Manning Media's FCC attorney. This review reflects the company's continued commitment to regulatory compliance and to ensuring equal employment opportunity in all recruitment and outreach efforts.</p>