

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, 2019 to and including May 31, 2020. 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, 2019 - May 31, 2020

I. VACANCY LIST

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Operations Manager	3,5,7,11,14,16,17,18	17
Digital Marketing Specialist	2,3,4,5,11,16	2
Morning Drive Co-Host	9	9
Moring Drive Co-Host	3, 17	17

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	1
4.	Client referral	No	0
5.	key103radio.com and 1069theeagle.com	No	0
6.	Hagerstown Herald Mail PO Box 439, 100 Summit Ave Hagerstown MD 21741 301-733-5131	No	0

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	1
10.	Vici Media, LLC 111 S. Independence Mall Philadelphia, PA 19106	No	1
11.	Manning Media Website manningmediainc.com	No	0
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.	DCRTV.com 1981B Villaridge Drive, Reston VA 20191	No	0
14.	Manning Media Facebook Page	No	0
15.	Frederick News Post 351 Ballenger Center Dr. Frederick, MD 21703 (301) 662-1883	No	0
16.	LinkedIn Corporation 2029 Stierlin Ct Mountain View, CA 94043	No	0
17.	Berkowitz Broadcast Consulting Inc. 3910 Maple Hill St. West, West Bloomfield, MI 48323	No	3

18.	Insideradio.com P.O. Box 742263 Atlanta, GA 30374	No	3
TOTAL INTERVIEWEES OVER REPORTING PERIOD			9

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.	<p>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.</p> <p>Promotion Director was mentored and trained to fill in as Morning Drive Co-Host on WAFY-FM.</p> <p>Part time air personality was trained to do traffic reports in morning drive and was, eventually, hired full time as a co-host.</p>
2.	Internship program designed to assist students in acquiring skills needed for employment in radio broadcasting industry.	<p>Manning Broadcasting Inc. had an intern from Bowie State University who received 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. • Record labels and music scheduling. • 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.

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 20, 2020 Dani Gurrie, Promotions Director/Events Coordinator, spoke to students in the Frederick High School Linking Youth to New Experiences (LYNX) students about different career opportunities that exist in the radio industry.</p> <p>On March 10, 2020, WAFY_FM hosted 8 students and 2 administrators from Frederick High School as part of the LYNX program. They toured the station and met with Larry Viehmeyer, Director of Sales, Mike Scott, Operations Manager and Jenna Lee, Morning Drive Host. Topics covered were changes in the radio industry, how audio is now delivered, how commercials are recorded and how we serve the community.</p> <p>On October 3, 2019, Production Director, Greg Daniels spoke to a Multimedia Class at the Career Technology Center of Frederick County Public Schools about the radio industry and how podcasting is being used within the industry. He also spoke about how to create their own podcast.</p> <p>Manning Media was scheduled to participate in two Career Day at two different Middle Schools. Those Career Days were cancelled as a result of COVID-19.</p>
4.	Participated in a job fair.	<p>On September 12, 2019, Dani Gurrie, Promotions Director, participated in the Hood College Community Service Job Fair. The fair was designed to educate students on different industries and availability of internships and jobs.</p> <p>Manning Media was scheduled to participate in a job fair at Hood College during the 3rd week of March 2020. The job fair was cancelled due to COVID-19.</p>

5.	Provided training to management level personnel as to methods of ensuring equal opportunity and preventing discrimination.	Fred Manning, President/CEO, met with Dani Gurrie, Promotions Director, Larry Viehmeyer, Director of Sales and Mike Scott, Operations Manager, to review important and relevant sections of the The FCC's Equal Employment Opportunity Rules and Policies – A Guide for Broadcasters as it related to their recruitment of station personnel as well as important outreach initiatives. The Guide was provided by our FCC attorney, Pillsbury.
----	--	--