

**WKIK-FM, WKIK-AM, WMDM-FM, WPTX-AM, WSMD-FM
EEO PUBLIC FILE REPORT
June 1st 2018 – May 31st 2019**

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-14	13
Account Executive	1-14	13
Account Executive	1-14	13

Position	Date of Hire
Account Executive/Outside Sales	4-11-19
Account Executive/Outside Sales	4-11-19
Account Executive/Outside Sales	4-17-19

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	St. Mary’s County Chamber of Commerce 44200 Airport Road California, MD 20619 info@smcchamber.com Fax: (301) 737-0089	*N	0
2	Alliance For Women In Media 2365 Harrodsburg Road, A325, Lexington, KY 40504 info@allwomeninmedia.org	*N	0
3	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 28-S Severna Park, MD 21146 info@womcom.org	*N	0
4	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 nahj@nahj.org	*N	0
5	National Association of Black Owned Broadcasters 1201 Connecticut Avenue N.W., Suite 200 Washington, DC 20036 Fax: (202) 429-0657 nabobinfo@nabob.org	*N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Fax: (301) 445-7101 sberry@nabj.org	*N	0
7	National Association of Minority Media Executives 1921 Gallows Road, Suite 600 Vienna, VA 22182 Fax: (703) 893-2414 info@namme.org	*N	0
8	National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 support@mpnmail.com	*N	0
9	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste. 910 Washington, DC 20005 info@nlgja.org	*N	0
10	On-Air Announcements (one or more SEU stations)	*N	0
11	Station Website Postings (one or more SEU stations)	*N	0
12	All Access Music Group 24955 Pacific Coast Highway, C303 Malibu, CA 90265	*N	3
13	Southern Maryland Online www.somd.com	*N	3
14	Walk-In/Self-Referral		0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			6

*“On advice of counsel, we have changed the “Source Entitled To Vacancy Notification” from Y (Yes) to N (No). We discovered we misunderstood how to answer the question and should have

answered “No”. This will be corrected going forward. Nevertheless, we have notified all of those sources even though they did not specifically request to receive notice of openings.”

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program	Somar Communications provides college students interested in radio careers the opportunity to work at the stations and receive on-the-job training from station employees in various departments. During this reporting period, station staff provided a total of 240 hours of training to our student intern, in the areas of production, announcing, sales and promotion. The student attends the College of Southern Maryland.
2	Participate in event/program sponsored by or on behalf of an education institution relating to careers in broadcasting	<p>Since November of 2018 to present our staff, including our Production Director has worked with the Dr. James Forrest Career and Technology Center in Leonardtown on public service announcements on WPTX-AM. They receive instruction in school then have their production air on our station. This gives students a real sense of radio production and contributing to live radio.</p> <p>Our staff attended a mock interview day in April 9th 2019 at the Dr. James Forrest Career and Technology Center in Leonardtown to talk to the students about careers in broadcasting and interview them for mock jobs. They also helped with the SkillsUSA participants in the broadcast categories and had a discussion on how to excel at the competition. Production Director Heather Soellner attended this event.</p>
3	Participate in event/program sponsored by or on behalf of a community organization relating to careers in broadcasting.	On an annual basis, our station staff participates in three popular county fairs throughout the station' community. Three air staff from our SEU broadcast live from these

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
		<p>fairs and interact with community members, typically local area youth. These young adults and or students will seek advice from our air staff as to opportunities generally in the broadcast industry as well as internship or employment openings specifically at the station. Our entire on air staff attends these events. During this reporting period, our entire on air staff participated in the following county fairs:</p> <p>*Charles County Fair, La Plata, MD: September 15th, 2018</p> <p>*St. Mary's County Fair, Leonardtown, MD: September 22nd, 2018</p> <p>*Calvert County Fair, Barstow, MD: September 29th, 2018</p> <p>Our station morning show hosts attended the Maryland Jobsource Job and Apprentice Fair and hiring event on April 30th 2019. This event is put on by the Tri-County Council For Southern Maryland. SEU staff discussed broadcasting careers to interested job seekers and also accepted resumes.</p>
4	Educational Tours	<p>Station staff gave a tour and demonstration of a live broadcast while in studio for students at the Dr. James Forrest Career and Technology Center in December of 2018.</p> <p>Our staff also gave 2 Boy Scout Tours and 1 Girl Scout tour to local Troops.</p> <p>On air staff also welcomed clients from Spring Dell Center in November of 2018 (developmentally disabled individuals) to look at the studio and see how an on air live broadcast is done. This has become a yearly event.</p>

