

EEO PUBLIC FILE REPORT

WTEM-AM: Washington, DC

Reporting Period:

June 1, 2017 – May 31, 2018

List of Employment Vacancies Filled During the Relevant Reporting Period: (8)

Job Title of FT/PT Vacancy	Date Filled	Recruitment Source
Account Executive	1/29/18	Outside Referral
Digital Media Assistant	1/31/18	Employee Referral
Director of Digital Content	1/29/18	Outside Referral
Client Services Coordinator	10/2/17	Outside Referral
Street Team Member	10/2/17	TheTeam980.com Website
Street Team Member	8/18/17	TheTeam980.com Website
Street Team Member	6/15/17	TheTeam980.com Website
Video Content Provider	11/27/17	Employee Referral

Recruitment Source List:

The Employment Unit provided notice to and/or posted notice of vacancies with the following recruitment sources during the reporting time period:

1. Employment Unit's website, www.theteam980.com
2. Employment Unit's on-air advertising
3. Employee Referrals
4. External Job Websites/Resources (Indeed, Teamwork Online, LinkedIn)
5. Current & Former Employees/Interns
6. External Industry Referrals

Recruitment Source	Number of Interviewees (42)
Employment Unit's Website	3
Employee Referral	6
Current/Former Employee/Intern	2
External Referral	16
Career Fair/Tradeshaw	5
External Job Website	10

Internship Recruitment Source	Number of Interviewees (18)
Employment Unit's Website	4
External Job Website	7
External Referral	1
Employee Referral	6

Total Number of Interviewees for All Vacancies Filled During Reporting Period per Recruitment/Referral Source: (60)

Job Vacancy	Total Number Interviewed	Recruitment Source	Total
Account Executive	11	External Referral	5
		Career Fair	5
		External Website	1
			11
Digital Media Assistant	1	Employee Referral	1
Director of Digital Content	4	External Referral	4
Client Services Coordinator	22	External Website	9
		Current/Former EE or Intern	2
		Employee Referral	4
		External Referral	7
			22
Street Team Member	3	Employment Unit's Website	3
Video Content Provider	1	Employee Referral	1
Client Services Intern	16	External Website	7
		Employment Unit's Website	4
		Employee Referral	4
		External Referral	1
			16
Programming Intern	2	Employee Referral	2

EEO Initiatives Undertaken During Reporting Period:

On September 6, 2017, several Sales employees participated in the 2017 930.gov Conference and Tradeshow. The conference and tradeshow brings together government IT and program management professionals to review upcoming plans and explore new opportunities. Attendees examined key technology trends and shared tools and techniques for strategic thinking, planning and action.

During the reporting period, Red Zebra's Senior Vice President of Sales served as an Adjunct Professor for these classes at Georgetown University's School of Continuing Studies Sports Industry Management Graduate Program:

- MPSM-510-02 - Fall2017: Sports Leadership & Management
- MPSM-620-03 - Spring2018: Sports Sales/Sponsor/Revenue Development

In addition to classroom instruction, the course provided the opportunity to reach a diverse field of students and professionals involved in the Sports Industry Management field or interested in job opportunities in the field as well as sports marketing partnership and sales opportunities.

The Employment Unit also participates in an internship program that provides an opportunity for students enrolled in institutions of higher learning to get on-the-job experience in programming, promotions, marketing, sales and accounting. College students who participate can receive academic credit to further their pursuit of a career in the radio broadcasting industry.

List of Internship Vacancies Filled During the Relevant Reporting Period:

Job Title of Internship Vacancy	Date Filled	Recruitment Source
Client Services Intern	4/6/18	TeamWork Online
Client Services Intern	4/6/18	External Referral
Client Services Intern	4/6/18	TeamWork Online
Client Services Intern	4/6/18	TheTeam980.com Website
Client Services Intern	4/6/18	TheTeam980.com Website
Client Services Intern	4/6/18	TeamWork Online
Client Services Intern	12/1/17	TeamWork Online
Client Services Intern	9/7/17	Employee Referral
Client Services Intern	9/6/17	Employee Referral
Client Services Intern	4/6/18	TheTeam980.com Website
Client Services Intern	4/6/18	TeamWork Online
Client Services Intern	12/20/17	Employee Referral
Client Services Intern	9/12/17	Employee Referral
Client Services Intern	4/6/18	TeamWork Online
Client Services Intern	4/6/18	TeamWork Online
Client Services Intern	4/6/18	TheTeam980.com Website
Programming Intern	12/22/17	Employee Referral
Programming Intern	3/20/17	Employee Referral