

## EEO Public File Report

### **Employment Units Covered:**

WTEM- Rockville, MD

WXGI- Richmond, VA

WXTG- Norfolk, VA

### **Reporting Period:**

June 1, 2008 – May 31, 2009

### **List of Vacancies Filled During the Relevant Reporting Period:**

<b>Job Title of FT/PT Vacancy</b>	<b>Date Filled</b>	<b>Recruitment Source</b>
Staff Engineer	4/27/2009	SBE.com
Office Manager	5/12/2009	Howard University Job Fair
Promotions Assistant	7/29/2008	Former Employee Referral
Promotions Assistant	8/11/2008	Employee Referral
Promotions Assistant	10/02/2008	Craig's List
Promotions Assistant	10/22/2008	Client Referral
Promotions Assistant	11/12/2008	Employee Referral
Promotions Assistant	10/02/2008	Employee Referral
Promotions Assistant	1/10/2009	ESPN980.com
Chief Engineer	10/27/2008	Employee Referral
Program Director	5/27/2009	ESPN980.com
Accounts Payable/Receivable Coor.	7/21/2008	Letter to Bruce Gilbert, CEO
Senior Sports Marketing Executive	3/16/2009	Employee Referral
Account Executive	2/24/2009	ESPN980.com
Producer/Imaging Production	11/16/2008	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) Washington Post
- 2) Advertisements on the Employment Unit's website, <http://www.ESPN980.com>
- 3) Howard University
- 4) George Washington University
- 5) Salisbury University
- 6) SBE.org
- 7) Towson University
- 8) George Mason University
- 9) Employee Referral

<b>Recruitment Source</b>	<b>No. of Interviewees Referred During Reporting Period</b>
1. The Washington Post	5
2. Employment Unit's website, <a href="http://www.redskinsradioespn.com">http://www.redskinsradioespn.com</a>	45
3. Howard University	10
4. George Washington University	7
5. Salisbury University	3
6. SBE.org	2
7. Towson University	5
8. George Mason University	3
9. Employee Referral	32

**Total Number of Interviewees For All Vacancies Filled During Reporting Period Per Recruitment/ Referral Source:**

<b>Job Vacancy</b>	<b>Total Number Interviewed</b>	<b>Recruitment Source</b>	<b>Total</b>
Office Manager	72	Internet Ad	32
		Washington Redskins Website	14
		Referral	2
		Howard University	7
		George Washington University	14
		George Mason University	2
		Salisbury University	1
		<b>72</b>	
Creative Services Director	2	Referral	2
			<b>2</b>
Program Director-WTNT/WWRC	4	SBE.org Web Reply	<b>4</b>
Promotions Assistants	12	Washington Redskins Website	3
		Employee Referral	8
		Craigslist	1
		<b>12</b>	
Staff Engineer	2	Craigslist	1
		SBE Job Board	1
		<b>2</b>	

Producer/ Imaging Production	14	Washington Post Job Fair Referral	13
			1
			<b>14</b>
Chief Engineer	5	Referral	5
			<b>5</b>
Accounts Receivable/Accounts Payable Coordinator	5	Referral	<b>5</b>
Office Manager	72	Internet Ad	32
		Washington Redskins Website	14
		Referral	2
		Howard University	7
		George Washington University	14
		George Mason University	2
Salisbury University	1		
			<b>72</b>
Creative Services Director	2	Referral	2
			<b>2</b>
Program Director- WTNT/WWRC	4	SBE.org Web Reply	<b>4</b>
Promotions Assistants	12	Washington Redskins Website	3
		Employee Referral	8
		Craigslist	1
			<b>12</b>
Staff Engineer	2	Craigslist	1
		SBE Job Board	1
		<b>2</b>	
Producer/ Imaging Production	14	Washington Post Job Fair Referral	13
			1
			<b>14</b>
Promotions Director	5	Referral	5
			<b>5</b>

**EEO Initiatives Undertaken During Reporting Period:**

The Employment Unit 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, and marketing/sales. College students who participate can receive academic credit to further their pursuit of a career in the Broadcast industry.

**List of Internship Vacancies Filled During the Relevant Reporting Period:**

<b>Job Title of Internship Vacancy</b>	<b>Date Filled</b>	<b>Recruitment Source</b>
ESPN Deportes Programming Internship	8/12/2008	University Posting
ESPN Deportes Programming Internship	9/2/2008	University Posting
ESPN Deportes Programming Internship	1/21/2009	University Posting
ESPN 980 Promotions Internship	9/15/2008	University of Maryland Posting
ESPN 980 Promotions Internship	1/10/2008	University of Maryland Posting
ESPN 980 Promotions Internship	1/15/2009	University of Maryland Posting
ESPN 980 Promotions Internship	2/10/2009	Montgomery College Posting
ESPN 980 Promotions Internship	2/11/2009	University of Maryland Posting
ESPN 980 Promotions Internship	1/26/2009	Anne Arundel CC Posting
ESPN 980 Promotions Internship	2/13/2009	University of Maryland Posting
ESPN 980 Promotions Internship	2/11/2009	Howard University Posting
ESPN 980 Promotions Internship	2/10/2009	University of Maryland Posting
ESPN 980 Client Services Internship	8/25/2008	University of Maryland Posting