

EQUAL EMPLOYMENT OPPORTUNITY PUBLIC INSPECTION FILE REPORT

FULL TIME JOB VACANCIES FILLED BY STATION
 FROM **June 1, 2020 to May 31, 2021**

CAN BE FOUND: WTMD-FM PUBLIC FILE and at WWW.WTMD.ORG

1. Total number of full-time vacancies filled during the year: **1**
2. Total number of interviewees for all full-time vacancies during the year: **21**

Job Vacancies Filled During Annual Reporting Period

Title of Full Time Job Filled: **Membership Coordinator**

Date Position Filled: **April 19, 2021**

Recruitment sources used: **CPB, LinkedIn, Pink Jobs, WTMD Facebook, WTMD Twitter, WTMD Website**

The source that referred the successful applicant: **WTMD website**

Number of Interviewees: **21**

Address: 1 Olympic Place, Suite 100, Towson, MD 21204

Phone: 410-704-3464

Contact Person/Title	Source	Address	Telephone	Website
Online Source	Corporation for Public Broadcasting	401 Ninth Street NW Washington, DC 20004	202-879-9600	www.cpb.org/jobline
Online Source	LinkedIn	350 Fifth Avenue New York, Ny 10118	212-592-0256	www.linkedin.com
Online Source	Pink Jobs	Manchester, England, United Kingdom	877-577-4473	allaccess.com
Online Source	WTMD Facebook Page	1 Hacker Way in Menlo Park, CA 94025	650-543-4800	facebook.com
Online Source	Current	4400 Mass Ave, NW, Suite LL05, Washington DC 20016	202-885-6414	current.org
Online Source	WTMD Website	1 Olympic Place, Ste 100, Towson, MD 21204	410-704-3464	wtmd.org
Online Source	WTMD Twitter Page	1355 Market Street Suite 900 San Francisco, CA 94103 United States	415-222-9958	twitter.com
Online Source	Greater Public	PO 303279, Austin, TX 78703	800-454-2314	greaterpublic.org
Online Source	Handshake	P.O. Box 40770, San Francisco, CA 94140		https:// towson.joinhandshake.com/login

Supplemental Recruitment Initiatives.

List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

<i>Hosted at least one job fair.</i>	Towson University hosted Career & Internship Virtual Fair, October 2020. Towson University hosted Virtual Career Fair Week , March 2021.
<i>Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.</i>	Public Radio Development and Marketing virtual Conference, July 2020 PMBA's Guided Conversations: Moving Toward Authentic Diversity and Inclusion Webinar. Public Media for All "Field Notes from The Frontlines: The Diversity, Equity & Inclusion Movement In Public Media". T.Rowe Price Foundation's "The History of Structural Racism in Baltimore". All trainings were attended by Dir. of Membership, Dir. of Finance & Admin, Community Engagement Manager, and Director of Sales.
<i>Ongoing in scholarship programs designed to assist students interested in pursuing a career in broadcasting.</i>	WTMD has a named scholarship for Electronic Media and Film Students at Towson University. This scholarship provides approximately \$500 per year when funds are available per University criteria to a student selected by the EMF faculty at Towson University.
<i>Ongoing internship program designed to assist members of the community to acquire skills needed for broadcast employment.</i>	WTMD accepts interns from a variety of educational backgrounds. Students are solicited from Towson University and other academic institutions. This year 1 student participated in the program. Internships focus on programming and include running the board for logging music and converting music for streaming, voicing and scheduling for HD2 channel, and other areas of real-life experience.
Community Outreach, April 2021	WTMD provided employment information at First Thursday Concerts, an event series the station produces. Information about current opening and employment procedures were available. Interested individuals met with station management staff about careers in broadcasting.
<i>Participated in at least 4 events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops, and similar activities.</i>	Community Outreach, September 2020, Director of Sales and Underwriting and Corporate Support staff participated in the Virtual Baltimore Broadcasters Ascertainment Day to collect community needs information and provide the opportunity to learn more about WTMD employment opportunities. The Director of Finance and Administration participated in the BTU Partnership Virtual Showcase is TU's largest annual event focused on highlighting the exciting work happening in partnership with nonprofits, schools, healthcare organizations, government, and business. WTMD's Community Engagement Manager attended Towson University Career Center's virtual Arts Expo on April 2021.

Community Group Requests to receive our position openings