

2011 - Annual Equal Employment Opportunity Report

The purpose of this EEO Public File Report ("Annual EEO Report") is to comply with Section 73.2080 C (6) of the FCC's Equal Employment Rules. The Annual EEO Report summarizes the relevant hiring and EEO outreach conducted by the following stations, which collectively form a single Station Employment Unit for purposes of the EEO Rules.

WKHJ-FM Mountain Lake Park MD 61304

WWHC-FM Oakland, MD 49936

WMSG-AM Oakland, MD 49935

The information contained in this Annual EEO Report covers the time period from June 1, 2010, and including May 31, 2011. Consistent with the FCC's Rules, this Annual EEO Report contains the following information.

1. A list of all full-time vacancies filled by the stations during the applicable period;

2. For each such vacancy, the recruitment sources utilized to fill the vacancy, including any such sources that have asked to receive information from the stations about any new job openings, which are separately identified;

3. The recruitment source that referred the hire for each full-time vacancy filled during the applicable period;

4. Data reflecting the total number of persons interviewed for all 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

5. A list and brief description of the community outreach activities, not directly related to the opening of job positions, undertaken by the stations during the applicable period.

The following sections provide the required information, and summarize the stations' EEO efforts during the applicable period. This Annual Report was placed in each station's public inspection file on June 1, 2011, in accordance with the FCC's EEO Rules.

Section 1: Full-Time Job Openings Filled During This Period

Time Period Covered: June 1, 2010 to May 31, 2011

Stations in Employment Unit: WKHJ-FM, WWHC-FM, WMSG-AM

Full-time Positions Filled by Job Title and Date Filled

Recruitment Source of Hire

No positions were listed as open during the period

Not applicable

Section 2: Recruitment Sources

Time Period Covered: June 1, 2010 to May 31, 2011

Stations in Employment Unit: WKHJ-FM, WWHC-FM, WMSG-AM

Recruitment Source

Total Number of Interviewees This Source Has Provided During This Period.

Full-time Positions for which this Source Was Utilized.

Maryland Job Service - 0

No positions were advertised as open during the period due to the soft local economy

Section 3: Supplemental (Non Vacancy Specific)

Recruitment Activities Undertaken

Time Period Covered: June 1, 2010 to May 31, 2011

Stations in Employment Unit: WKHJ-FM, WWHC-FM, WMSG-AM

1. Ongoing Internship Program for Area College and High School Students [73.2080c(2)(v)] - This ongoing semester internship program has been in place at the stations for at least seven years. The station welcomes students from area universities and colleges who are motivated and excited about expanding their knowledge and hands-on experience in a vibrant broadcasting environment. Students must be enrolled in a program related to the broadcasting industry and their internship must be endorsed, supported, and constantly monitored by the sponsoring college or university. Students are rewarded with course credit hours upon complete of the semester long program. Internship periods include Fall, Spring, and Summer each year. During the period covered by this report, Max Liller from Southern Garrett High School completed an internship during the Fall Semester of 2009.

2. Job Fair - WMD Radiowerks Sales and Marketing Director Pam Trickett attended the Job Fair at Garrett College in March 2011 on behalf of stations WKHJ-FM, WWHC-FM and WMSG-AM. While there, she met with students as well as other job seekers, and discussed careers and advancement in the broadcast industry. She also accepted applications for possible future account executive positions.

3. On Air Recruitment Ads - Station units are continually airing a series of advertisements, encouraging local groups and individuals to be placed on our list of notification of job openings. Announcements air six times on each station each Tuesday.