

EEO PUBLIC FILE REPORT WORKSHEET

- Each year, on the anniversary of a station's license renewal application due date, an "EEO Public File Report" must be placed in the station's Public File and on the station's internet website (if applicable).
- Complete this worksheet every six months -- on the anniversary of the station's license renewal application due date and at the six-month mid-point -- using information from the "Job Vacancy Worksheets."
- Two consecutively completed "EEO Public File Report Worksheets" -- covering a time period from one anniversary of the station's license renewal application due date to the next -- placed together (along with an "Outreach Initiatives Worksheet") *may be used as the annual EEO Public File Report.*

1. **Station Employment Unit:** WXC Y
 (Station or group of commonly-owned stations in the same market that share at least one employee – list Call Signs)

2. **Annual Reporting Period:** Oct. 1, 2003 – March 31, 2004
 (Year between each anniversary of station's license renewal application due date)

3. Complete chart for **each full-time** job vacancy that was **filled during** relevant six months of the Annual Reporting Period:

Job Title	Date Filled	Hired Person Referred By Which Recruitment Source?
Admin asst.	12-8-03	MD. state employment agency - Aberdeen office

4. How many total candidates were interviewed to fill the full-time job vacancies listed above? 8

5. List all recruitment sources used during the Annual Reporting Period.
- A recruitment source is one that regularly distributes information about employment opportunities to job seekers or refers job seekers to employers.
 - Attach additional sheets to reflect additional recruitment sources.

Recruitment Source:

Contact:

Address:

Telephone:

E-mail Address:

SEE EEO SOURCE LIST
IN FILE

Is this source a recruitment organization entitled to notification? ___ Y ___ N
This source was notified of the following full-time job vacancies listed above:

Of the total number of interviews conducted to fill the full-time job vacancies listed above, _____ candidates were referred by this recruitment source.

Recruitment Source:

Contact:

Address:

Telephone:

E-mail Address:

Is this source a recruitment organization entitled to notification? ___ Y ___ N
This source was notified of the following full-time job vacancies listed above:

Of the total number of interviews conducted to fill the full-time job vacancies listed above, _____ candidates were referred by this recruitment source.

Recruitment Source:

Contact:

Address:

Telephone:

E-mail Address:

Is this source a recruitment organization entitled to notification? ___ Y ___ N
This source was notified of the following full-time job vacancies listed above:

Of the total number of interviews conducted to fill the full-time job vacancies listed above, _____ candidates were referred by this recruitment source.



October 31, 2003

WXCY FM is searching for a qualified full time administrative assistant for future openings. Job includes but is not limited to reception, light typing, Microsoft Word and Excel application, filing and assisting the office manager. The job also involves the continuity of the radio station, maintaining the "flow" of the office paperwork. Hours are Monday – Friday 9am-5pm. We offer excellent benefits and working environment. Interested applicants should submit a resume to the attention of Tangia Earl, Office Manager. Mailing address is P.O. Box 269, Havre De Grace, MD 21078. Applicants may also call Ms. Earl at 410-939-1100 to schedule an appointment. Applications for this position are due by November 21, 2003. WXCY FM is an EEO station and encourages the applications of women and minorities.

Thank you for your time and attention.

Sincerely,

A handwritten signature in black ink that reads 'Sonya Holsten'.

Sonya Holsten
EEO Director

Option A

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Complete this form for every event or program established by, sponsored by, or participated in by the station employment unit as part of the Supplemental Outreach Initiatives (Page 19) elected.

Date(s) of Initiative Event(s): March 11, 2004

Describe Nature of Initiative: Speech to the marketing class at Wilmington college. Emphasis on sales and marketing in broadcasting and the opportunities available to the students upon graduation

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations): Sent Ken Brown, Sales Manager of WXCX to speak to class during their career week

Names of Station Personnel Involved in Initiative: Ken Brown

Form Prepared By: Bob Bloom Date: April 1, 2004

Attach copies of documentation demonstrating performance of chosen initiatives (e.g., pamphlets, advertisements, letters, e-mails, faxes).

Place in station's local public file annually on the anniversary date of the renewal filing due date. Post on station's website, if applicable.

3. Check each option in which you engaged during the **annual** reporting period:
- Attach a brief description and supporting documentation that details the nature of the activity and the scope of station participation, including personnel involved.

Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	
Hosting at least one job fair.	
Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.	
Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.	
Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	
Participation in job banks, Internet programs, and other programs designed to promote outreach generally (<i>i.e.</i> , that are not primarily directed to providing notification of specific job vacancies).	✓
Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting.	
Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions.	
Establishment of a mentoring program for station personnel.	
Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting.	
Sponsorship of at least two events in the community designed to inform and educate members of the public as to employment opportunities in broadcasting.	
Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation of women and minorities.	
Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting.	
Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.	
Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.	
Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	



Delmarva Broadcast
WXCY 103.7 FM
Ken Brown
P.O. Box 7492
Wilmington, DE 19803

March 12, 2004

Dear Ken,

I want to thank you for speaking in my class – Marketing and Research BMK 321 on March 11th, 2004. Your talk regarding your role with Delmarva Broadcast was extremely informative and timely for the students. The presentation was professionally done in every way, and generated excellent student participation and interest in the function of the Delmarva Broadcast. After just a few minutes you had the students’ total attention, the rest of the time was just outstanding teaching. Because of your presentation, they are now much better prepared to make their marketing and sales presentation.

The students were impressed with your enthusiasm and knowledge about your job in sales and marketing. Their summary comments were “He is a real Professional”, and of course I fully agree.

Delmarva Broadcast can be very proud to have you representing them and I appreciate their cooperation in allowing you to speak to my class. I hope it will be possible to have you return to my class in the future.

Thank you again for enriching the educational process for our students in such a Professional manner.

Sincerely,

A handwritten signature in black ink, appearing to read 'Goodwin K. Cobb IV', is written over the typed name.

Goodwin K. Cobb IV
Instructor

cc.

Pete Booker - President
Delmarva Broadcast
P.O. Box 7492
Wilmington, DE 19803

DIVISION OF BUSINESS

320 N. DuPont Highway, New Castle, Delaware 19720-6491

(302) 328-9401 Fax (302) 322-7021

EEO PUBLIC FILE REPORT WORKSHEET

- Each year, on the anniversary of a station's license renewal application due date, an "EEO Public File Report" must be placed in the station's Public File and on the station's internet website (if applicable).
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1. **Station Employment Unit:** WXLY
 (Station or group of commonly-owned stations in the same market that share at least one employee – list Call Signs)

2. **Annual Reporting Period:** 10-11-03 (License Anniversary)
 (Year between each anniversary of station's license renewal application due date)

3. Complete chart for **each full-time** job vacancy that was **filled during** relevant six months of the Annual Reporting Period:

Job Title	Date Filled	Hired Person Referred By Which Recruitment Source?
	NO	HIRES

4. How many total candidates were interviewed to fill the full-time job vacancies listed above? N/A

3. Check each option in which you engaged during the **annual** reporting period:
- Attach a brief description and supporting documentation that details the nature of the activity and the scope of station participation, including personnel involved.

Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.	X
Hosting at least one job fair.	X
Co-sponsoring at least one job fair with organizations in the business and professional community whose membership includes substantial participation of women and minorities.	
Participation in at least four events sponsored by organizations representing groups present in the community interested in broadcast employment issues, including conventions, career days, workshops and similar activities.	
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Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions.	
Participation in other activities designed by the station employment unit reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.	

Participant

Option A

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Complete this form for every event or program established by, sponsored by, or participated in by the station employment unit as part of the Supplemental Outreach Initiatives (Page 19) elected.

Date(s) of Initiative Event(s): Tuesday, Sept. 30, 2003

Describe Nature of Initiative: 35th Annual Job Jamboree sponsored by the University of Delaware. The event brings together students, alumni, and employers to exchange career information and forge relationships which lead to professional employment in the future.

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations): MBNA Career Services Center along with 150 other companies in the DelMarva region. This was the 35th Annual Job Jamboree - a leading career program in the area. We used it as an opportunity to attract candidates for all of our sites.

Names of Station Personnel Involved in Initiative: Kennard E. Brown III - General Sales Manager, Joan Darvish - Traffic Manager

Form Prepared By: Kennard E. Brown III Date: 10/1/03
Kennard E. Brown III

Attach copies of documentation demonstrating performance of chosen initiatives (e.g., pamphlets, advertisements, letters, e-mails, faxes). Place in station's local public file annually on the anniversary date of the renewal filing due date. Post on station's website, if applicable.

**DELAWARE DEPARTMENT OF
TRANSPORTATION**

100 Bay Road
PO Box 778
Dover, DE 19903
www.deldot.net

Cora Reed
HR Specialist
302-760-2007
reed@mail.dot.state.de.us

Under the leadership of Delaware's Secretary of Transportation, DelDOT provides safe, efficient and environmentally sensitive transportation network. We design, construct and maintain roads and bridges, administer highway operations and operate MART First State, Delaware's statewide public transit network. We are responsible for Delaware's transportation long range planning and work cooperatively with many public and private partners in helping to improve the movement of people and goods in and through our state. As a member of the I-95 Corridor Coalition, we administer and partner in pilot/experimental projects for many Integrated Transportation Management System (ITMS) contracts for the region.

Degrees & Majors Sought:
Civil Engineering

**DELAWARE RIVER AND BAY
AUTHORITY POLICE
DEPARTMENT**

PO Box 71
New Castle, DE 19720
www.drba.net/police

Pfc. Jody M. Bock
302-571-6342

The Delaware River and Bay Authority, a bi-state agency, operates the Delaware Memorial Twin Bridges - the world's longest twin span suspension bridge; the Cape May-Lewes Ferry system - home of the nation's most luxurious ferry; the Three Forts Ferry Crossing; and the New Castle, Cape May, Millville, and Dover Civil Air Terminal Airports. The Authority also uses its resources to participate in economic development ventures throughout Delaware and in the four southernmost counties of New Jersey.

Degrees & Majors Sought:
All Majors

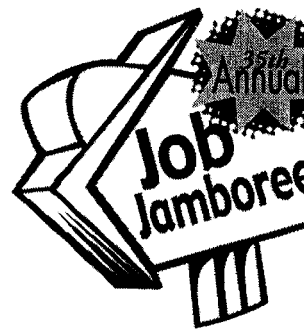


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Get the most out of your job search: Know
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BOB CARPENTER CENTER FLOOR

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ORGANIZATION PROFILE

Learn about participating companies before
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This program is presented by
the University of Delaware MBNA Career Center
Office hours: 8:00a.m. - 5:00p.m. Monday - Friday
Extended hours: 8:00a.m. - 7:00p.m. Saturday
www.udel.edu/CSC

**DELMARVA BROADCASTING
COMPANY, INC.**

2727 Shipley Road
Wilmington, DE 19810
www.dbc1.com

Sally Voltz

Business Manager
302-478-2700
302-478-0100 - fax
svoltz@dbc1.com

Delmarva Broadcasting Company (DBC), owns and operates 11 radio stations which serve all of DE, Eastern MD, Southern NJ and Southeastern PA. The stations offer a variety of formats including news/talk, contemporary music, country, jazz, top 40 and contemporary Christian. The company also owns WYUS, the only full-time Spanish language station in DE. The station appeals to a wide variety of listeners yet each is committed to serving the community in which it operates with high quality entertainment and timely news and information. In addition to its broadcast properties, DBC owns DelmarvaJobs.com, a local recruitment site that matches qualified prospects with job openings throughout the DE/MD region. Through radio broadcasting, event marketing, sales promotions and the Internet, DBC offers its advertising clients access to a million loyal listeners across the Delmarva Peninsula.

Degrees & Majors Sought:
Bachelor - COM, BUS, MKT

DELOITTE & TOUCHE

1700 Market Street
Philadelphia, PA 19103
www.us.deloitte.com

Gina Stewart

Campus Recruiter
215-405-3252 - fax
gstewart@deloitte.com

Deloitte & Touche is part of Deloitte Touche Tohmatsu, a global leader among professional services firms with nearly 90,000 people in 130 countries and over \$1.1 billion in revenues. Deloitte & Touche provides world-class assurance, tax, and consulting services to a diverse range of clients. The Firm's growth rate is among the highest in the profession and has doubled in size over the last 5 years. Deloitte & Touche has been ranked in Fortune's list of "100 Best Companies to Work For in America" for 4 consecutive years. The Firm strives to consistently exceed the expectations of its clients and its people. Mentoring and career development programs, flexible work arrangements, and award winning human resource initiatives, combined with the Firm's shared values and practice standards, have made Deloitte & Touche the employer of choice.

Degrees & Majors Sought:
Accounting



MBNA AMERICA
CAREER SERVICES CENTER

401 Academic Street
University of Delaware
Newark, Delaware 19716-6510
Fax: 302/831-4034
http://www.udel.edu/CSC/

Dear Friend:

Welcome to the 35th Annual Job Jamboree. Sponsored by the University of Delaware's MBNA Career Services Center, this event brings together students, alumni, and employers to exchange career information and forge relationships which may lead to professional employment in the future. The job search process is a complex one for both candidate and employer. Through programs such as these, informational channels are opened, resulting in better decisions for all.

For students and alumni this is the first of many programs presented to advance your career goals. By the end of the year, twelve job fairs will be offered -- many focusing on specific majors or colleges. Over 300 workshops on resume writing, interview preparation, and job strategies as well as specialized topics will be available to hone your job search skills. eRecruiting.com will provide a wealth of employer information essential to successfully using the campus interview program. The Career Services Center will generate the opportunities and support you need to meet your career goals.

For employers, the Job Jamboree is the start of an exciting year of recruitment for the "best and brightest" college graduates. The University of Delaware has achieved distinction in a wide variety of academic disciplines, and the Career Services Center has developed the tools for you to identify and attract the right candidates. The Campus Interview Program, Resume Referral, and Job Listing Services can all provide assistance to you. Contact our staff to identify the services most appropriate for you to use.

The staff at the Career Services Center wish you success at the 35th Job Jamboree as you pursue your individual or organizational goals.

Sincerely,

Edgar J. Townsend
Edgar J. Townsend
Director

Employer Services
Ph. 302/831-2391
Fax: 302/831-1452

Field Experience/Credentials
Ph. 302/831-1232

Career Resource Center
Ph. 302/831-8570

General Information/Workshop
Ph. 302/831-8479

AN EQUAL OPPORTUNITY UNIVERSITY

Host

Option A

DESCRIPTION OF SUPPLEMENTAL OUTREACH INITIATIVES

Complete this form for every event or program established by, sponsored by, or participated in by the station employment unit as part of the Supplemental Outreach Initiatives (Page 19) elected.

Date(s) of Initiative Event(s): 10-1-03

Describe Nature of Initiative: Job FAIR for NAB participants as well as open to public. Looking for jobs in Broadcasting

Describe Scope of Broadcasters' Participation (including names of any other sponsoring or participating organizations):

DBC was a sponsor of the event AND interviewed for openings in sales, news reporter & news anchor.

Other sponsors - Radio One, Susquehanna Broadcasting, WBEB Clear Channel

Names of Station Personnel Involved in Initiative: Bob Bloom, Mark Weisel, Mike Rossi, Joe Edwards, Cynthia Morgan

Form Prepared By: Bob Bloom Date: 10-7-03

Attach copies of documentation demonstrating performance of chosen initiatives (e.g., pamphlets, advertisements, letters, e-mails, faxes). Place in station's local public file annually on the anniversary date of the renewal filing due date. Post on station's website, if applicable.

THE NAB RADIO SHOW

WEDNESDAY, OCTOBER 1

NAB Career Fair

10:00am - 1:00pm • Ballroom Foyer



SUPER SESSION:

John Walsh – America's Most Wanted

3:30 - 4:45pm
Ballroom

Sponsored by



THURSDAY, OCTOBER 2



FCC Breakfast

7:30 - 8:45am

The Philadelphia Marriott Salon E

Moderator: NAB Radio Board Vice Chair Bruce Reese; **Speaker:** The Honorable Kathleen Abernathy

Sponsored by **A.G. Edwards**
INVESTMENTS SINCE 1887



Keynote Address

9:00 - 10:15am • Ballroom

Rush Limbaugh, Premiere Radio Networks

Sponsored by



SUPER SESSION:

Radio Group Execs

1:30 - 2:45pm • Ballroom

Moderator: Sean Hannity
The Sean Hannity Show,
ABC Radio Networks

Panelists: John Hogan, Clear Channel Radio; Joel Hollander, Infinity Broadcasting; David Kennedy, Susquehanna Radio Corp.; Ginny Morris, Hubbard Radio; Mary Quass, NewRadio Group, LLC

Sponsored by



LIVE REMOTE: Dick Robinson's American Standards by the Sea

2:30 - 4:30pm • Grand Hall

Sponsored by



NAB Happy Hour... And A Half!

4:00 - 5:30pm • The Philadelphia Marriott Martini Bar

Sponsored by



NAB Marconi Radio Awards Reception, Dinner & Show

Ticket Required • Business Attire

6:00 - 10:00pm • Ballroom

Emcee: Steve Harvey

Sponsored by



FRIDAY, OCTOBER 3

Congressional Breakfast

7:30 - 8:45am • The Philadelphia Marriott Salon E

Moderator: NAB Radio Board Chair Carl Gardner

Sponsored by



Radio Luncheon

12:00 - 1:30pm • Ballroom • *Ticket Required*



Speaker: Larry Kane
National Radio Award
Recipient: Erica Farber

Sponsored by



THE EXHIBIT HALL EVENTS IN THE GRAND HALL

Wednesday — Hours: 5:00 - 8:00pm

Opening Reception, Please wear your badge.

Thursday — Hours: 8:00am - 4:00pm

Join us for The Exhibit Hall Coffee Break,
1:00 - 3:00pm

Friday — Hours: 8:00am - 2:00pm

Join us for The Exhibit Hall Coffee Break,
8:30 - 10:30am