



DELMARVA BROADCASTING COMPANY

OUTREACH INITIATIVES REPORT

- ◆ Station Employment Unit: WXCY
P.O. BOX 269
HAVRE DE GRACE, MARYLAND 21078
- ◆ Annual Reporting Period: April 1, 2008- March 31, 2009
- ◆ This station employment unit has more than ten full-time employees.
- ◆ A listing of the stations' outreach efforts during the reporting period follows below.
see attached outreach initiative description sheets

INTERNSHIP PROGRAMS

WXCY maintains an ongoing internship program May 2008 through August 2008. Two students participated this year from Salisbury University and Harford Community College. In addition to the internship program for students, WXCY speaks each semester to communication students at Harford Community College.

In addition, Bob Bloom General Manager WXCY is a member of the Harford Community College Communications curriculum advisory board.

INTERNET PROGRAMS:

WXCY lists all openings and future openings on Delmarva Jobs Dot Com. The DBC job site displayed on all DBC station web sites and promoted on all DBC stations.



Harford Community College
401 Thomas Run Road • Bel Air, Maryland 21015-1698

410-836-4000 • 410-879-8920
www.harford.edu

November 25, 2008

Mr. Robert Bloom
WXCY-FM
707 Revolution Street
Havre de Grace, MD 21078

Dear Mr. Bloom:

Harford Community College's curriculum advisory committees are vital for program success and quality in education. The advice from business operators and professionals in the community provides valuable direction for program development and improvement.

I am taking this opportunity to acknowledge, with appreciation, your acceptance of this year's appointment to the Mass Communications Advisory Committee and the service that comes with it. The purpose, membership, and appointment process for curriculum advisory committees are explained on the reverse side of this letter. The current and future meetings will be scheduled by Dean Labe.

Thank you for your valuable assistance.

Sincerely,

Luba Chliwniak
Vice President for Instruction

cc: J. LaCalle, HCC President
Dean Labe, HCC Division Dean for Visual, Performing and Applied Arts





Harford Community College
401 Thomas Run Road • Bel Air, Maryland 21015-1698

Phone: 410-836-4000 • 410-879-8920
www.harford.edu

Wayne A. Hepler
Professor
October 29, 2008

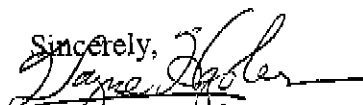
WXCY Radio
707 Revolution Street
Havre De Grace, MD 21078

Dear WXCY and company,

I write to commend saleswomen Diane DeVoe and Kristy Breslin, and General Manager Bob Bloom, for their professionalism representing WXCY-FM in another of their many class visits to Harford Community College. All were quite engaging, and they got even my skeptical group of new freshmen to challenge them and think about the tenuous state of the industry.

Special thanks to Kristy Breslin for setting up all of this, but also to the others for manipulating tricky schedules to come to two classes on a timely schedule—and it was timely. My first class of students had a few positive thoughts immediately after; I'll see the second group in two days.

WXCY deserves thanks for its continued availability to HCC's Mass Comm program, via internships and the classroom. Thank you.

Sincerely,

Wayne A. Hepler
Professor
Mass Communications



DELMARVA BROADCASTING COMPANY

EEO PUBLIC FILE REPORT

- ◆ Station Employment Unit: WXCY
PO BOX 269
HAVRE DE GRACE, MARYLAND 21078
(410) 939-1100
- ◆ Annual Reporting Period: April 1, 2008- March 31, 2009
- ◆ Full-time job vacancies filled during the annual reporting period: No hires full time

JOB TITLE	DATE FILLED	HIRED PERSON REFERRED BY WHICH RECRUITMENT SOURCE?

- ◆ Total number of applicants for the full-time job vacancies listed above:
- ◆ Total number of candidates interviewed from this pool of applicants:
- ◆ A listing of all recruitment sources used during the annual reporting period by position follows.

Recruitment Sources for	Total Number of Applicants from Source	Total Number of Interviewees from Source
TOTALS		

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.	
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.	X
Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment.	X
Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).	X
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.	X
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.	

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): April 1, 2008

Describe Nature of Initiative: _____

Hosted a career day at Havre De Grace High School and staffed a booth for the event

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

Attached is the list of other participating organizations.

The career fair was hosted by WXYC and Bob Bloom

Names of Station Personnel Involved in Initiative: _____

Bob Bloom

Form Prepared By: Bob Bloom Date: April 8, 2008

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.



Kathy Connolly
Transition Resource Itinerant

100 Thomas Run Road
Bel Air, Maryland 21015
Phone: (410) 638-3843 FAX: (410) 638-3840
Cell Phone: (410) 688-5934
e-mail: Kathryn.Connolly@hcps.org

To: Community Business Members
From: Havre de Grace High School
Re: Havre de Grace Business Partnership Care




Dear Community Business Member,

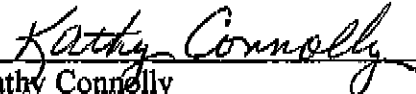
As a valuable member of our community, we are asking you to please consider partnering with Havre de Grace High School by participating in our first Career Fair on April 1, 2008. It is only with your help that we will empower our youth, and afford them the opportunity to learn and access the appropriate resources. The course of a young person's life and career aspirations may be altered by you and your willingness to give three hours of your time.

The Career Fair will be held in the High School's gymnasium from 8:00 to 10:30 and tables will be assigned to each participating business. You are invited to bring as much, or as little, "tools of the trade" as you would like. The 10th grade students attending the fair will be given an opportunity to explore the tables and sign up for mock interviews before and during the fair. Interviewing and career exploration are requirements of the English 10 curriculum, but the classroom experience cannot compare to a real life simulation.

Our goal is to provide the students with valuable information including educational requirements, job descriptions, earning potential and future outlook. Hopefully, we will spark imaginations so that the students will want to learn more about future career opportunities.

Please consider filling out the attached form. We look forward to your response and thank you for taking time from your busy schedule to help the youth of Havre de Grace.


Pat Walling Havre Grace High Principal
Havre Grace High Principal
Fax: 410-939-6605


Kathy Connolly
Transition Resource Itinerant
Kathryn.Connolly@hcps.org

<p>Environmental, Agriculture & Natural Resources</p> <ul style="list-style-type: none"> • Amanda's Florist-Amanda McFaddon, Owner • Akehurst Landscaping- Andres Sarda-HR • Broom's Bloom Farm-Kate Dallam, Family Owner • Woolsey Farm-Cindy Umbarger, Farmer's Market • Dept of Agriculture-Cybil Preston 	<p>Transportation Technologies</p> <ul style="list-style-type: none"> • Adams Chevrolet-Andrew Posluszny, Sales • Dillion Charter Bus- Reggie Durbin, Supervisor • Denny's Body Repair- Bill Denny, Owner
<p>Information Technology</p> <ul style="list-style-type: none"> • Geek Squad- Chaz Klemm • HCPS Assistive Tech-Cathi Pellegrini 	<p>Manufacturing, Engineering & Tech</p> <ul style="list-style-type: none"> • City of Havre de Grace-Patrick Sypolt, Inspection & Safety Coordinator • Independent Can-Sandy Irely, Human Resource • Huber Corp.-Sandra Scott, HR
<p>Construction & Development</p> <ul style="list-style-type: none"> • F. Lamar Mergler-Rodney Swam, Manager • Ryland Homes- Melynda Tomko, Sales • Ryland Homes-Amy Cufimano, Production Supervisor • Home Images, Inc. – Frank Leinback, Owner • Honeeeey dooo Home Repair-Tom Schumpert, Owner 	<p>Business Management & Finance</p> <ul style="list-style-type: none"> • Charles Wallace Insurance-Charles Wallace, Owner & Cherly Betzko, Associate Agent • B B & T Bank- Brad Burchette, Leader • Weyrick, Cronin & Sorra, R. McRoberts, CPA • E. Jones Investing-Rory White, Advisor • State Farm-Timothy Hammond, Agent
<p>Consumer Services, Hospitality & Tourism</p> <ul style="list-style-type: none"> • Aquatia Restaurant-Mark Laubner, Owner • Bayou Restaurant-Chris Zinger, Manager • Best Buy-Tobbie Baldwin, Community Outreach • Bomboy's Home Made Candy- Charlie Bomboy • City of Havre de Grace Tourism-Brgitte Layton • Hair Design- Jamie Doufour & Sandy • Hess Hotel-Scott Walker, Director of Sales • Odyssey Salon & Day Spa-Sherly Gallagher, Masseuse • Tidewater Grill-Keith Sappington, Owner/Chef • Tidewater Grill-Melanie Blattner, Waitress • Vandiver Inn-John Muldoon • Ripken Stadium-Karen Zoda, Events Manager • Waffle House-Adam Hix- Manager 	<p>Human Resource Service</p> <ul style="list-style-type: none"> • Aberdeen Police Dept.-Sgt Butnick :Canine & Criminal Scene Investigation • Abingdon Fire Company-Donna Geisel, Admin. • Havre de Grace Police Dept.- Major Glider • HdeG Elem.-Mary Sampson, Family Liason • Parks & Recreation-Jeff Berthney, Recreation • Playplace America-Amy Steelman, Director • US Army- Sergeant First Class David Woodruff, Station Commander • US Marines- Sergeant Thompson, Recruiter • US Navy- Petty Officer Brett Forrest, Recruiter
<p>Arts, Media & Communication</p> <ul style="list-style-type: none"> • Business Ledger-Jack McLaughlin, Editor • Chamber of Commerce-Cathy Vincenti • HCPS-Communications Don Morrison & Teri Kranfeld • Performing Arts-Kim Streett & Richard Mahoney • Kaeser Blair Graphic Design-Jack Williams, Ads • WXCY-Bob Bloom, General Manager 	<p>Health & Biosciences</p> <ul style="list-style-type: none"> • Hart to Heart-Jim Terrill, Personnel • Citizens Care Center-Phil Barker, Marketing • Upper Chesapeake Health-Karen Trafton-Keruly, Employment Manager • Upper Chesapeake Medical Center-Katie Ginque, RD/LDN • Zellman Mitchell Smith Funeral Home-Tara & Fred Zellman, Owners • U.S.A. MRICD-Tracey Hamilton, Biologist

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): April 3, 2008

Describe Nature of Initiative: 4th Annual Cecil County Job Fair

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

See attached list of participating organizations.

WXCX staffed a booth and distributed info on current and future openings in broadcasting at the WXCX and DBC stations

Names of Station Personnel Involved in Initiative: Bob Bloom and Brittain Rew

Form Prepared By: Bob Bloom

Date: April 14, 2008

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

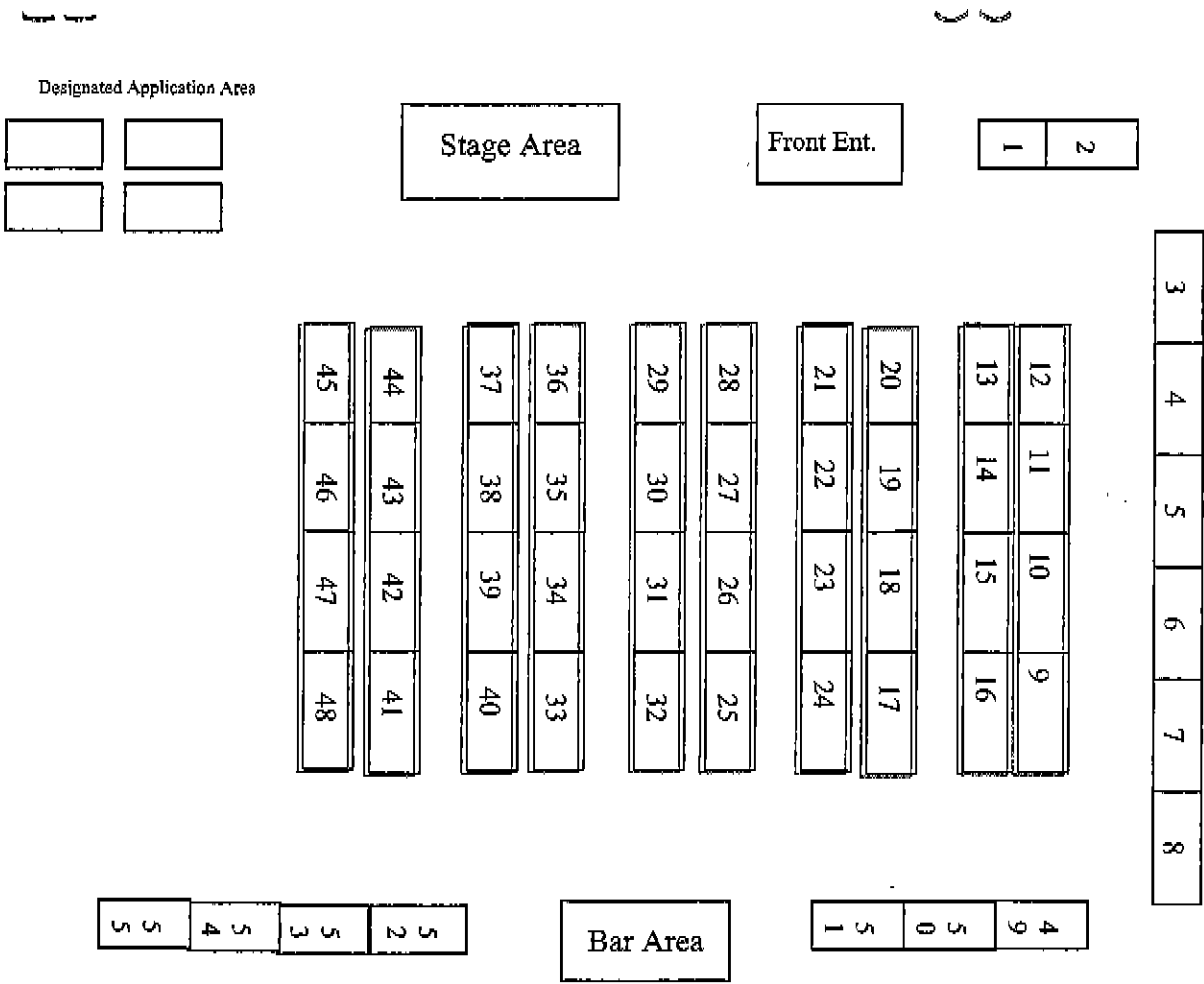
Place in station's local public file annually on the anniversary date of the renewal filing due date. Post on station's website, if applicable.

Business Name

Table Number

- R-4
- Alteaus Corporation
- Adbecon Employment Services
- AFLAC
- ARGRECU
- ATK Bilken
- BSC American/Bel Air Auto Auction
- Bay First Bank (Sterling Financial Corporation)
- Builders First Source
- Cecil College
- Cecil County Health Department
- Cecil County Public Library
- Cecil County Public Schools
- Cecil County Sheriff's Office
- Celebre Learning Centers
- Chesapeake Bay Golf Club
- Custom Direct
- Delmarva Broadcasting Co/WXCY FM
- Department of the Army - Civilian Personnel
- Department of the Army - Non-appropriated Funds - Human Resources
- Division of Rehabilitation Services
- Bagle Nationwide Mortgage Co.
- Elkton Police Department
- Enterprise Rent A Car
- Freedom Federal Credit Union
- HMS Host/Chesapeake House
- Harford County Division of Emergency Operations
- Harford County Government
- Harford County Public Schools
- Herr Foods, Inc.
- Home Paramount Pest Control
- Holman Contract Warehousing, Inc.
- Independent Car Company
- Log-See Corporation
- McComick and Company, Inc.
- Maryland Air Guard
- Maryland Transportation Authority Police
- Medline Industries, Inc.
- Nutranaix Laboratories, Inc.
- PEPCO Holdings/Delmarva Power
- Pepsi Cola of Fawcett de Grace
- PTFE Composites, Inc.
- Saks Fifth Avenue
- Shorehaven, Inc.
- Summit Project Management
- TIC Guns, Inc.
- U.S. Army Recruiting Battalion
- Union Hospital of Cecil County
- Upper Chesapeake Health
- VA Maryland Health Care System

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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): July 9, 2008

Describe Nature of Initiative: Job Fair in conjunction with the Cecil County Workforce Center

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

WXCY maintained a booth at the job fair, and spoke with participants about the opportunities in broadcasting
see attached for complete list of vendors

Names of Station Personnel Involved in Initiative: _____

Bob Bloom, General Manager
Ken Brown, General Sales Manager

Form Prepared By: Bob Bloom Date: 7/11/08

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.

CECIL COUNTY WORKFORCE CENTER JOB FAIR

July 9, 2008

BUSINESSES ATTENDING

ADECCO

216 E. Pulaski Highway
Elkton, MD 21921
PHONE: 410/398-6704
FAX: 410/398-6774

APG – NON-APPROPRIATE FUNDS

Dept. of the Army
Office of the Deputy Chief of Staff, G-1
CHRA, EA, NE AREA, APG CPAC
ATTN: PEC-NER-G/NAF
305 Longs Corner Road
Aberdeen Proving Ground, MD 21005-5000
PHONE: 410/278-8993
FAX: 410/278-0684

ATK

55 Thiokol Road
Elkton, MD 21921
PHONE: 410/392-1642
FAX: 410/392-1013

DELMARVA BROADCASTING

WXCY FM
707 Revolution Street
Havre de Grace, MD 21078
PHONE: 410/939-1100
FAX: 410/939-8287

HERR FOODS, INC.

285 Old Baltimore Pike
Nottingham, PA 19362
PHONE: 800/523-5030
FAX: 610/932-5150

HMS HOST

1-95 PO BOX 505
North East, MD 21901
PHONE: 410/287-9677
FAX: 410/287-5269

HOLMAN CONTRACT WAREHOUSING, INC.

238 Belvidere Rd.
Perryville, MD 21903
PHONE: 410/996-2617
FAX: 410/996-2634

HOME PARAMOUNT

2011 Rock Spring Road
Forest Hill, MD 21050
PHONE: 410/510-0700
FAX: 240/238-9780

McCORMICK AND COMPANY

10901 Gilroy Road
Hunt Valley, MD 21031
PHONE: 410/771-7700
FAX: 410/771-7777

NUTRAMAX LABORATORIES, INC.

2208 Lakeside Blvd.
Edgewood, MD 21040
PHONE: 410/776-4000
FAX: 443/402-2132

SAKS FIFTH AVENUE

500 Hickory Drive
Aberdeen, MD 21001
PHONE: 410/297-5225
FAX: 410/297-5399

TERUMO CARDIOVASCULAR SYSTEMS

125 Blue Ball Road
Elkton, MD 21921
PHONE: 800/283-7866
FAX: 410/392-7183

U.S. ARMY

239 S. Bridge Street
Elkton, MD 21921
PHONE: 410/620-2314
FAX: 410/620-3183

UNION HOSPITAL OF CECIL COUNTY

106 Bow Street
Elkton, MD 21921
PHONE: 410/392-7071
FAX: 410/398-7647



Specializing in:

- Recruitment strategies development
- Job opportunities publicizing
- Assessments and Testing
- Local, State and National Wage Data
- Demographic Information
- Affirmative Action Data
- Occupational/Employment Data
- Job Fairs
- Workforce Seminars
- Incumbent Worker Training
- On-site Outplacement Assistance
- Small Business Development
- Interviewing Training
- Training Grants
- Consulting Services
- Customized Recruitments

We add value to YOUR business!

To speak with a **Business Services Representative** call:

Harford County - 410/939-4240

Cecil County - 410/996-0542



All locations are open 8:00 a.m. – 4:30 p.m., Monday – Friday

Aberdeen Workforce Center
34 North Philadelphia Blvd.
Aberdeen, MD
410-272-5400

Bel Air Workforce Center
2 South Bond Street
Bel Air, MD
410-836-4603

Cecil County Workforce Center
1275 West Pulaski Highway
Elkton, MD
410-996-0550

The Workforce Centers are a partnership between the Dept. of Labor, Licensing, and Regulation, Division of Workforce Development and the Susquehanna Workforce Network, Inc.

Equal Opportunity Employer/Program

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): October 8, 2008

Describe Nature of Initiative: Job Fair in conjunction with Susquehanna Workforce Network

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

WXY maintained a booth at the job fair. We spoke to participants about the opportunities available in broadcasting

Names of Station Personnel Involved in Initiative:

Bob Bloom, General Manager
Brittian Rew, Marketing Director

Form Prepared By: Bob Bloom

Date: 10/10/08

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.

2008 HARFORD COUNTY JOB FAIR

Business Participant Information

- DATE / TIME / LOCATION:** Thursday, October 9, 2008 2 P.M. TO 6 P.M.
Richlin Ballroom and Ramada Inn Conference Center
1700 Van Bibber Road
Edgewood, Maryland 21040
- DIRECTIONS:** I-95 to Exit 77A. Choose the ramp that sends you east, toward Edgewood and Route 40. At the first traffic light (see Exxon station and Denny's), turn left. Entrance to the Richlin Ballroom is immediately after the gas station, on the left. *The facility will be open at 12:30 P.M. for businesses.*
- PARKING:** There are numerous parking spots around the Richlin facility, none of which require a permit or are metered. Please save the "best" spots for job seekers. *Please do not park on the neighboring commercial property, especially the Burger King lot.*
- DISPLAYS:** Each business participant will be provided one standard, six-foot table and a sign identifying the business. Because space is limited, your display cannot be larger than the table space allotted to you. *Electric service is available to a limited number of tables. Please notify us of your need immediately.* All business display units should be in place by 2 P.M. the day of the event. It is permissible to bring brochures, handouts, and other relevant company literature provided it all can be contained within the space allotted. *There is no copy machine available on the premises.* Upon arrival, a staff member will help you find your assigned space.
- EVENT FORMAT:** Job seekers will receive a floor plan and guide booklet when they enter the facility. In addition, there will be tables set aside where candidates can complete company applications. There is limited hallway and other space for brief, private discussions, but greeting and quick screening likely will be the central activity. *Because of space constraints, businesses should limit their own staff presence to no more than two (2) representatives.*
- HOSPITALITY:** A private break / snack room will be available for business participants and event staff. A light supper and beverages will be available and should be enjoyed inside the break room. Please do not bring food or drinks into the ballroom.
- EMERGENCIES:** Someone should be able to get a message to you by calling the facility at 410.671.7500. Cell phones will work on-site, too.

We appreciate your support and cooperation. As mentioned, we urge you to be ready at 2 P.M. and to stay until 6:00 P.M. If you have questions or problems, please contact Ms. Stacey Lambert, by calling 410.939.4240.

Table	Business Name	Preferred Contact Options
Foyer	APG CSSC BRAC Information Table	410-273-5708 www.apg-cssc.com
1	1st Team Staffing	443-414-5592
2	AASKI	732-493-1700 x19
3	Adecco Employment Services	410-931-4009 Sharon.Kozlowski@adeccona.com
4	APG Federal Credit Union	410-272-4000 www.apgfcu.com/aboutus/employment.asp
5	APG Nonappropriated Funds Civ Personnel	410-278-8993 naf@conus.army.mil
6	The ARC Northern Chesapeake Region	410-836-7177 x370 www.arcncr.org
7/8	Army Team C4ISR	Maryland: APGC4ISRcareers@conus.army.mil New Jersey: C4ISRcareers@conus.army.mil
9	Baltimore County 911 Center	410-307-2019 911recruit@baltimorecountymd.gov
10	Baltimore County Dept. of Corrections	410-512-3418 www.baltimorecountymd.gov
11	Beacon Staffing	410-297-6600 sheryl@beaconstaffing.com
12	Bel Air Health & Rehabilitation Center	410-879-1120
13	Cecil County Govt/Correctional Facility	410-996-5543 alissa.cirillo@ccdps.org www.ccdps.org
14	Celebree Learning Centers	410-515-8750 x30 cflaherty@celebree.com www.jobs@celebree.com
15	Citizens Care & Rehabilitation Center	410-939-5500 x232 diana_george@citizenscarecenter.com
16	CSX Transportation	888-884-9417
17	Custom Direct	410-679-3300 www.CDI-US.com
18	Delaware Economic Development Office	302-739-4271 Sally.Wojcieszyn@state.de.us
19	Delmarva Broadcasting Company	410-939-1100
20	Enterprise Rent-A-Car	410-412-4634 terri.morris@erac.com
21	FedEx Ground	443-844-9011 bpthomas@fedex.com
22	Frederick Police Department	301-600-1262
23	Freedom Federal Credit Union	410-420-3107 humanresources@freedomfcu.org
24	Hampden Moving & Storage	410-893-6683 kate.wiherle@hampdenmoving.com
25	Harford Community College	410-836-4202 humanresources@harford.edu
26	Harford County Division of Emergency Ops.	410-638-3196 tlwiggins@harfordpublicsafety.org
27	Harford County Government	410-638-3302 seselle@harfordcountymd.gov
28	Harford County Public Library	410-273-5600 www.hcplonline.info
29	Harford County Public Schools	410-588-5311
30	Independent Can Company	410-272-0090 x6269 sharon@independentcan.com
31	Innovative Packaging Systems and Design, Inc	410-893-3307 x231
32	Jacobs Technology	410-278-3746 jeffrey.kocher@us.army.mil
33	Kellogg Brown and Root Services, Inc	Joe.Stephens@kbr.com 713-753-4709
34	Log.Sec Corporation	410-676-3860 x223 recruiter@logsec.com
35	Maryland Transportation Authority Police	410-537-7648 hmurdock@mdta.state.md.us
36	MBM Corporation	888-626-8400 x5417
37	McCormick & Company, Inc	410-771-7700
38	Nutramax Laboratories	410-776-4000 HR@nutramaxlabs.com
39	Pepco Holdings, Inc.	www.puicareers.com
40	Pizza Hut of Maryland, Inc	410-720-6336 x217 ehahn@pizzahutofmd.com
41	PNC Bank	410-347-8262
42	Point Breeze Credit Union	410-771-3850 x246 employment@pbcu.com
43	Raytheon	410-583-4646 www.raytheon.com
44/45	SAIC	410-347-8262 www.saic.com
46	Saks Fifth Avenue	410-297-5225
47	Science and Technology Corp.	410-679-1612 jobs@stcnet.com
48	Sensor Technologies Inc.	732-936-9600 x140 jobs@sensortechnologies.com
49	Smiths Detection	410-510-9210
50	STG, Inc.	443-977-4815
51	Summit Project Management	443-245-3400 x114 roxanne.sayers@summitpm.net
52	SURVICE Engineering	410-273-7722 x424 robin.mecinski@survice.com
53	System One	443-813-6144
54	Telesis Corporation	410-273-7880 Jeffrey.Johns@telesishq.com
55	TIC Gums	410-273-7300 x3336 hr@ticgums.com
56	Union Hospital of Cecil County	410-392-2666 DDixon@uhcc.com
57	US Army Evaluation Center	703-681-6254
58	US Army RDECOM Acquisition Center	410-306-0245
59	VA Maryland Health Care System	410-642-1024

Employee Training Programs and Professional Development

April 23, 2008; DBC programming meeting in Dover Delaware for training. All on air staff, program director, music director attended

June 11, 2008; DBC sales seminar attended by all account executives and sales managers.

September 25, 2008; Programming meeting in Dover Delaware for all programmers for on going training

November 16-17, 2008; Human Resources training at the Lancaster Pa. corporate office for all business managers

February 11, 2009; Sales training for all account executives and sales managers. Conducted by Sandler Training

March 2009; In house training from Sandler Training at WXCY for all account executives and sales manager.