

Hogan & Hartson L.L.P.

## 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:** WXCY FM  
(Station or group of commonly-owned stations in the same market that share at least one employee – list Call Signs)

2. **Annual Reporting Period:** 2/10/03 - 5/18/03  
(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?
Sales	May 16, 2003	Employee

4. How many total candidates were interviewed to fill the full-time job vacancies listed above? • 3

INVOICE AND STATEMENT

WXC070 To: WXCY

Date 4/27/03  
 Invoice# 0  
 Page 3

Advertiser: WXCY

DATE	Account/Run Detail	Len	No	Rate	Amount
CONTINUATION FROM PREVIOUS PAGE					
4/21/03 SPOT	7:28a 3:48p 8:28p 10:48p	60	4	0.00	0.00
4/22/03 SPOT	9:48a 5:48p 7:48p 8:46p	60	4	0.00	0.00
4/23/03 SPOT	2:28p	60	1	0.00	0.00
4/26/03 SPOT	6:28p	60	1	0.00	0.00
4/27/03 SPOT	6:28p 9:45p	60	2	0.00	0.00

SUBTOTAL 0.00

**CONTRACT 17919 / SALES HELP WANTED**

4/17/03 SPOT	3:45a 9:28a 8:28p 9:48p 10:28p	60	5	0.00	0.00
4/17/03 SPOT	11:28p 11:48p	60	2	0.00	0.00
4/20/03 SPOT	1:45a 4:45a	60	2	0.00	0.00
4/22/03 SPOT	3:28a 5:25a 11:28a 1:28p 2:28p	60	5	0.00	0.00
4/22/03 SPOT	5:28p 9:48p	60	2	0.00	0.00
4/23/03 SPOT	1:45a 6:50a 12:48p 10:48p 11:48p	60	5	0.00	0.00
4/24/03 SPOT	12:45a 4:45a	60	2	0.00	0.00
4/26/03 SPOT	2:28a 5:25a 10:48p	60	3	0.00	0.00
4/27/03 SPOT	2:45a 9:18a 10:18a 3:48p 7:48p	60	5	0.00	0.00
4/27/03 SPOT	8:45p 10:28p	60	2	0.00	0.00

SUBTOTAL 0.00

33

Total Sales ----- 0.00

121

SalesRep : PSA/PROMO

Broadcast times shown are +/- 8 minutes of actual broadcast times according to station logs.

Current A/R	30 Days	60 Days	90 Days	Total
0.00	0.00	0.00	0.00	0.00

Hogan & Hartson L.L.P.

## JOB VACANCY WORKSHEET

- Use a **separate** worksheet for each job vacancy.
- **THIS WORKSHEET MUST BE RETAINED BUT SHOULD NOT BE INCLUDED IN STATION'S "EEO PUBLIC FILE."** Rather, information from each "Job Vacancy Worksheet" should be summarized on the "EEO Public File Worksheet" which should be prepared every six months.

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**Full-Time Job Title:** Media Consultant/Radio Sale Position

**Vacancy Date:** April 18, 2003

**Station Employment Unit:**

(Station or group of commonly-owned stations in the same market that share at least one employee – list Call Signs).

### RECRUITMENT:

- Information concerning all full-time job openings must be widely disseminated.
- Collectively, use of recruitment sources must provide reasonable expectation of reaching the entire local community.
- Notification of job vacancy must be provided to each recruitment organization (organization that regularly distributes information about employment opportunities to job seekers or refers job seekers to employers) that makes request for information.

**Recruitment Source:** University of Delaware

Contact: Lynn Jacobson/Career Placement

Address: 401 Academy St./Newark, DE. 19716

Telephone: 302-831-2392

E-mail Address: ljacobson@udel.edu

How was source notified of vacancy? Mail

Is this source a recruitment organization that requested notification?  Y  N

**Recruitment Source:** State of Maryland Employment Service

Contact: Jean McDermott/Rich Luzetsky

Address: 2 S. Bond Street/Bel Air, Maryland 21014

Telephone: 410-836-4603

E-mail Address: careernet.state.md.us

How was source notified of vacancy? mail

Is this source a recruitment organization that requested notification?  Y  N

**Recruitment Source:** Cecil Community College

Contact: Andrew Coston/Career Planning  
 Address: 1 Seahawk Dr. North East, MD. 21901  
 Telephone: 410-287-1000  
 E-mail Address:  
 How was source notified of vacancy? mail  
 Is this source a recruitment organization that requested notification?  Y  N

**Recruitment Source:**

Contact:  
 Address:  
 Telephone:  
 E-mail Address:  
 How was source notified of vacancy?  
 Is this source a recruitment organization that requested notification?  Y  N

- Attach additional sheets to reflect additional recruitment sources.
- Attach all documentation including dated copies of all advertisements, bulletins, letters, e-mails, faxes, etc.

**INTERVIEWS:**

How many interviews were conducted for this vacancy? 3  
 Complete a separate line in the following chart for each referral source:

Referral Source	# of Interviewees
Radio (WXCY)	2
Towson University	1

**HIRING:**

Was job filled?  Y  N  
 If yes, date filled May 16, 2003  
 List referral source of successful candidate Radio

Completed by: Kennard Brown  
 Approved by:

## OUTREACH INITIATIVES WORKSHEET

1. **Station Employment Unit:** WX4FM  
(Station or group of commonly-owned stations in the same market that share at least one employee – list Call Signs)
2. **Annual Reporting Period:** 3/10/03 - 5/28/03  
(Year between each anniversary of station's license renewal application due date)

- *Station Employment Units with >10 Full-Time Employees:* Although the following information must be included **annually** in the "EEO Public File Report," station employment units with >10 full-time employees must engage in **four** of the options listed below during each **two-year period** ending on the anniversary of the license renewal Application due date.
- *Station Employment Units with 5-10 Full-Time Employees or Located in Small Market Area:* Although the following information must be included **annually** in the "EEO Public File Report," each station employment unit with 5-10 full-time employees must engage in **two** of the options listed below during the relevant **two-year period**. Likewise, station employment units consisting solely of station(s) licensed to a community in a county that is not in a metropolitan area (as defined by OMB) or is in a metropolitan area with a population of less than 250,000 people must engage in **two** of the options listed below during the relevant **two-year period**.

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.

4/2/03  
ONE EVENT

3/2/03  
ONE EVENT

4/1/03

3/26/03  
ONE EVENT

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.	
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.	X
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 2, 2003 Harford County Public Schools Career and Job Fair

Describe Nature of Initiative: \_\_\_\_\_

Delmarva Broadcasting Company representing WXCX, WSTW, and WDEL displayed information concerning job openings in sales and intern ship programs(see attachments).  
Information on careers in broadcasting in general was shared with students from area schools and the Harford Community College's communication program.

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

Booth set up with display board and hand outs(see attachments)

Names of Station Personnel Involved in Initiative: Bob Bloom, General Manager-WXCX

Form Prepared By: Bob Bloom Date: April 3, 2003

*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.*



**HARFORD COUNTY PUBLIC SCHOOLS  
CAREER INFORMATION AND JOB FAIR - APRIL 2, 2003**



**PARTICIPANTS**

<b>AERUS ELECTROLUX</b>	<b>MARINER HEALTH OF FOREST HILL</b>
<b>ALLIANCE, INC.</b>	<b>MARYLAND AIR NATIONAL GUARD</b>
<b>ABERDEEN PROVING GROUND FEDERAL CREDIT UNION</b>	<b>MARYLAND JOB SERVICE</b>
<b>ABERDEEN PROVING GROUND NON APPROPRIATED FUNDS</b>	<b>MARYLAND NATIONAL GUARD</b>
<b>THE ARENA CLUB</b>	<b>MBNA MID ATLANTIC</b>
<b>BALTIMORE COUNTY POLICE DEPARTMENT</b>	<b>MERCY MEDICAL CENTER</b>
<b>BESTSTAFF</b>	<b>MICHEL DISTRIBUTION SERVICES, INC.</b>
<b>BLUE DOT SERVICES</b>	<b>THE MILL OF BEL AIR</b>
<b>CELEBREE LEARNING CENTER</b>	<b>MODULAR COMPONENTS NATIONAL, INC.</b>
<b>CNS WHOLESALERS</b>	<b>NABISCO BISCUIT DIVISION OF KRAFT</b>
<b>CUSTOM DIRECT, INC.</b>	<b>NORTHROP GRUMMAN CORPORATION</b>
<b>EAI CORPORATION</b>	<b>RITE AID MID ATLANTIC DISTRIBUTION CENTER</b>
<b>EUROPEAN BUS AND TRUCK</b>	<b>ROYAL FARMS</b>
<b>FED X GROUND</b>	<b>SLAVIE FEDERAL SAVINGS BANK</b>
<b>FOREST HILL BANK</b>	<b>SMITH'S DETECTION</b>
<b>FREDERICK WARD ASSOCIATES, INC.</b>	<b>SMUCKER'S QUALITY BEVERAGES</b>
<b>HARFORD COUNTY BAR ASSOCIATION</b>	<b>SUSQUEHANNA WORKFORCE NETWORK</b>
<b>HARFORD COUNTY PUBLIC LIBRARY</b>	<b>SWAN CREEK GOLF &amp; COUNTRY CLUB</b>
<b>HARFORD COUNTY VOLUNTEER FIRE &amp; EMS</b>	<b>THE MEDIX SCHOOL</b>
<b>HARFORD HEALTH &amp; FITNESS</b>	<b>TIC GUMS, INC.</b>
<b>HARLAND DIRECT MARKETING AND INVESTMENT</b>	<b>TRI-S INC.</b>
<b>HCR MANOR CARE</b>	<b>UPPER CHESAPEAKE HEALTH</b>
<b>HIGH PERFORMANCE MANUFACTURING</b>	<b>U. S. ARMY</b>
<b>INDEPENDENT CAN COMPANY</b>	<b>U. S. NAVY</b>
<b>JOHNS HOPKINS BAYVIEW MEDICAL CENTER</b>	<b>WESTAFF</b>
<b>JOHNS HOPKINS SCHOOL OF MEDICAL IMAGING</b>	<b>WXCY</b>
<b>LEVY RESTAURANTS @ RIPKEN STADIUM</b>	<b>YORK TECHNICAL INSTITUTE</b>
<b>LINCOLN TECHNICAL INSTITUTE</b>	



## QUESTIONS TO ASK:



- **What is your company or organization's mission or product?**
- **Where is your company or organization located?**
- **What is your company or organization's starting salary?**
- **What are your company or organization's health benefits?**
- **What are your company or organization's education benefits?**
- **What qualities are you looking for in an employee?**
- **What is a typical day like at your company or organization?**
- **Do employees in your company or organization work mostly with people, data, things, or ideas?**

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- **What is the best thing about working in your field?**
- **What is the worst thing about working in your field?**

# Certificate of Recognition

*presented to*

**WXCY**

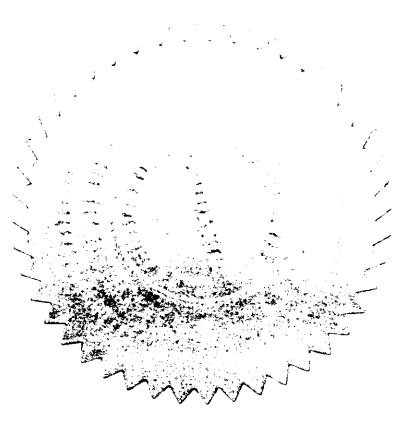
*in acknowledgment of*

*their participation in*

*Harford County Public Schools*

*Career Information and Job Fair*

*April 2, 2003*



*Jacqueline C. Haas*

*Jacqueline C. Haas, Superintendent of Schools  
Harford County Public Schools*



## Outreach Initiatives Worksheet

Sponsored the Harford County Chamber of Commerce's Business Trade Show, March 18, 2003.

Show was held on the campus of Harford Community College. The college has a very active communications program, thus affording us the opportunity to speak with numerous students interested in the broadcasting field.

All aspects of the broadcasting employment opportunities were explained to students at the WXCY booth. (see handout used)

**DELMARVA BROADCASTING COMPANY**  
**WXCY FM**  
**RADIO CAREERS**

**PROGRAMMING-ON AIR:**

On air talent includes DJ's, news announcers, traffic reporters, sportscasters, and other on air personalities whose job description includes speaking on the air.

Colleges with internal radio stations on campus provide the type of hands on experience required. There are also various broadcast schools in the area. News reporters will need an emphasis on journalism, writing, communication skills, along with the on air experience.

**SALES:**

Education with emphasis in marketing and advertising. People skills a must! Top sales producers are always in demand. Stations look for either entry level sales people or sales people with years of experience to take over an account list.

**SUPPORT STAFF:**

Office personnel full and part time. Writing skills, computer skills, typing, and general office skills required.

Positions include the following:

Traffic Director- Produce the commercial logs and billing

Secretary- Too much to list!

Copywriter- Writing commercial copy

Receptionist- Phones, computer, and greet guests

Public Service Director- Working to keep the station in touch with community

**RADIO STATION CHAIN OF RESPONSIBILITY**

***General Manager***

*General Sales Manager*  
National Sales Manager  
Local Sales Manager  
Marketing Director  
Sales Team

*Business Manager/Office Manager*  
Receptionist  
Traffic Director  
Secretary

*Program Director*  
Music Director  
News Director  
Traffic Reporter  
On Air Talent (DJ)

Chamber  
Commerce  
Harford County

THE 10<sup>TH</sup> ANNIVERSARY

HARFORD COUNTY  
CHAMBER OF  
COMMERCE

# MARCH MADNESS

BUSINESS TO BUSINESS TRADE SHOW

MARCH 18, 2003

1 pm to 7 pm

at  
HARFORD  
COMMUNITY  
COLLEGE



**MEDIA SPONSORS**

Radio 11  
**WBAL**  
Delaware's NEWS-TALK radio

**WXCY**  
103.7 FM  
Your Favorite Country

Comcast

**GOLD SPONSORS**

**Phillips**  
66

Comcast



Free Admission! Bring An Associate!

For more information call Chamber at 410.838.2020 or reach us on the web at: [www.harfordchamber.com](http://www.harfordchamber.com)



Outreach Initiative Worksheet

WXCY has an on going internship program in sales, marketing, and production.

WXCY works directly with area colleges to place students in the internship program.

Julia Delp and Kris Robertson participated during the reporting period in the Marketing program.

(see attached internship forms)

M Th Fri 12:30

Class

T W F work



Your Favorite Country

### Application For Internship

Name: Julia Delp

Home Address: 1535 B Delp Rd.  
White Ford MD 21160

Home Phone: (410) 452-9049

Cell Phone: (443) 996-6955

School Phone: (410) 836-4358

School: Harford Community

Present Year of School: 2nd Age: 23

Will this internship be for credit:  Yes  No

Academic Advisor (if applicable): Wayne Kpler

Time period in which you would like to intern:

Start: Month JANUARY Day 20 Year 2003

End: Month MAY Day 20 Year 2003

I will be available to work: (specify days and hours)

Weekdays (please specify) AFTER 1:00 Mon-Fri

Weekends (please specify) Any Time

Department(s) of interest:

- Programming
- News
- Engineering
- Advertising (Sales)
- Marketing (Promotions)
- Production
- Office/Clerical
- Internet (Web Site)

I certify that the above information is true and agree to the employee policies of Delmarva Broadcasting Company.

Julia Delp  
Applicant Signature

1-16-03  
Date

10 hours per week minimum



*Krober6@towson.edu*

### Application For Internship

Name: Kristopher Robertson

Home Address: 4431 Ebenezer Road  
Perry Hall, MD 21236

Home Phone: (410) 529-2549

Cell Phone: (410) 978-7559

School Phone: (410) 704-2000

School: Towson University

Present Year of School: Senior Age: 27

Will this internship be for credit:  Yes  No

Academic Advisor (if applicable): Page Miller

Time period in which you would like to intern:

Start: Month Jan Day 27 Year 2003

End: Month May Day 15 Year 2003

I will be available to work: (specify days and hours)

Weekdays (please specify) Mon 8-1pm Tue 1-4 Wed 8-1pm Thu 1-4, Fri 8-4pm

Weekends (please specify) Saturday Nights (6-) Sundays (6-4:30)

Department(s) of interest:

- Programming
- Advertising (Sales)
- Internet (Web Site)
- News
- Marketing (Promotions)
- Production
- Engineering
- Office/Clerical

**I certify that the above information is true and agree to the employee policies of Delmarva Broadcasting Company.**

*Kristopher Robertson*  
Applicant Signature

1/16/03  
Date



## **INTERNSHIP OPPORTUNITIES AT WXCYP RADIO**

WXCYP-FM, a Delmarva Broadcasting Company is currently seeking students for internships in the Marketing Department.

Intern responsibilities include, but are not limited to:

- Mail out letters/prizes and make follow-up customer calls to our listeners.
- Enter database information.
- Write press releases.
- Assist announcers with off-site promotional or non-profit activities. May also be responsible for loading the station van for these events.
- Handle various customer service needs for clients involved in a Marketing program.

An intern may also participate in other station activities such as programming, production, news, sales, and copywriting, depending upon personal interest and availability. Interns are encouraged to spend time in each department at the station.

Internship must be for credit. Interns must have transportation to and from the station. It is preferred the student have a valid driver's license, however, it is not required. All interns must work ten hours or more hours a week.



## Application For Internship

Name: \_\_\_\_\_

Home Address: \_\_\_\_\_  
\_\_\_\_\_

Home Phone: \_\_\_\_\_

Cell Phone: \_\_\_\_\_

School Phone: \_\_\_\_\_

School: \_\_\_\_\_

Present Year of School: \_\_\_\_\_ Age: \_\_\_\_\_

Will this internship be for credit: \_\_\_\_\_ Yes \_\_\_\_\_ No

Academic Advisor (if applicable): \_\_\_\_\_

Time period in which you would like to intern:

Start: Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

End: Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

I will be available to work: (specify days and hours)

Weekdays (please specify) \_\_\_\_\_

Weekends (please specify) \_\_\_\_\_

Department(s) of interest:

- |                           |                              |                       |
|---------------------------|------------------------------|-----------------------|
| _____ Programming         | _____ News                   | _____ Engineering     |
| _____ Advertising (Sales) | _____ Marketing (Promotions) |                       |
| _____ Internet (Web Site) | _____ Production             | _____ Office/Clerical |

**I certify that the above information is true and agree to the employee policies of Delmarva Broadcasting Company.**

\_\_\_\_\_  
*Applicant Signature*

\_\_\_\_\_  
*Date*

**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): 4-1-03

Describe Nature of Initiative: Participation in programs  
designed to promote outreach generally.  
(not a specific job opening)

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

general mail out to all updated Wxy job  
sources for future openings on air AND sales.  
Follow up with phone calls to verify receipt  
of letters. (See attached letters AND sources)

Names of Station Personnel Involved in Initiative: Sonya Holsten - EEO DIR.

Ken Brown Sales mgr

Dave Huel Program Director

Form Prepared By: Robert Bloom Date: 3-31-03

*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.*



March 31, 2003

WXCY FM is searching for qualified full time sales representatives for future openings. Experience is preferred but not necessary. Applicants should possess a valid driver's license and their own vehicle. We are looking for confident, highly motivated self-starters who can work on their own as part of an energetic, progressive sales team. We offer a good commission structure and benefits. Interested applicants should submit a resume to the attention of Ken Brown, General Sales Manager. The mailing address is WXCY, P.O. Box 269, Havre de Grace, MD 21078. Resumes may also be faxed to 1-410-939-1104. Applicants may also call Mr. Brown at 1-410-939-1100 to schedule an appointment for an interview. Applications for this position is for future openings, therefore there are no official closing date. WXCY FM is an EEO station and encourages the applications of women and minorities.

Thank you for your time and attention.

Sincerely,

Sonya Holsten  
EEO Director

4-1-03



March 31, 2003

WXCY FM needs part-time on air talent. Duties will include but not be limited to a weekend on-air shift, possible voice tracking, productions and appearances for the station. Work hours vary. 5-10 hours of work per week go with this position. Qualified applicants will have completed a certified broadcast school program or college or have at least one year on-air experience and should computer literate for radio operations. Qualified applicants should forward a tape and resume' to Program Director, WXCY, P.O. Box 269, Havre de Grace, MD 21078. No phone calls. WXCY, Delmarva Broadcasting Company is an EEO station. **Application deadline is April 14, 2003.**

WXCY FM is searching for qualified part and full time on-air talents for future openings. Qualified applicants should mail a tape and resume' to Program Director, WXCY, P.O. Box 269, Havre de Grace, MD 21078. WXCY on-air talent may be required to do all or some of the following: live on-air shift, voice tracked air shifts, production work using SAW and Cool Edit, make live appearances on behave of the radio station. Full time on-air personnel work a 6-day workweek. Hours vary depending on the shift worked. Part time air talents work a weekend air shift and hours vary depending on the shift. Qualified Full time applicants will have a broadcast degree or at least 2 years on-air commercial experience and should computer literate for radio operations. Qualified applicants will have completed a certified broadcast school program or college or have at least one year on-air experience and should computer literate for radio operations. Applications for these positions are for future openings, therefore there is no official closing date. All applications are held for 6 months from the date of application. No phone calls. WXCY, Delmarva Broadcasting Company is an EEO station.

Thank you for your time and attention.  
Sincerely,

Sonya Holsten  
EEO Director

4-1-03

## **EEO RESOURCES 2003**

GOLDEY BEACOM COLLEGE  
4701 LIMESTONE RD.  
WILMINGTON, DE 19808  
302-225-6256  
CINDY STEPSIS  
[www.collegecentral.com/gbc](http://www.collegecentral.com/gbc)

PENNCO TECH  
P.O. BOX 1427  
BLACKWOOD, NJ 08012  
856-232-0310 (856-232-1574 FAX)  
TENE TRUITT  
[Penncocareers@yahoo.com](mailto:Penncocareers@yahoo.com)

AMERICAN WOMEN IN  
RADIO & TV  
234 FIFTH AVE, SUITE 417  
NEW YORK, NY 10016  
212-481-3038  
LORAINÉ

DE. COUNTY COMM. COLLEGE  
901 S. MEDIA LINE RD.  
MEDIA, PA 19063-1094  
610-359-5304  
PHYLLIS GRILLET

HOWARD UNIVERSITY  
525 BRYANT ST. NW ROOM 206  
WASHINGTON, DC 20059  
202-204-7981  
MR. KIM WELLS

TEMPLE UNIVERSITY  
1913 NORTH BROAD ST. 2<sup>ND</sup> FLOOR  
PHILADELPHIA, PA 19122  
215-204-4458  
CHET RISPOLI

NATIONAL ASSOC. OF BROAD.  
1771 N. STREET NORTH WEST  
WASHINGTON, DC 20036  
202-429-5498  
KAREN HUNTER  
[www.nab.org/bcc](http://www.nab.org/bcc)

W. CHESTER UNIVERSITY  
LAWRENCE CENTER ROOM 106  
WEST CHESTER, PA 19383  
610-436-2502  
ELIZABETH GIARGIULIO

UNIVERSITY OF DELAWARE  
CAREER PLACEMENT OFFICE  
401 ACADEMY ST.  
NEWARK, DE 19716  
302-831-2392  
LYNN JACOBSON

COLL. OF NOTRE DAME OF MD  
4701 NORTH CHARLES ST.  
BALTIMORE, MD 21201  
410-532-5387  
TRUDY MCGOWAN

STANTON TECH COLLEGE  
400 STANTON CHRISTIANA RD.  
NEWARK, DE 19716  
302-454-3927 (302-453-3746 FAX)  
MIKE BIGGS  
[Mbiggs@gollege.dtcc.edu](mailto:Mbiggs@gollege.dtcc.edu)

DELAWARE TECH COLLEGE  
333 SHIPLEY ST.  
WILMINGTON, DE 19801  
302-573-5464 (302-657-5124 FAX)  
JOAN YAKSCOE  
[Jyakscoe@college.dtcc.edu](mailto:Jyakscoe@college.dtcc.edu)

UNIV. OF DE (DIV OF CONT. ED)  
2800 PENNSYLVANIA AVE.  
WILMINGTON, DE 19806  
302-831-2741  
ANN LOPATA

MORGAN STATE UNIVERSITY  
1700 E. COLD SPRING LANE  
MONTEBELLO COMPLEX C-224  
BALTIMORE, MD 21251  
443-885-3110

COMMUNICATIONS OF CONSORTIUM  
MEDIA CENTER  
1200 NEW YORK AVE. NW SUITE 300  
WASHINGTON, DC 20005  
202-326-326-8700  
PERSONNEL DEPT.

BROADCAST INSTITUTE OF MD  
7200 HARFORD RD.  
BALTIMORE, MD 21234  
410-254-2770  
NORMAN BROOKS  
[www.bim.org](http://www.bim.org)

CONNECTICUT SCHOOL  
OF BROADCASTING  
377 ROUTE 17 SOUTH  
HASBROUCK HEIGHTS, NJ 07604  
201-288-5800  
MARLOW DONOHUE

URBAN LEAGUE OF PHILADELPHIA  
LABOR DEPARTMENT  
136 WEST GERARD AVE.  
PHILADELPHIA, PA 19103  
215-451-5005  
PAMELA JOELL

IMMACULATA COLLEGE  
1145 KING ST. (PO BOX 645)  
IMMACULATA, PA 19345  
610-647-4400 X 3501 (610-640-1468 FAX)  
DON BROWN  
[www.collegecentral.com/immaculatacollege](http://www.collegecentral.com/immaculatacollege)

HARFORD CO. GOVERNMENT  
OF COMMUNITY SERVICES  
220 SOUTH MAIN ST.  
BEL AIR, MD 21014  
410-638-3389  
MARY CHANCE (DIR. OF COMM. SVC)

TOWSON UNIVERSITY  
CAREER CENTER  
8000 YORK RD.  
TOWSON, MD 21252  
410-704-2233  
LIZETTE

LABOR DEPT PHILADELPHIA  
UNEMPLOYMENT PROJECT  
1201 CHESTNUT ST., RM 702  
PHILADELPHIA, PA 19107  
215-557-0822  
JOHN DOBBS

PENN STATE UNIVERSITY  
COLLEGE OF COMMUNICATIONS  
208 CARNGIE  
UNIVERSITY PARK, PA 16802  
814-865-4349  
BOB OR VICKI

PHILADELPHIA NAACP  
LABOR DEPT.  
1619 CECIL B. MOORE AVE  
PHILADELPHIA, PA 19121  
215-978-7500  
RHONDA WILLIAMS

HELPING HANDS MINISTRIES  
3237 LEVEL RD.  
CHURCHVILLE, MD 21028  
410-734-4214 (410-734-0303 FAX)  
MOSETTA WARFIELD

AMER. WOMEN IN RADIO & TV  
8405 GREENSBRO DR. STE. 800  
MCLEAN, VA 22102  
703-506-3290  
MELISSA  
[www.awrt.org](http://www.awrt.org)

RANDSTAD  
200 N. PHILADELPHIA AVE. STE. F  
ABERDEEN, MD 21001  
410-273-5300 (410-297-9603 FAX)  
CARIE JAMES  
[Carie.james@usrandstad.com](mailto:Carie.james@usrandstad.com)

CECIL COMMUNITY COLLEGE  
STUDENT SERVICES  
1 SEAHAWK DR.  
410-287-6060  
DIANE LANE

SUSQ. WORK FORCE  
410 GERARD ST.  
HAVRE DE GRACE, MD 21078  
410-939-4240 (410-939-5171 FAX)  
PAT  
[www.swnetworks.org](http://www.swnetworks.org)

NEWMANN COLLEGE  
CONVENT ROAD  
ASTON, PA 19014  
610-459-0905 (610-459-1370 FAX)  
CARROLL  
[www.collegecentral.com/sepche](http://www.collegecentral.com/sepche)

ZION TEMPLE CHURCH  
501 LEGION DR.  
HAVRE DE GRACE, MD 21078  
410-939-4350 (410-939-6213 FAX)  
WALTER HOGUE

HARFORD COMMUNITY COLL.  
401 THOMAS RUN RD.  
BEL AIR, MD 21014  
410-836-4119  
BONNIE SULZBACH  
[www.collegecentral.com/harford](http://www.collegecentral.com/harford)

ST. OF MD EMPLOYMENT SVC  
2 S. BOND ST.  
BEL AIR, MD 21014  
410-836-4603 (410-836-4640 FAX)  
JEAN MCDERMOTT OR RICH LUZETSKY  
[careernet.state.md.us](http://careernet.state.md.us)

CECIL COMMUNITY COLLEGE  
CAREER PLANNING  
1 SEAHAWK DR.  
410-287-1000 X 548 (410-287-1001 FAX)  
ANDREW COSTON

ABERDEEN BIBLE CHURCH  
529 EDMUND ST.  
ABERDEEN, MD 21001  
410-272-3278 (410-272-5457 FAX)  
PASTOR NATE JOHNSON  
[p.note@verizon.net](mailto:p.note@verizon.net)

LINCOLN UNIVERSITY  
P.O. BOX 179  
LINCOLN UNIV, PA 19352  
610-932-8300 X 3102 (610-932-1097 FAX)  
R. SIMPSON  
[rsimpson@lu.lincoln.edu](mailto:rsimpson@lu.lincoln.edu)

SALEM COMMUNITY COLLEGE  
460 HOLLYWOOD AVE.  
CARNEY'S POINT, NJ 08059  
856-299-2100 (856-351-2634 FAX)  
GEORGE RAEY  
[www.salemcc.edu](http://www.salemcc.edu)

COPPIN STATE  
2500 W. NORTH AVE.  
BALTIMORE, MD 21216  
410-951-3919  
LINDA BOWIE

REFUGE TEMPLE CHURCH OF CHRIST  
116 SPESUTIA RD.  
ABERDEEN, MD 21001  
410-272-9029  
STEPHANIE COLEMAN

DELAWARE STATE COLLEGE  
MASS COMM. OFFICE  
1200 N. DUPONT HWY  
DOVER, DE 19901  
302-857-6584  
PATTY

ST. OF DELAWARE UNEMPLOYMENT  
LABOR DEPT.  
P.O. BOX 9954  
WILMINGTON, DE 19809  
302-761-8200  
CARRIE WILLIAMS

CLARKS UNITED METHODIST  
2001 KALMIA ROAD  
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410-838-5543  
REV. WILLIAM BUTLER

GLEN MILLS SCHOOL  
GLEN MILLS RD.  
CONCORDVILLE, PA 19331  
610-459-8100  
ED WEAVER

WILMINGTON COLLEGE  
320 DUPONT HWY  
NEW CASTLE, DE 19720  
302-328-9401  
KATIE

UNIVERSITY OF MARYLAND  
EASTERN SHORE  
PRINCESS ANNE, MD 21853  
410-651-6447  
NICHOLE BUFFINGTON

PENDING CONTACT TO VERIFY/ LETTERS SENT 3/31/03

NAACP  
P.O.BOX 525  
ABERDEEN, MD 21001  
410-272-8187  
JANICE GRANT

AMES UNITED METH CHURCH  
112 BALTIMORE PIKE  
BEL AIR, MD 21014  
410-838-0161  
NO CONTACT

EBENEZER BAPTIST CHURCH  
508 FOSTER BRANCH RD.  
JOPPA, MD 21085  
410-679-9855  
NO CONTACT

CHESTNUT GROVE AME  
828 COEN RD.  
STREET, MD 21154  
410-452-5478  
NO CONTACT

EVANG. CHURCH OF DELIVERENCE  
325 ST. JOHN STREET  
HAVRE DE GRACE, MD 21078  
410-939-3353  
PASTOR PATRICIA PRINGLE?

FAIRVIEW AME CHURCH  
2328 HIGHPOINT RD.  
FOREST HILL, MD 21050  
410-838-1131  
REV. OLIVER?

MT ZION BAPTIST CHURCH  
520 LEWIS STREET  
HAVRE DE GRACE, MD 21078  
410-939-4933  
NO CONTACT

ST. JAMES AME CHURCH  
617 GREEN ST.  
HAVRE DE GRACE, MD 21078  
410-939-2267  
NO CONTACT

HIGHWAY HOLINESS  
511 EDMUND ST.  
ABERDEEN, MD 21001  
410-272-0113  
NO CONTACT

WILMINGTON NAACP  
P.O. BOX 998  
WILMINGTON, DE 19801  
302-655-0998 (302-655-3478 FAX)  
NO CONTACT

CHEYNEY UNIVERSITY  
P.O. BOX 358  
CHEYNEY, PA 19319  
NO CONTACT

BALTIMORE NAACP  
LABOR DEPT.  
4805 MT. HOPE DR.  
BALTIMORE, MD 21215  
410-523-5500  
NO CONTACT

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 26, 2003

Describe Nature of Initiative: Speak to communications  
broadcast class at Hartford Comm. College.  
Distributed media kits + information pertaining to  
a career in broadcasting.

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

WXY refs only

Names of Station Personnel Involved in Initiative: Kristy Gieslin, Sales  
Jane Booth, Mktg - Dir.  
Bob Bloom, GM

Form Prepared By: RGH Date: 5-12-03

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.

3/26/03 Curran Day



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

Phone: 410-836-4000 • 410-879-8920  
www.harford.cc.md.us

April 30, 2003

Dear Kristy,

As usual, it was a pleasure having you and your cohorts in for a classroom lecture earlier this month. I believe you're among my record-setters when it comes to consecutive semesters visiting Harford Community College. And that's a good thing because I don't like students to be overexposed to guest speakers, and I don't like guest speakers to feel overworked. You obviously enjoy helping students, and the students—though different from semester-to-semester—obviously find your information worthwhile.

So thank you for your continued help for Harford Community College students and me. I look forward to a continued professional relationship with you and Delmarva Broadcasting.

Sincerely,

A handwritten signature in black ink, appearing to read 'Wayne Hepler', written in a cursive style.

Wayne Hepler  
Associate Professor  
Mass Communications