

**WRBS-FM
EEO PUBLIC FILE REPORT
June 1, 2024 - May 31, 2025**

I. Vacancy List

See Section II, the "Master Recruitment Source List" for recruitment source data.

Job Title	Date Filled	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Account Executive	12/10/2024	1-9	5
Promotions Director	1/21/2025	1-9	1
Account Executive	4/8/2025	1-10	10
Social & Digital Content Manager	4/8/2025	1-9	3

II. Master Recruitment Source List

RS Number	RS Information	Source Entitled to Vacancy Notification (Yes/No)	No. of Interviews Referred by RS
1	WRBS-FM BRIGHT-FM Radio 3500 Commerce Dr. Baltimore, MD 21227	N	5
2	WRBS-FM BRIGHT-FM Radio Facebook 3500 Commerce Dr. Baltimore, MD 21227	N	0
3	WRBS-FM BRIGHT-FM Radio Website 3500 Commerce Dr. Baltimore, MD 21227	N	6
4	Indeed.com 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Url : indeed.com Manual Posting	N	0
5	LinkedIn 1000 West Maude Ave. Sunnyvale, CA 94085 Url: linkedin.com Manual Posting	N	2
6	Maryland/Washington D.C. Churches https://acrobat.adobe.com/id/urn:aaid:sc:US:3a0a224b-4c9a-47b3-b79b-c094c2f4b4dd	N	0

7	Joe Deschler Radio 1 Broadcast School 308 Buchner Place La Crosse, WI 54603 1-800-889-2221	Y	0
8	Christian Music Broadcasters Url: cmbonline.org/jobs/	N	0
9	His Air jobs@hisair.net url: hisair.net	N	0
10	W3Global Jay Yeleti 1707 Legacy Dr. Ste 1000 Frisco, TX 75034 Jay.yeleti@w3global.com	N	3

III. Recruitment Outreach Initiatives

Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
5	WRBS provides an Internship Program, which is designed to create a qualified pool of applicants from among women and minorities. The goals of the program primarily include training individuals to perform different radio related jobs including on-air duties, properly operate all related broadcast equipment, understand promotions, and programming.
14	The WRBS EEO Management Training Initiative requires ongoing training for management level personnel to ensure equal opportunity in hiring and the prevention of discrimination in employment. All WRBS management personnel are required to attend and successfully complete EEO training conducted by an outside agency of good report. Thereafter, WRBS conducts a review of the training for uniformity of the principles learned.