

MTS Broadcasting, L.C.
WCEM AM WCEM FM WAAI FM WTDK FM

Annual EEO Public File Report
Exhibit 1

The purpose of this EEO Public File Report is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This report has been prepared on behalf of the Station Employment Unit that is comprised of the Following Stations: WCEM AM, Cambridge, Maryland; WCEM FM, Cambridge, Maryland; WAAI FM, Hurlock, Maryland; and WTDK FM, Federalsburg, Maryland; and is required to be placed in the public inspection files of these stations, and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning May 21, 2008 to and including May 20, 2009.

The FCC's 2002 EEO Rule requires that this report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the applicable period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy is identified by name, address, contact person, and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the applicable period;
4. Data reflecting the total number of persons interviewed for 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 initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

Attachments 1, 2, and 3 which follow have been designated to provide the required information. Please note that the numbers listed on Attachment 2 under column entitled "Full-Time Positions for Which Source Was Utilized" refer to the number of the full-time positions listed on Attachment 1.

For purposes of this report, a vacancy was deemed "filled" not when the offer was extended, but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person and/or over the telephone.

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Attachment 1

Covering the period from May 21, 2008 to and including May 20, 2009.

Stations comprising Station Employment Unit of the Following Stations:

WCEM AM, Cambridge, Maryland

WCEM FM, Cambridge, Maryland

WAAI FM, Hurlock, Maryland

WTDK FM, Federalsburg, Maryland

Vacancy Information

Full Time Positions Filled by Job Title	Total Number of Interviewees from all sources for this position	Recruitment Source of Hiree
Front Office	0	Promotion from within
Front Office	1	Employee Referral
Front Office	6	Maryland Workforce
Traffic Director	0	Promotion from within
WCEM FM AM Drive	1	Allaccess.com
News Director	0	Promotion from within
Salesperson	2	Walk-in
Salesperson	2	Walk-in
Salesperson	5	Employee Referral
Utilities Director	1	Allaccess.com

Total Number of Persons Interviewed During Applicable Period: 18

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Attachment 2

Covering the period from May 21, 2008 to and including May 20, 2009.

Stations comprising Station Employment Unit of the Following Stations:
 WCEM AM, Cambridge, Maryland; WCEM FM, Cambridge, Maryland;
 WAAI FM, Hurlock, Maryland; WTDK FM, Federalsburg, Maryland

Recruitment		
Recruitment Source Name, Address, etc.	Total Number of Interviewees this source has provided during this period, if any.	Full-Time Position for which this source was utilized.
Daily Banner P.O. Box 580 Cambridge, MD 21613 410-228-3131	0	Front Office
MTS Broadcasting P.O. Box 237 Cambridge, MD 21613 410-228-4800		
On Air Campaign	2	Salesperson
MTS Website		
Employee Referral	4	Salesperson
Employee Referral	1	Front Office
Promotion from within		News Director
Promotion from within		Traffic Director
Walk In	3	Salesperson
Walk In	1	Front Office
Maryland Workforce Exchange https://mwe.dllr.state.md.us/ Through MD Department of Labor & Licensing	3	Front Office Salesperson
Allaccess.com	1	News Director Utilities Director
-	1	AM Morning Drive
Tvandradio.com		News Director
Word of Mouth	1	Front Office Salesperson
North Caroline High School 10990 River Road Ridgely, MD 21660		Front Office
North Dorchester High School 5875 Cloverdale Road Hurlock, MD 21643	1	Front Office
Easton High School 723 Mecklenberg Avenue Easton, MD 21601		Front Office
Camb- South Dorchester HS 2475 Cambridge ByPass		Front Office

MTS Broadcasting, L.C.

Attachment 3

Covering the period from May 21, 2008 to and including May 20, 2009.

Stations comprising Station Employment Unit of the Following Stations:

WCEM AM, Cambridge, Maryland

WCEM FM, Cambridge, Maryland

WAAI FM, Hurlock, Maryland

WTDK FM, Federalsburg, Maryland

Non-Vacancy Specific Recruitment Activities Undertaken

OUTREACH AD

Each month, each of the MTS Broadcasting stations air a minimum of 100 on-air ads seeking organizations to request to be added to our outreach efforts to notify their job seekers. This :30 second ad also includes the station address, phone number and email contact information.

JOB FAIR, OCTOBER 16, 2008; CENTRE OF SALISBURY, SPONSORED BY SALISBURY UNIVERSITY

Tom Latimer, Sales Manager and Shane Walker, Operations Manager went to the Centre of Salisbury to an advertised Job Fair set up in the Mall. It was opened to the public and they spoke in a lecture manner to about 70 people. They had MTS items on display and talked about general job opportunities as well as specific job opportunities. They distributed station literature and took resumes and applications.

JOB FAIR, APRIL 21, 2009; CHESAPEAKE COLLEGE –

Shane Walker, Operations Manager and Dave Cannon, Account Executive, went to Chesapeake College at their Wye Mills location and had a display with station information, discussed positions and described duties and offered employment applications. They talked about job opportunities, distributed station literature, and took resumes and an application.

CAREER FAIR, APRIL 22, 2009; SAILWINDS PARK –

Troy Hill, General Manager, Shane Walker, Operations Manager, and Shan Shariff, Sports Director, went to Sailwinds Park in Cambridge. This Career Fair was open to students from local high schools. They spoke to students and had a display. They spoke about job opportunities in broadcasting, as well as general and specific job opportunities at MTS Broadcasting. They distributed station literature and took applications.

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