

EXHIBIT A

WKIK-FM, WKIK-AM, WMDM-FM, WPTX-AM, WSMD-FM
EEO PUBLIC FILE REPORT
June 1st 2016 – May 31st 2017

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSLS") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hires
Account Executive	1-17	16
Disc Jockey	1-17	15
Disc Jockey	1-17	15

Position	Date of Hire	Termination Date
Account Executive/Outside Sales	9-28-16	11-18-16
Account Executive/Outside Sales	12-05-16	2-5-17
Disc Jockey	11-22-16	4-22-17
Disc Jockey	5-1-17	8-1-17

WKIK-FM, WKIK-AM, WMDM-FM, WPTX-AM, WSMD-FM
EEO PUBLIC FILE REPORT
 June 1st 2016 – May 31st 2017

II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of interviewees Referred by RS Over Reporting Period
1	St. Mary's County Chamber of Commerce 44200 Airport Road California, MD 20619 Phone: (301) 737-3001 Fax: (301) 737-0089	Y	0
2	American Women in Radio and Television 8405 Greensboro Drive, Ste. 800 Mclean, VA 22102 info@allwomeninmedia.org	Y	0
3	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 28-S Severna Park, MD 21146 info@womcom.org	Y	0
4	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 nahj@nahj.org	Y	0
5	National Association of Black Owned Broadcasters 1201 Connecticut Avenue N.W., Suite 200 Washington, DC 20036 Fax: (202) 429-0657 nabobinfo@nabob.org	Y	0
6	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Fax: (301) 445-7101 sberry@nabj.org	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	National Association of Minority Media Executives 1921 Gallows Road, Suite 600 Vienna, VA 22182 Fax: (703) 893-2414 info@namme.org	Y	0
8	National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 support@mpnmail.com	Y	0
9	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste. 910 Washington, DC 20005 info@nlgja.org	Y	0
10	Southern MD Jobs – Craigslist https://smd.craigslist.org/search/jjj	Y	0
11	Southern Maryland Job Source www.dlir.state.md.us/.../stmary...	Y	0
12	Southern Maryland Publishing (Includes: <i>The Enterprise, Independent and The Recorder</i>)	Y	0
13	On-Air Announcements (one or more SEU stations)	Y	0
14	Station Website Postings (one or more SEU stations)	Y	0
15	All Access Music Group 24955 Pacific Coast Highway, C303 Malibu, CA 90265	Y	19
16	Southern Maryland Online www.somd.com	Y	7
17	Walk-In/Self-Referral	Y	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			26

**WKIK-FM, WKIK-AM, WMDM-FM, WPTX-AM, WSMD-FM
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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program	<p>Somar Communications provides college students interested in radio careers the opportunity to work at the stations and receive on-the-job training from station employees in various departments. During this reporting period, station staff provided a total of 450 hours of training to our student interns, in the areas of production, announcing, sales and promotion. The three students attended, the College of Southern Maryland, Salisbury University and Towson University.</p> <p>SEU also provided an internship program from February of 2017-April of 2017 for the Dr. James Forrest Center Career and Tech Students in the audio visual classes an opportunity to come in twice a week during this time to work on production, learn how to write scripts and learn the proper way to operate broadcasting equipment.</p>
2	Participate in event/program sponsored by or on behalf of an education institution relating to careers in broadcasting	<p>On April 5th 2017 air staff attended the Job and career day at St. Leonard Elementary School to discuss jobs in the broadcasting field. They then took part in a Q and A section for students to ask questions.</p> <p>SEU staff attended classes at the Dr. James Forrest and Career Center in Leonardtown to talk to the students about careers in broadcasting. They also helped with the SkillsUSA participants in the broadcast categories and had a discussion on how to excel at the competition.</p>
3	Participate in event/program sponsored by or on behalf of a community organization relating to	<p>On an annual basis, our SEU participates in three popular county fairs throughout the</p>

Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
<p>careers in broadcasting.</p>	<p>station' community. Three air staff from our SEU broadcast live from these fairs and interact with community members, typically local area youth. These young adults and or students will seek advice from our air staff as to opportunities generally in the broadcast industry as well as internship or employment openings specifically at the SEU.</p> <p>During this reporting period, our SEU participated in the following county fairs:</p> <p>*Charles County Fair, La Plata, MD: September 16th, 2016</p> <p>*St. Mary's County Fair, Leonardtown, MD: September 23rd, 2016</p> <p>*Calvert County Fair, Barstow, MD: September 30th, 2016</p> <p>SEU attended the Maryland Jobsource Job Fair in May 28th of 2017 to discuss broadcasting careers to interested job seekers and also accepted resumes.</p>
<p>4 Educational Tours</p>	<p>Staff provided educational tours to the Dr. James Forrest Career Center Audio/Visual Students. The group toured the studios and took part in a Q &A session.</p> <p>SEU Staff also gave 3 Boy Scout Tours and 1 Girl Scout tour to local Troops.</p> <p>SEU staff also welcomed clients from Spring Dell Center in November of 2016 (developmentally disabled individuals) to look at the studio and see how an on air live broadcast is done. This has become a yearly event.</p>

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I. VACANCY LIST

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Account Executive	1-17	16
Disc Jockey	1-17	15
Disc Jockey	1-17	15
Disc Jockey	1-17	15

Position	Date of Hire	Date of Termination/Resignation
Account Executive/Outside Sales	7-31-17	10-26-17
Account Executive/Outside Sales	5-7-18	N/A
Disc Jockey	8-22-17	N/A
Disc Jockey	9-6-17	10-23-17

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
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2	American Women in Radio and Television 8405 Greensboro Drive, Ste. 800 McLean, VA 22102 info@allwomeninmedia.org	Y	0
3	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 28-S Severna Park, MD 21146 info@womcom.org	Y	0
4	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 nahj@nahj.org	Y	0
5	National Association of Black Owned Broadcasters 1201 Connecticut Avenue N.W., Suite 200 Washington, DC 20036 Fax: (202) 429-0657 nabobinfo@nabob.org	Y	0
6	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Fax: (301) 445-7101 sberry@nabj.org	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	National Association of Minority Media Executives 1921 Gallows Road, Suite 600 Vienna, VA 22182 Fax: (703) 893-2414 info@namme.org	Y	0
8	National Black Media Coalition 1738 Elton Road, Suite 314 Silver Spring, MD 20903 support@mpnmail.com	Y	0
9	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste. 910 Washington, DC 20005 info@nljja.org	Y	0
10	Southern MD Jobs – Craigslist https://smd.craigslist.org/search/jjj	Y	0
11	Southern Maryland Job Source www.dlir.state.md.us/.../stmary...	Y	0
12	Southern Maryland Publishing (Includes: <i>The Enterprise, Independent and The Recorder</i>)	Y	0
13	On-Air Announcements (one or more SEU stations)	Y	0
14	Station Website Postings (one or more SEU stations)	Y	0
15	All Access Music Group 24955 Pacific Coast Highway, C303 Malibu, CA 90265	Y	34
16	Southern Maryland Online www.somd.com	Y	7
17	Walk-In/Self-Referral	Y	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			41

**WKIK-FM, WKIK-AM, WMDM-FM, WPTX-AM, WSMD-FM
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III. RECRUITMENT INITIATIVES

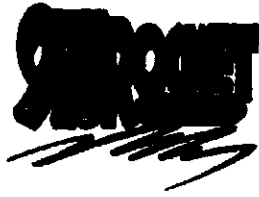
	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Internship Program	Somar Communications provides college students interested in radio careers the opportunity to work at the stations and receive on-the-job training from station employees in various departments. During this reporting period, station staff provided a total of 325 hours of training to our student interns, in the areas of production, announcing, sales and promotion. The two students attended, the College of Southern Maryland and Towson University.
2	Participate in event/program sponsored by or on behalf of an education institution relating to careers in broadcasting	<p>On March 23rd, 2018 air staff attended the Job and career day at Matthew Henson Middle School to discuss jobs in the broadcasting field. They then took part in a Q and A section for students to ask questions.</p> <p>SEU staff attended a mock interview day in April 2018 at the Dr. James Forrest and Career Center in Leonardtown to talk to the students about careers in broadcasting and interview them for mock jobs. They also helped with the SkillsUSA participants in the broadcast categories and had a discussion on how to excel at the competition.</p>
3	Participate in event/program sponsored by or on behalf of a community organization relating to careers in broadcasting.	On an annual basis, our SEU participates in three popular county fairs throughout the station' community. Three air staff from our SEU broadcast live from these fairs and interact with community members, typically local area youth. These young adults and or students will seek advice from our air staff as to opportunities generally in the broadcast industry as well as internship or employment

Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
	<p>openings specifically at the SEU.</p> <p>During this reporting period, our SEU participated in the following county fairs:</p> <ul style="list-style-type: none"> *Charles County Fair, La Plata, MD: September 16th, 2017 *St. Mary's County Fair, Leonardtown, MD: September 23rd, 2017 *Calvert County Fair, Barstow, MD: September 30th, 2017 <p>SEU attended the Maryland Jobsource Job Fair in May 15th of 2018 to discuss broadcasting careers to interested job seekers and also accepted resumes.</p>
4 Educational Tours	<p>Staff provided educational tours to the Dr. James Forrest Career Center Audio/Visual Students. The group toured the studios and took part in a Q & A session.</p> <p>SEU Staff also gave 4 Boy Scout Tours and 2 Girl Scout tour to local Troops.</p> <p>SEU staff also welcomed clients from Spring Dell Center in November of 2017 (developmentally disabled individuals) to look at the studio and see how an on air live broadcast is done. This has become a yearly event.</p>

EXHIBIT B



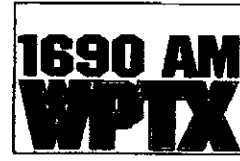
98.3 FM WSMD



97.7 FM WMDM



102.9 FM & 1560 AM



1690AM WPTX

August 11th, 2017

Dear Sir or Madam,

This is a notice to let you know that Somar Communications Inc. has an opening for a radio sales position.

Somar Communications Inc. is looking for the next addition to our sales department. We're hiring an a Radio Advertising Outside Sales Representative for our group of stations in Southern Maryland

This position is responsible for selling advertising time on our group of stations, developing and selling new direct-business accounts, making sales presentations, performing collections, maintaining client relations and sales.

We're looking for someone who is self motivated, works well with others and has a positive attitude, while being flexible and willing to adjust to changing live radio demands.

The qualified candidate should have the ability to work as part of a team, efficient with MicrosoftOffice (Excel, Word) The ability to use computers and related technology efficiently. Great people skills required and candidate should have the ability to adapt to an ever-changing work environment. Somar Communications Inc. offers a competitive salary, plus health benefits, paid holidays and vacation.

Send resume and audio to: Sharon Robertson, Sales Manager at Sharon@somdradio.com

It is the policy of Somar Communication Inc. not to discriminate against any applicant for employment, or any employee because of age, color, sex, disability, national origin, race, religion or veteran status.

Somar Communications is an Equal Opportunity Employer.

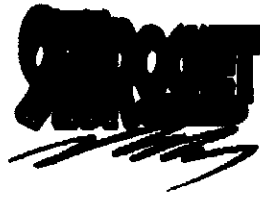
Thank you for your time and attention,

Sharon Robertson
Sales Manager
Somar Communication Inc.

SOMAR Communications, Inc.
28095 THREE NOTCH RD #2B MECHANICSVILLE, MD 20659
301/884-5550 • 301/884-5550 • Fax 301/884-0280



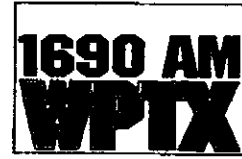
98.3 FM WSMD



97.7 FM WMDM



102.9 FM & 1560 AM



1690AM WPTX

August 26th, 2017

Dear Sir or Madam,

This is a notice to let you know that Somar Communications Inc. has an opening for a radio sales position.

Somar Communications Inc. is looking for the next addition to our sales department. We're hiring an Account Executive for our group of stations in Southern Maryland

This position is responsible for selling advertising time on our group of stations, developing and selling new direct-business accounts, making sales presentations, performing collections, maintaining client relations and sales.

We're looking for someone who is self motivated, works well with others and has a positive attitude, while being flexible and willing to adjust to changing live radio demands.

The qualified candidate should have the ability to work as part of a team, efficient with Microsoft Office (Excel, Word) The ability to use computers and related technology efficiently. Great people skills required and candidate should have the ability to adapt to an ever-changing work environment. Somar Communications Inc. offers a competitive salary, plus health benefits, paid holidays and vacation.

Send resume and audio to: Sharon Robertson, Sales Manager at Sharon@somdradio.com

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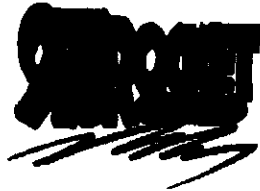
Thank you for your time and attention,

Sharon Robertson
Sales Manager
Somar Communication Inc.

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28095 THREE NOTCH RD #2B MECHANICSVILLE, MD 20659
301/884-5550 • 301/884-5550 • Fax 301/884-0280



98.3 FM WSMD



97.7 FM WMDM



102.9 FM & 1560 AM



1690AM WPTX

February 15th, 2017

Dear Sir or Madam,

This is a notice to let you know that Somar Communications Inc. has an opening for a radio sales position.

Somar Communications Inc. is looking for the next addition to our sales department. We're hiring an a Radio Advertising Outside Sales Representative for our group of stations in Southern Maryland

This position is responsible for selling advertising time on our group of stations, developing and selling new direct-business accounts, making sales presentations, performing collections, maintaining client relations and sales.

We're looking for someone who is self motivated, works well with others and has a positive attitude, while being flexible and willing to adjust to changing live radio demands.

The qualified candidate should have the ability to work as part of a team, efficient with MicrosoftOffice (Excel, Word) The ability to use computers and related technology efficiently. Great people skills required and candidate should have the ability to adapt to an ever-changing work environment. Somar Communications Inc. offers a competitive salary, plus health benefits, paid holidays and vacation.

Send resume and audio to: Sharon Robertson, Sales Manager at Sharon@somdradio.com

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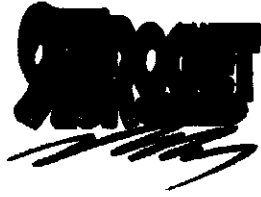
Thank you for your time and attention,

Sharon Robertson
Sales Manager
Somar Communication Inc.

SOMAR Communications, Inc.
28095 THREE NOTCH RD #2B MECHANICSVILLE, MD 20659
301/884-5550 • 301/884-5550 • Fax 301/884-0280



98.3 FM WSMD



97.7 FM WMDM



102.9 FM & 1560 AM



1690AM WPTX

March 22nd, 2018

Dear Sir or Madam,

This is a notice to let you know that Somar Communications Inc. has an opening for on air position.

Somar Communications Inc. is looking for the next addition to our on air department. We're hiring an on air talent for our classic rock station WMDM-FM.

The person chosen will be responsible for supplying a topical morning show for the Southern Maryland Region. The job candidate will also be in charge of producing commercials, station imaging, live broadcasts and updating the station website regularly.

We're looking for someone who is self motivated, works well with others and has a positive attitude, while being flexible and willing to adjust to changing live radio demands. You must have reliable transportation. Weekend hours are also a regular part of this job.

The ideal candidate should have 3 years of broadcasting, communications, or other related experience. Come join the professional team of a family-owned company that still believes in the value of local radio. Somar Communications Inc. offers a competitive salary, plus health benefits, paid holidays and vacation.

Send resume and audio to: Roy Robertson, President at somarcom@aol.com

It is the policy of Somar Communication Inc. not to discriminate against any applicant for employment, or any employee because of age, color, sex, disability, national origin, race, religion or veteran status.

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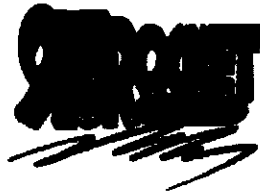
Thank you for your time and attention,

Roy Roberston
President
Somar Communication Inc.

SOMAR Communications, Inc.
28095 THREE NOTCH RD #2B MECHANICSVILLE, MD 20659
301/884-5550 • 301/884-5550 • Fax 301/884-0280



98.3 FM WSMD



97.7 FM WMDM



102.9 FM & 1560 AM



1690AM WPTX

November 3rd, 2017

Dear Sir or Madam,

This is a notice to let you know that Somar Communications Inc. has an opening for a radio sales position.

Somar Communications Inc. is looking for the next addition to our sales department. We're hiring an a Radio Advertising Outside Sales Representative for our group of stations in Southern Maryland

This position is responsible for selling advertising time on our group of stations, developing and selling new direct-business accounts, making sales presentations, performing collections, maintaining client relations and sales.

We're looking for someone who is self motivated, works well with others and has a positive attitude, while being flexible and willing to adjust to changing live radio demands.

The qualified candidate should have the ability to work as part of a team, efficient with MicrosoftOffice (Excel, Word) The ability to use computers and related technology efficiently. Great people skills required and candidate should have the ability to adapt to an ever-changing work environment. Somar Communications Inc. offers a competitive salary, plus health benefits, paid holidays and vacation.

Send resume and audio to: Sharon Robertson, Sales Manager at Sharon@somdradio.com

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Somar Communications is an Equal Opportunity Employer.

Thank you for your time and attention,

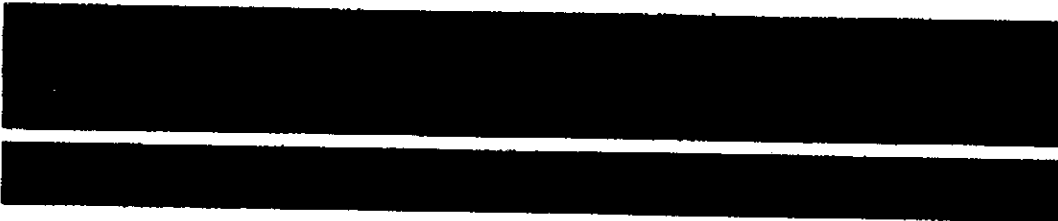
Sharon Robertson
Sales Manager
Somar Communication Inc.

SOMAR Communications, Inc.
28095 THREE NOTCH RD #2B MECHANICSVILLE, MD 20659
301/884-5550 • 301/884-5550 • Fax 301/884-0280

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Search Forum Rules



Search found 7 matches

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Search these result:

Search found 7 matches - Page 1 of 1

by somar
Wed Mar 21, 2018 5:52 am
Forum: Job Openings
Topic: Mornings for Classic Hits
Replies: 0
Views: 1296

Mornings for Classic Hits

SOMAR Communications in Southern Maryland is accepting applications for mornings in a classic hits format on one of our FM's. Please send air check, resume and salary requirements to Somarcom@aol.com
EOE. No phone calls please.

Jump to post >

by somar
Wed Oct 19, 2016 6:28 am
Forum: Job Openings
Topic: Country Talent for Full Time Permanent Mornings / WKIK FM-AM
Replies: 0
Views: 1728

Country Talent for Full Time Permanent Mornings / WKIK FM-AM

Still looking for experienced Country Air Talent for mornings on WKIK, Southern Maryland's Heritage Country Station. Salary plus major medical, vacation, holidays, 401k, paid live remotes, paid live spots and more. Only those seeking LONG TERM stable life in radio considered as our previous talent r...

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by somar
Sat Sep 17, 2016 6:36 am
Forum: Job Openings

https://www.allaccess.com/forum/search.php?author_id=48986&sr=posts

SONGdISH



SONGDISH IS A MUSIC COMMUNITY AND ONLINE TOOL FOR FANS AND INDUSTRY PROFESSIONALS TO PROMOTE, SHARE, DISTRIBUTE, DISCUSS AND



SONGDISH



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15 years with us. If you are seeking that elusive stable radio position with a 28 year old company that offers salary, major...

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by somar
Fri Aug 26, 2016 11:25 am
Forum: Job Openings
Topic: Account Executive/Sales in Southern Maryland
Replies: 0
Views: 916

Account Executive/Sales in Southern Maryland

SOMAR Communications seeks qualified, experienced radio account executive/ salesperson for 5 station cluster in Southern Maryland consisting of 3 FMs and 2 AMs, in a sub market of DC. Liberal draw against commission plus gas allowance, cell phone and laptop provided. Must have some experience in rad...

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by somar
Fri Aug 26, 2016 11:11 am
Forum: Job Openings
Topic: Country Air Talent in Maryland South Of DC
Replies: 0
Views: 1420

Country Air Talent in Maryland South Of DC

Country Air Talent sought for WKIK AM/FM in Southern Maryland, a sub-market of DC. This is a salaried position with major medical, paid vacation, holidays and more. We seek a stable long term talent as our last country air talent in mornings retired after 15 years. Send air check, production samples...

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by somar
Thu Aug 18, 2016 12:30 pm
Forum: Job Openings
Topic: Mornings for Maryland Country FM south of DC
Replies: 0
Views: 1629

Mornings for Maryland Country FM south of DC

Morning air talent sought for Country 102.9 WKIK in Southern Maryland, a sub-market of Washington DC. Salaried full time position with major medical, paid vacation, holidays and more. Must be experienced on air talent in Country format. We are seeking a long term stable individual with excellent pr...

[Jump to post >](#)

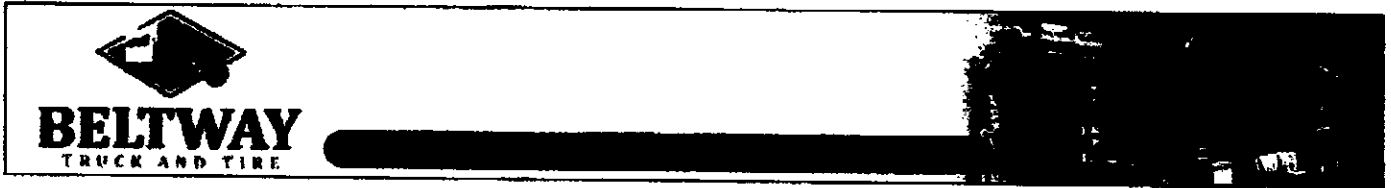
by somar
Sat Oct 31, 2015 10:44 am
Forum: Job Openings
Topic: PM Drive Classic Rock Air Talent for DC Fringe Market
Replies: 0
Views: 1949

PM Drive Classic Rock Air Talent for DC Fringe Market

977 The Rocket seeking afternoon drive classic rock air talent with production skills. Location is approx. 40 miles south of DC in suburban/rural Southern Maryland. Send air check including varied production sample, picture, resume and salary requirement to Somarcom@aol.com. Not looking for beginner...



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Listing Cart +

\$0.00

Account Finance +

My Account+

My Account

My Expired Listing Details

This is the detail of one of your expired listings. The images or their references were removed when the listing expired. The reason and date the listing expired are displayed in the details below.

Radio Advertising / Outside Sales

Listing id: 49230

2017

Price: \$ 0

Times Viewed: 553

Date Started: 2 Nov

Date Ended: 2 Dec

Location:

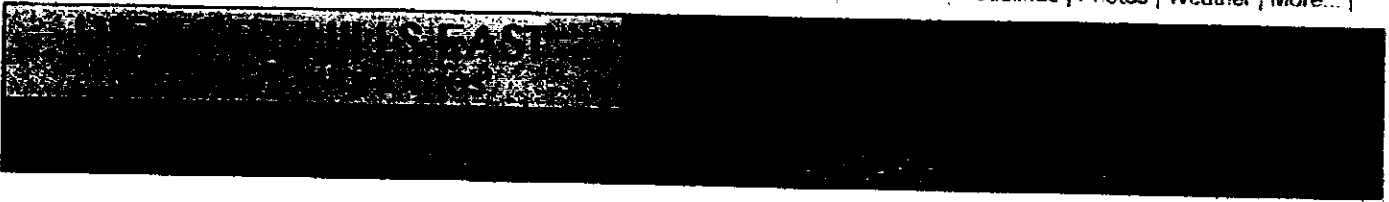
Reason Ended: expired

Description:

SOMAR Communications, corporate owner of Star 98.3 FM, Country 102.9 WKIK FM & AM, 97.7 The Rocket WMDM FM and 1690 AM WPTX is accepting applications for Outside Advertising Sales Representative to service new and existing business accounts. Salary PLUS commissions, major medical hospitalization, gas allowance, smartphone, laptop, major holidays and vacation included. This is a financially rewarding career in a fun, exciting broadcast media industry for an ambitious outgoing people person. Outside sales experience a plus. Send complete resume to sharon@somdradio.com. EOE. No phone calls.



| Write Us | Help | Sponsors | Classifieds | Employment | Forums | MarketPlace | Calendar | Headlines | Photos | Weather | More... |



Listing Cart +

\$0.00

Account Finance +

My Account+

My Account

My Expired Listing Details

This is the detail of one of your expired listings. The images or their references were removed when the listing expired. The reason and date the listing expired are displayed in the details below.

Radio Advertising / Outside Sales

Listing Id:	44112	2017
Price:	\$ 0	
Times Viewed:	511	
Date Started:	11 Aug	
Date Ended	10 Sep	
Location:		
Reason Ended	expired	

Description:

SOMAR Communications, corporate owner of Star 88.3 FM, Country 102.9 WKIK FM & AM, 977 The Rocket WMDM FM and 1680 AM WPTX is accepting applications for Outside Advertising Sales Representative to service new and existing business accounts. Salary PLUS commissions, major medical hospitalization, gas allowance, smartphone, laptop, major holidays and vacation included. This is a financially rewarding career in a fun, exciting broadcast media industry for an ambitious outgoing people person. Send complete resume to sharon@somdradio.com. EOE. No phone calls.



| Write Us | Help | Sponsors | Classifieds | Employment | Forums | MarketPlace | Calendar | Headlines | Photos | Weather | More... |



Listing Cart +

\$0.00

Account Finance +

My Account+

My Account

My Expired Listing Details

This is the detail of one of your expired listings. The images or their references were removed when the listing expired. The reason and date the listing expired are displayed in the details below.

Radio Advertising / Outside Sales

Listing id: 38450

Price: \$ 0

Times Viewed: 900

Date Started: 14 Feb

Date Ended: 16 Mar

Location:

Reason Ended: expired

2017

Description:

SOMAR Communications, corporate owner of Star 98.3 FM, Country 102.9 WKIK FM & AM, 977 The Rocket WMDM FM and 1000 AM WPTX is accepting applications for Outside Advertising Sales Representative to service new and existing business accounts. Salary PLUS commissions, major medical hospitalization, gas allowance, smartphone, laptop, major holidays and vacation included. This is a financially rewarding career in a fun, exciting broadcast media industry for an ambitious outgoing people person. Send complete resume to sharon@somdradio.com. EOE. No phone calls.

SOMAR HANDBOOK EEO POLICY

EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION POLICY

Somar Communications, Inc., is an equal opportunity employer. With respect thereto, it is the policy of the company that all applicants for employment will be considered; that all persons employed, including management staff, professionals, technicians, and all others, will be treated without regard to race, color, religion, sex, national origin, age, or handicap. Such action includes, but is not limited to, the following: employment, promotion, demotion, transfers, layoff and termination, recruitment and recruitment advertising, rates of pay and other forms of compensation, selection for training, and all company-sponsored social and recreational programs.

So that you, as an employee of Somar Communications, Inc., may be fully aware of the laws and regulations to which Somar must adhere, we invite you to become familiar with the Federal Communications Commission and EEOC's guidelines on employment.

EXHIBIT C

Principal
Michael Egan

Teacher in Charge
Ann Johnson

Dr. James A. Forrest
Career and Technology Center
24005 Point Lookout Road
Leonardtown, Maryland 20650
Phone: (301) 475-0242
Fax: (301) 475-0245

Counselor
Diana L Kraft

Vocational Support Services
MJ Selph

Internship/ Job Shadowing Opportunity

Radio Station:

Southern Maryland Radio has agreed to allow our students to job shadow at their radio stations for two days during their last year at the Forrest Center. This opportunity is being offered to your child as part of their TV/Video Production 2 class. Transportation will be provided. Students will job shadow during their regular TV/Video Production 2 class time. The tentative schedule is listed below.

Internship Rotation to Southern MD Radio

Student Name	Dates
Gwen Horton	March 7 & 8
Dani Brooks	March 14 & 15
Mishal Iqbal	March 21 & 22
Max O'Connor	March 28 & 29
Carl Hughes	April 4 & 5
SMCPS Spring Break - no one goes	
Terrance Williams	April 18 & 19
Dani Brooks & Kameron Hailey-Matthews	April 25 & 26
Micco Osborne	May 2 & 3
Jacob Buchanan	May 9 & 10

Summer 125

Zarone Steward
Stewardzarone@gmail

FORREST
TECHNOLOGY CENTER

Preparing Students to be College and Career Ready

Internship Rotation to Southern MD Radio

Student Name	Dates
Gwen Horton	March 7 & 8
Dani Brooks	March 14 & 15
Mishal Iqbal	March 21 & 22
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Jacob Buchanan	May 9 & 10



Career and Technology Academy

Calvert County Public Schools

330 Dorsey Road, Prince Frederick, MD 20678

Mark E. Wilding, Principal
Dawn Ray, Vice Principal
website: <http://ccweb.calvertnet.k12.md.us>

410-335-7450
301-855-9266
Fax: 301-335-7418

May 5, 2016

Dear T-Bone and Heather,

The Calvert County Public Schools Community Mentorship Program would like to extend a huge thank you for your participation this year. Your willingness to volunteer your time and expertise to students is an invaluable part of this program and is truly appreciated beyond words.

As a "mentor" I hope you were able to gain some insight as to what the next generation of professionals has to offer to their particular field of choice. It can be such a rewarding experience to share wisdom to students who are truly hungry for knowledge.

Your kind participation awarded 43 students the opportunity this year to participate in the Community Mentorship Program. Thank you again.

Sincerely,

Susan Cross

Coordinator, Calvert County Public Schools Community Mentorship Program
Coordinator, Teacher Academy of Maryland

**Career and Technology Academy
Certificate of Appreciation**

is hereby granted to:
T-Bone and Heather

for

Participation in the Calvert County Public Schools
Community Mentorship Program

Mark E. Wilding

Mark E. Wilding, Principal

May 1, 2016

Ann Johnson <asjohnson@smcps.org>

4/3/2017 9:19 AM

Mock Interview Fair

To Ann Johnson <asjohnson@smcps.org>

Good Morning,

I want to take this opportunity to thank you for being a vital part of the Forrest Center's Mock Interview Fair this year. You are busy and this took time out of your day, but know that both the students and I very much appreciate your help. The students completed feedback forms about the Interview Fair and they had an overwhelmingly positive experience. Some of the comments I got from the students when asked "What would you do differently?" are as follows:

"Study up on the company"

"Dress better"

"Be more specific in my answers and give better examples"

"Speak up!"

"Slow down and breathe"

When asked "What did you learn from this experience?" they said:

"How competitive the job selection process is"

"Degrees and certifications are invaluable"

"That I need to research the company before so I have a good chance at getting the job and make sure to impress them"

"That I have to be more ready than I am, and that just a piece of paper like a high school diploma isn't going to cut it - I have to sell myself and present myself as the best candidate."

The students enjoyed the experience and I hope you did too. Next year we are planning to hold the Mock Interview Fair the week of March 19 - 23. I sincerely hope you will mark your calendars. I will be emailing you next year!

Again, Thank you so much.

Ann

-

Ann Johnson

Internship Coordinator/ Vocational Evaluator /Teacher in Charge
Dr. James A. Forrest Career & Technology Center
301 475-0242 ext 28110

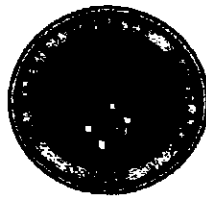
"Everybody is a genius. But if you judge a fish by its ability to climb a tree, it will live its whole life believing that it is stupid."

- Albert Einstein

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**St. Mary's County Department of
Emergency Services & Technology**

Robert Kelly, CIO



Commissioners of St. Mary's County
James R. Guy, President
Michael L. Hewitt, Commissioner
Tom Jarboe, Commissioner
Todd B. Morgan, Commissioner
John E. O'Connor, Commissioner

Date: September 16, 2017

T-Bone & Heather
28095 Three Notch Rd Suite 2-B
Mechanicsville, MD 20569

Dear T-Bone & Heather,

Thank you for your participation in the 2017 Calvex Drill. We appreciate your commitment to stand with us to ensure that our county's response is the best possible. These drills make us better prepared to respond when we have a real need.

We are fortunate that you recognize the value of these events and are appreciative of the support you provide our community. On behalf of the St. Mary's County Department of Emergency Service & Technology, I express heartfelt thanks for all you do.

Sincerely,

A handwritten signature in black ink, appearing to read "Robert Kelly", is written over the word "Sincerely,".

CERTIFICATE OF APPRECIATION

Dr. James A. Forrest Career & Technology Center's Interview Fair

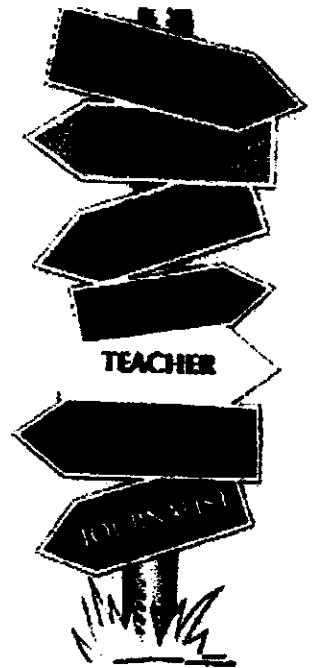
HEATHER KINCAID
SOMAR COMMUNICATIONS

For service to and support of SMCPS and the youth of St. Mary's County
Our sincere appreciation

March 2018

FORREST
TECHNOLOGY CENTER

You Are Cordially Invited to Join The
Matthew Henson Middle School Staff for our...



Annual
Career Exploration Day
Friday, March 23, 2018
8:30am - 1:00pm

Registration Form:

- Name: T-Benz & Heather
- Career: Radio Announcers
- Phone Number: 240-434-1999
- E-Mail Address: fboneandheather@5omdradio.com
- Child's Name (if child attends Matthew Henson): No Child, just volunteering

We can be at the school around 10:45 am. We get off the air at 10am.

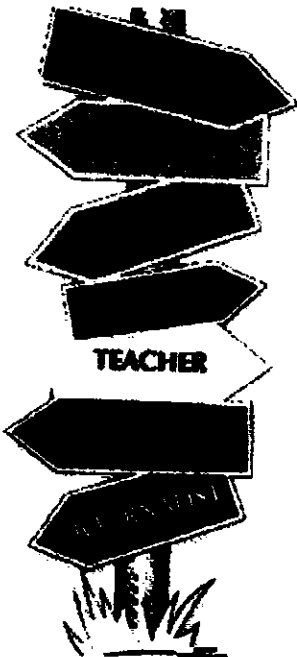
Please return this form to Mrs. Garner, counseling secretary at Matthew Henson Middle School as soon as possible, but no later than March 20

Career Day presenters rotate through groups of students in approximately 30 minute increments. AV equipment is provided. Breakfast and Lunch will be served!!!

We look forward to having you inspire our students!

Career Day Committee/Counseling Department
3535 Livingston Road | Indian Head, MD 20640
301-753-1784

sgarner@ccboe.com | aeichel@ccboe.com | dwashington@ccboe.com | nbankenstein@ccboe.com



August 1, 2018

EEO Staff, Policy Division, Media Bureau
Federal Communications Commission
445 12th Street, S.W.
Washington, D.C. 20554

Re: FCC EEO Audit – Somar Communications, Inc., Facility ID #61314, WMDM-FM, Lexington
Park, MD

Dear Sir or Madam,

Please find enclosed the responses of Somar Communications, Inc. to the FCC's EEO Audit letter dated June 19, 2018. Responses have been arranged in the order of the questions given.

3. Audit Data Requested

(a) Please find attached as Exhibit A the employment unit's two most recent EEO public file reports. The following station websites are the broadcast station websites for the employment unit. The most recent EEO public file report is located on each of these websites.

1. www.star983.com
2. www.977therocket.com
3. www.1690wptx.com
4. www.country1029wkik.com

The date of each full-time hire listed in each EEO public file report is:

1. 2016 – 2017 EEO Report
 - a. Account Executive: 09/28/2016
 - b. Account Executive: 12/05/2016
 - c. Disc Jockey: 11/22/16
 - d. Disc Jockey: 05/01/2017
2. 2017-2018 EEO Report
 - a. Account Executive: 07/31/2017
 - b. Account Executive: 05/07/2018
 - c. Disc Jockey: 08/22/2017
 - d. Disc Jockey: 09/06/2017

(b) Please see attached Exhibit B containing dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the positions. Notices are retained. There were no on-air job announcements for the full-time positions.

(c) Please see attached Exhibit A.

(d) Please see attached Exhibit C containing all documentation of recruitment initiatives. The President/General Manager of the employment unit was aware and directed the involvement in each initiative. The employment unit consists of six full-time employees, less than ten full-time employees and therefore, the employment unit is required two initiatives within a two-year period.

(e) There are no pending or resolved complaints involving the Stations in this employment unit.

(f) The President/General Manager is responsible for implementing EEO policies. The President/General Manager being of Native American descent is keen to ensure equal opportunity for all job applicants and employees. Over the past twenty years, the President/General Manager has employed individuals of multiple races, sex, age and handicap. All job applicants are informed through the job vacancy notices that Somar Communications, Inc. is an equal opportunity employer. Please see Exhibit B. This is also verbally stated to any interviewees. All employees are informed through verbal statements and the written statement in the employee handbook, a copy of which is contained in Exhibit B attached hereto.

(g) Periodically throughout the year, the President/General Manager and Asst. General Manager analyze the distribution of job vacancy information to ensure that the recruitment of full-time employees is in compliance with EEO rules and policies. This analysis is evidenced in the annual public file reports. Since there are only six full-time employees, the President/General Manager reviews its corporate employment practices on a continually basis to ensure a nondiscriminatory workplace.

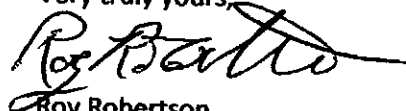
(h) The President/General Manager is continually analyzing the corporate measures taken to ensure that the corporation is providing equal opportunity and a nondiscriminatory hiring process and workplace. The employment unit does not have a union agreement.

(i) This entity is not a religious broadcaster.

4. Neither this entity nor its employees are involved in Time Brokerage.

As requested, a copy of this letter and response will be placed in the public inspection file for each station of the employment unit. If you have any questions or concerns, please do not hesitate to contact me.

Very truly yours,



Roy Robertson

President/General Manager
Somar Communications, Inc.