

FCC EEO PROGRAM REPORT

Springfield

Reporting Date

Stations WMAS-FM and WHLL, which are part of the Employment Unit, were acquired on May 9, 2019. *See* FCC File No. BAL-20190213AAR. Therefore, in accordance with Section 73.2080 of the Commission's rules, the information contained in this EEO Program Report is from and after such date with respect to these two stations. The remaining station in the Employment Unit was the subject of a long-form transfer of control, which consummated on November 17, 2017. *See Entercom Communications and CBS Radio*, 32 FCC Rcd 9380 (MB 2017). Therefore, in accordance with Section 73.2080 of Commission's rules, the information contained in this EEO Program Report with respect to this station is from and after such date.

Discrimination Complaint

Nakia Dewberry, a former account executive in Springfield, filed a charge of race, color, and gender discrimination with MCAD on January 4, 2019 and an additional charge of retaliation on April 8, 2019 (Charge Nos. 19SEM00029 and 19SEM00990 (MCAD); 16C-2019-00639 and 16C-2019-01385 (EEOC)). The charges were settled at mediation and dismissed on November 12, 2019.

Narrative Statement

The Employment Unit regularly reviewed the effectiveness of its EEO program to ensure that its outreach efforts were reaching all segments of the stations' community, including ongoing managerial-level assessment. The Employment Unit also engaged in the supplemental recruitment measures as set forth in the EEO public file reports for the Employment Unit.