

WASH, WBIG(FM), WITH, WMZQ-FM, WWDC**EEO PUBLIC FILE REPORT****June 1, 2016 - May 31, 2017****I. VACANCY LIST**

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Creative Producer- Union	2-9, 11, 13-15, 18, 20-22, 24-25, 27-30, 32, 34-37, 39-47, 49-50	46
Account Executive	2-9, 11-16, 20-26, 28-30, 32, 34-37, 39- 50	50
Account Executive	2-9, 11-16, 20-26, 28-30, 32, 34-37, 39- 50	48
Account Executive	2-9, 11-16, 20-26, 28-30, 32, 34-37, 39- 50	26
Account Executive	2-9, 11-16, 20-26, 28-30, 32, 34-37, 39- 50	46
Account Executive	2-9, 11-16, 20-26, 28-30, 32, 34-37, 39- 50	50
Receptionist	3, 5-7, 9-16, 18, 21-22, 24-25, 28, 37, 39-40, 42-45, 47, 49-50	50
Sales Assistant	3, 5-7, 9-15, 21-22, 24-25, 28, 37, 39- 40, 42-45, 47, 49-50	50
Sales Manager	3, 5-6, 9-15, 21-22, 24-25, 28, 37, 39- 40, 42-45, 47, 49-50	50
Account Executive	3, 5-6, 9-15, 17, 21-22, 24-26, 28, 37, 39-40, 42-50	26
Account Executive	3, 5-6, 9-15, 17, 21-22, 24-26, 28, 37, 39-40, 42-50	50
Account Executive	3, 5-6, 9-15, 17, 21-22, 24-26, 28, 37, 39-40, 42-50	50
Account Executive	3, 5-6, 9-15, 17, 21-22, 24-26, 28, 37, 39-40, 42-50	50
Account Executive	3, 5-6, 9-15, 17, 21-22, 24-26, 28, 37, 39-40, 42-50	50
Receptionist	3, 5-6, 9-16, 21-22, 24-25, 28, 37, 39- 40, 42-45, 47, 49-50	50
CO-HOST FOR THE NATIONALLY SYNDICATED KANE SHOW	1, 3, 5-6, 9-15, 17, 19, 21-22, 24-25, 28, 31, 33, 37-40, 42-45, 47, 49	19
Regional VP of Integrated Partnerships	3, 5-6, 9-15, 17, 21-22, 24-25, 28, 37, 39-40, 42-45, 47, 49-50	50
Associate Account Executive	3, 5-6, 9-17, 19, 21-22, 24-25, 28, 37, 39-40, 42-45, 47-50	50
Associate Account Executive	3, 5-6, 9-17, 19, 21-22, 24-25, 28, 37, 39-40, 42-45, 47-50	15
Associate Account Executive	3, 5-6, 9-17, 19, 21-22, 24-25, 28, 37, 39-40, 42-45, 47-50	50
Content Coordinator / Proposal Writer	3, 5-6, 9-17, 21-22, 24-25, 28, 37, 39- 40, 42-45, 47, 49	16

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Graphic Designer - Sales Support	3, 5-6, 9-17, 21-22, 24-25, 28, 37, 39-40, 42-45, 47, 49	16
Production Coordinator	3, 5-6, 9, 11-15, 17, 21-22, 24-25, 28, 37, 39-40, 42-45, 47, 49-50	50
Regional Director Automotive Sales	3, 5-6, 9-15, 17, 21-22, 24-25, 28, 37, 39-40, 42-45, 47, 49-50	50
Digital Content Coordinator Washington DC Region	3, 5-6, 9-15, 17, 19, 21-22, 24-25, 28, 37, 39-40, 42-45, 47, 49	19
Account Executive	3, 5-6, 9-10, 12-17, 19, 21-26, 28, 37, 39-40, 42-49	19
Account Executive	3, 5-6, 9-10, 12-17, 19, 21-26, 28, 37, 39-40, 42-49	16
Director of Event Sales	3, 5-6, 9, 13-15, 17, 21-22, 24-25, 28, 37, 39-40, 42-45, 47, 49-50	50
Integrated Marketing Automotive Specialist	3, 5-6, 9, 11, 13-17, 19, 21-22, 24-25, 28, 37, 39-40, 42-45, 47, 49	19
Regional Senior VP Programming	3, 5-6, 9, 13-15, 17, 21-22, 24-25, 28, 37, 39-40, 42-45, 47, 49-50	50

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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
1	All Access 24955 Pacific Coast Highway, C303 Malibu, California 90265 n/a n/a Manual Posting	N	0
2	American University 4400 Mass Ave NW Washington, District of Columbia 20016 Email : jolmste@american.edu Jil Olmstead	N	0
3	Baltimore Vet Center 1777 Reisterstown Road Suite 199 Baltimore, Maryland 21208 Phone : 410-764-9400 Url : http://www.2.va.gov Fax : 1-410-764-7780 Paula Wolff	N	0
4	Black Broadcasters Alliance 711 West 40th St. Suite 330 Baltimore, Maryland 21211 Phone : (410) 662-4536 Url : www.thebba.org Email : e-mail@thebba.org Fax : (410) 662-0816 Director of Placement	N	0
5	Community of Hope 1717 Massachusetts Avenue NW Suite 805 Washington, District of Columbia 20036 Phone : 202-407-7750 Url : http://www.communityofhopedc.org/ Email : bsimpson@cohdc.org Brittany Simpson	Y	0
6	Connecticut School of Broadcasting 611 Route 46 West, Suite 102 Hasbrouck, New Jersey 7642 Phone : 201-288-7900 Url : http://www.gocsb.com Email : Efierstein@gocsb.com Fax : 1-201-288-7901 Micahel Ryan	Y	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	<p>Elkton Vet Center 103 Chesapeake Blvd Suite A Elkton, Maryland 21921 Phone : 410-392-4485 Url : http://www.va.gov Email : Wendalyn.brown@va.gov Fax : 1-410-392-6381 Wendy Brown</p>	N	0
8	<p>Emma L. Bowen Foundation for Minority Interests in Media 1299 Pennsylvania Ave 11th Floor Washington, District of Columbia 20004 Phone : (202) 637-4494 Url : www.emmabowenfoundation.com Email : phylis.eagle-oldson@corporate.ge.com Fax : (202) 637-4495 Phylis Eagle-Oldson</p>	N	0
9	<p>Forty Plus of Greater Washington 1718 P Street NW Washington DC, Washington 20036 Phone : 202-387-1582 Url : http://www.40plus-dc.org Email : jobpostings@40plusdc.org Fax : 1-202-387-7669 Career Services</p>	Y	0
10	<p>George Mason University 4400 university Drive – M/S 3 B6 Fairfax, Virginia Phone : 703-993-4021 Url : http://www.gmu.edu/ Email : jbarrice@gmu.edu Fax : 1-703-993-2361 James Barricelli</p>	N	0
11	<p>George Washington University Div. of HR/Foggy Bottom Campus 2033 K Street NW Suite 220 Washington DC, Washington 20052 Phone : 202-994-6495 Url : http://www.gwu.edu Email : ChrisRoy@Gw.edu Fax : 1-202-994-9680 Christine Roy</p>	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Hispanic Committee of Virginia 5827 Columbia Pike Suite 200 Falls Church, Virginia 22041 Phone : 703.671.5666 Url : http://www.hcva.org Email : sclavijo@hcva.org Fax : 1-703-671-2325 Stella Clavijo	N	0
13	Howard University 525 Bryant Street NW Suite 109 Washington DC, Washington 20059 Phone : 202-806-7513 Url : http://www.howard.edu Email : Huocreruit@gmail.com Fax : 1-202-462-4267 Ladi Sanu	N	0
14	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	2
15	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	4
16	Indeed.com - Not Directly Contacted by SEU	N	16
17	Inside Radio Texas Phone : 800-640-8852 Email : genemckay@insideradio.com Gene McKay	N	0
18	Internal Posting	N	2
19	Internal Transfer/Promotion	N	5

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	International Women's Foundation 1726 M St. NE Washington, District of Columbia 20036 Phone : 202-496-1992 Fax : 202-496-1977 Placement Director	N	0
21	Japanese American Citizens League 1850 M Street NW Suite 1100 Washington DC, Washington 20036 Phone : 202-223-1240 Url : http://www.jacl.org Email : policy@jacl.org Fax : 1-202-296-8082 Career Services	N	0
22	Jewish War Vets of the USA 1 Ivory Crest Court Baltimore, Maryland 21209 Phone : 410-653-5577 Url : http://www.jwv.org Email : Burtnick@erols.com Fax : 1-410-653-2334 Erwin Burtnick	N	0
23	Job Fair c/o Clear Channel 1801 Rockville Pike Rockville , Maryland 20852 Phone : 240-747-2700 Cristy Sorensen Manual Posting	N	0
24	Korean Community Service Center 7700 Little River Turnpike #406 Annandale, Virginia 22003 Phone : 703-354-6345 Url : http://www.kcsgw.org Email : lienhickey@gmail.com Fax : 1-703-354-6391 Lien Hickey	N	0
25	Lehigh University, Center for Journalism Coppee Hall 33 Coppee Dr. Bethlehem, Pennsylvania 18015 Phone : 610-758-6198 Email : rcf2@lehigh.edu Fax : 1-610-758-4454 Jack Lule	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
26	LinkedIn c/o Wilson HCG 400 N Ashley Drive #3000 Tampa, Florida 33602 Kristine Diamonti Manual Posting	N	5
27	LinkedIn / Word of Mouth	N	1
28	Montgomery College RA 108 51 Mannakee Rockville, Maryland 20850 Phone : 240-567-5062 Url : http://cms.montgomerycollege.edu Email : jeanie.hale@montgomerycollege.edu Jeanie Hale	N	0
29	NAACP 8 West 26th Street Careers Baltimore, Maryland 21218 Phone : 410-366-3300 Email : mba@mbaweb.org Fax : 1-410-366-3304 G.I. Johnson	N	0
30	National Association of Black Accountants 7249-A Hanover Parkway Greenbelt, Maryland 20770 Phone : (301) 474-6222 Fax : (301) 474-3114 EEO Officer	N	0
31	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : www.najb.org Email : sberry@nabj.org Fax : 1-301-314-1714 Scott Berry	N	0
32	National Association of Black Owned Broadcasters 1155 Connecticut Ave., NW, Suite 600 Washington, District of Columbia 20036 Phone : (202) 463-8970 Url : www.nabob.org Email : info@nabob.org Fax : (202) 429-0657 Director of Placement	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Email : nab@nab.org Fax : 1-202-429-5343 Career Services	N	0
34	National Association of Hispanic Journalists 1000 National Press Building 529 14th St., NW Washington, District of Columbia 20045 Phone : 202-662-7145 Email : jobbank@nahj.org Fax : 1-202-662-7144 Michelle Vignoli	N	0
35	National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : bsalkin@nljja.org Brian Salkin	N	0
36	National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Fax : 410-486-9255 Kweisi Mfume	N	0
37	Organization of Chinese American Women 4641 Montgomery Avenue Suite 208 Bethesda, Maryland 20814 Phone : 301-907-3898 Url : http://www.ocawwomen.org Email : Maryland@ocawwomen.org Fax : 1-301-907-3899 Christina Wong Poy	N	0
38	RAMP (Radio and Music Pros) Los Angeles, California Kevin Carter Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	Silver Spring Vet Center 10411 Motor City Dr. 5th Floor Bethesda, Maryland 20817 Phone : 240-395-1428 Email : Wayne.Miller3@va.gov Wayne Miller	N	0
40	Southeast Asian Resource Action Center 1628 16th Street NW 3rd Floor Washington DC, Washington 20009 Phone : 202-667-4690 Url : http://www.searac.org Email : searac@searac.org Fax : 1-202-667-6449 Fam Sawchao	N	0
41	The Association for Women in Communications, Inc. 780 Ritchie Highway Suite 28-S Severna Park, Maryland 21146 Phone : 410-544-7442 Fax : 1-410-544-4640 Office Manager Office Manger	N	0
42	Towson University Career Center 7800 York Road Suite 206 Towson, Maryland 21252 Phone : 410-704-2233 Url : http://www.towson.edu/careercenter Email : careercenter@towson.edu Fax : 1-410-704-4359 Corey Dunning	N	0
43	United Black Fund 2500 Martin Luther King Jr. Avenue SE Washington DC, Washington 20020 Url : http://www.ubfinc.org Email : UnitedBlackFund@ubfinc.org Career Services	Y	0
44	United Planning Organization 301 Rhoda Island Avenue NW Washington DC, Washington 20001 Phone : 202-238-4600 Url : http://www.upo.org Email : info@upo.org Regina Parker	N	0

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45	University of District of Columbia 4200 Connecticut Ave NW Washington DC, Washington 20008 Phone : 202-274-5800 Url : http://www.udc.edu Email : ljwilliams@udc.edu Lydia Williams	N	0
46	Unknown (source not adequately identified upon inquiry by SEU)	N	5
47	Wider Opportunities for Women 1001 Connecticut Ave NW S-930 Washington DC, Washington 20036 Phone : 202-464-1596 Url : http://www.wowonline.org Email : vstaples@wowonline.org Fax : 1-202-464-1660 Vivian Staples	N	0
48	Wilson HCG 400 N Ashley Drive #3000 Tampa, Florida 33602 Phone : 813-600-4303 Kristine Diamonti Manual Posting	N	6
49	Women Empowered Against Violence 1422 K Street NW Washington DC, Washington 20005 Phone : 202-452-9550 Url : http://www.weaveincorp.com Email : weavedcinfo@gmail.com Fax : 1-202-452-8255 Liz Harens	N	0
50	Word of Mouth Referral	N	22
TOTAL INTERVIEWS OVER REPORTING PERIOD:			68

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/15/2016	Participation in events or programs sponsored by educational institutions	Our SEU participated in Howard University's two-day Media Sales Institute at Howard University in Washington DC on June 15 and 16, 2016. This event gave students knowledge about how to get jobs in the media industry.	4	Sales Manager Sales Manager Sales Manager Sales Manager
2	7/1/2016	Participation in events sponsored by community groups	Our SEU gave City of Gaithersburg Sound camp attendees, aprox. 15 middle-school age students a tour of our facilities and learned about careers in broadcasting and media sales.	2	National Promo Coordinator Assistant PD & On Air Host - HOT995
3	7/15/2016	Participation in events sponsored by community groups	Our SEU gave a tour of our facilities to a group from Gen Z Events so that they could learn about the possibilities of getting into a broadcasting and media career.	2	Sales Coordinator Executive Assistant
4	7/15/2016	Participation in events sponsored by community groups	Our SEU gave another City of Gaithersburg Sound camp attendees, aprox. 15 middle-school age students a tour of our facilities and learned about careers in broadcasting and media sales.	2	Sales Coordinator National Promotions
5	10/19/2016	Participation in events or programs sponsored by educational institutions	Our SEU gave a tour of the studios and facilities to 22 Communications students from Montgomery College in Rockville MD. On-air hosts from 4 of our stations gave tours of the studios and spoke to the students about careers in radio.	5	Promotions Coordinator On-Air Host On-Air Host On-Air Host
6	10/21/2016	Participation in events or programs sponsored by educational institutions	National Association of Broadcasters Educational Foundation - Our SEU James Robinson will serve on a task force developing the curriculum guide for the NABEF's Media Sales Institute - a diversity initiative to prepare recent graduates seeking entry-level positions in media sales.	1	Sales Manager
7	11/1/2016	Establishment of a mentoring program	Our SEU established a mentoring program for Account Executives. Our senior Account Executive mentors assist the mentees (Associate Account Executives) with professional development and skills, including help with sales calls and procedural matters, as well as help with sales events and career guidance. 10 employees participated in the mentoring program.	10	AE AE AE AE

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8	11/17/2016	Participation in events or programs sponsored by educational institutions	Our SEU gave a tour to 8th grade students from The Sheridan School. The tour was led by Promotions staff and included tours of the Sales Department, WWDC, WBIG, WIHT and WMZQ studios, and the Southwest SoundStage. The students were also on-air on WMZQ and WIHT.	3	Promotions Staff WMZQ On Air Personality WIHT On Air Personality and Assistant Program Director
9	12/13/2016	Participation in Job Fairs	The SEU participated in the Washington DC Career Fair at the Double Tree Crystal City in Arlington VA and talked to many young adults about career opportunities in the broadcast media industry.	1	Sales Manager
10	3/2/2017	Participation in events or programs sponsored by educational institutions	Our SEU spoke to students at the MarketingEDGE career forum about careers in radio marketing.	2	Account Executive Associate Account Executive
11	3/9/2017	Participation in Job Fairs	Our SEU participated in the Diversity Job Fair in Arlington, Virginia and talked to many young adults about career opportunities in the broadcast media industry.	1	Sales Manager
12	3/24/2017	Participation in events or programs sponsored by educational institutions	Our SEU gave a tour of the studios and facilities to 7 14-year-old girls and 3 adults from a Girl Scouts Troop. On-air host from 1 of our stations gave tours of the studios and spoke to the students about careers in radio.	3	National Promotions Coordinator WMZQ Midday Host Promotions Coordinator