

WCAO, WPOC, WQSR, WZFT
EEO PUBLIC FILE REPORT
June 1, 2017 - May 31, 2018

I. VACANCY LIST

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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-5, 7, 9-10, 12-16, 18-21, 23-37, 40	15
Account Executive	1-5, 7, 9-10, 12-16, 18-21, 23-37, 40	18
Account Executive	1-5, 7, 9-10, 12-16, 18-21, 23-37, 40	40
Sale Support Staff	1-5, 7, 9-14, 16, 19-21, 23-32, 34-38	38
Sales Coordinator	1-5, 7, 9-14, 16, 18-21, 23-37	18
Promotions Director Baltimore	1-5, 7, 9-14, 16-17, 19-21, 23-37	17
Graphic Designer - Sales Support	1-5, 7, 9-14, 16, 19-21, 23-37	14
On-Air Talent	1-7, 9-14, 16-21, 23-37, 40	18
Senior Vice President Of Programming	1, 4-5, 7, 9-14, 16, 18-21, 23-37, 39	18
Vice President, Agency Partnerships	1, 4-5, 7, 9-14, 16, 19-21, 23-37, 39-40	40
Account Executive	1, 5, 7, 9-10, 12-14, 16, 19-21, 23-37, 39-41	40
Account Executive	1, 5, 7, 9-10, 12-14, 16, 19-21, 23-37, 39-41	14
Sales Coordinator	1, 3-5, 7, 9-14, 16, 19-21, 23-37, 39, 41	14
Account Executive	1, 3-5, 7, 9-10, 12-16, 19-37, 39-41	15
Account Executive	1, 3-5, 7, 9-10, 12-16, 19-37, 39-41	40
Assistant Engineer	1, 3-5, 7, 9-14, 16, 19-21, 23-37, 39-41	40
Promotions Coordinator/Receptionist	1-5, 7-14, 16-17, 19-21, 23-37, 39, 41	17
Account Executive	1-5, 8-14, 16, 19-37, 39, 41	22
Account Executive	1-5, 8-14, 16, 19-37, 39, 41	22

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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	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
2	Community College of Baltimore 800 South Rolling Road Baltimore, Maryland 21228 Phone : 443-840-4435 Email : sholliday@ccbcmd.edu Sarah Holiday	N	0
3	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
4	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
5	Coppin State University 2500 W. North Avenue Baltimore, Maryland 21216 Phone : 410.951.3919 Email : CareerServices@coppin.edu Fax : 1-410-951-3920 Linda Beowie	N	0
6	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	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
7	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	Y	0
8	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	N	0
9	Georgetown University 37th and O Street NW Washington DC, Washington 20057 Phone : 202-687-3578 Url : http://www.georgetown.edu Email : acp78@georgetown.edu Allynn Powell	N	0
10	Goucher College 1021 Dulaney Valley Road Baltimore, Maryland 21204 Phone : 410-337-6224 Email : career@goucher.edu n/a n/a	N	0
11	Hispanic Committee of Virginia 5827 Columbia Pike Suite 200 Falls Church, Virginia 22041 Phone : 703-671-5666 ext 32 Url : http://www.hcva.org Fax : 1-703-671-2325 Stella Clavijo	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	Howard University 525 Bryant Street NW Suite 109 Washington DC, Washington 20059 Phone : 202-806-7513 Url : http://www.howard.edu Email : Huocreuit@gmail.com Fax : 1-202-462-4267 Ladi Sanu	N	0
13	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	0
14	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	5
15	Indeed.com - Not Directly Contacted by SEU	N	5
16	Inside Radio P.O. Box 567925 Atlanta, Georgia 31156 Phone : (800) 248-4242 x708 Email : kevin@insideradio.com Fax : 1-877-270-3998 Kevin Owens	N	0
17	Internal Candidate	N	4
18	Internet Ad-not directly contacted by SEU	N	5
19	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

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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	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
21	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
22	LinkedIn / Word of Mouth	N	3
23	Loyola University Maryland 4501 N. Charles Street Baltimore, Maryland 21210 Phone : 410-617-2000 Email : mdemanss@loyola.edu Fax : 1-410-617-5125 na na	N	0
24	McDaniel College 2 College Hill Westminister, Maryland 21157 Phone : 410- 871-3305 Url : http://www.mcdaniel.edu/undergraduate/the-mcdaniel Email : CEO@mcdaniel.edu na na	N	0
25	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

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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	Morgan State University 1700 East Cold Spring Lane Baltimore, Maryland 21251 Phone : 443-885-3333 x3110 Email : careers@morgan.edu Fax : 1-443-885-8267 Earlene Goodson	N	0
27	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Email : nmann@nab.org Fax : 1-202-429-5343 Career Services	N	0
28	Notre Dame of Maryland University 4701 North Charles Street Baltimore, Maryland 21210 Phone : 410-532-5387 Url : http://www.ndm.edu/offices-and-services/career-cen Email : career@ndm.edu Tia Lewis	N	0
29	Omega Studios' School of Applied Recording Arts & Sciences 5609 Fishers Lane Rockville, Maryland 20852 Phone : 301-230-9100 Url : www.omegastudios.com Email : robert@omegastudios.com Robert Adams	Y	0
30	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

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31	Salisbury University 1101 Camden Avenue Salisbury, Maryland 21801 Phone : 410-543-6000 Email : swcareer4@salisbury.edu Fax : 1-410-546-6910 Daquan Mincy	N	0
32	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
33	Stevenson University 1525 Greenspring Valley Road Stevenson, Maryland 21153 Phone : 443-352-4477 Email : careerservices@stevenson.edu Fax : 1-443-352-4475 n/a na	N	0
34	Towson University Career Center 7800 York Road Suite 206 Towson, Maryland 21252 Phone : 410-704-3459 Url : http://www.towson.edu/careercenter Email : careercenter@towson.edu Fax : 1-410-704-3459 Corey Dunning	N	0
35	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
36	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

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37	University of Maryland Baltimore County 1000 Hilltop Circle Baltimore, Maryland 21250 Phone : 410-455-3906 Email : jallen@umbc.edu Fax : 1-410-455-1075 Joan Allen	N	0
38	Unknown (source not adequately identified upon inquiry by SEU)	N	1
39	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
40	Word of Mouth Referral	N	13
41	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			36

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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	11/2/2017	Participation in events or programs sponsored by educational institutions	Towson University student group visit the SEU for an in-depth tour and learned about different careers in different areas in radio, including programming, promotions and sales.	5	Promotions Director Promo Assistant Promo Assistant Program Director
2	11/27/2017	Participation in events or programs sponsored by educational institutions	Our SEU, Cliff Chiet was a guest speaker at Towson University and spoke to students about radio marketing and the benefits of getting into radio.	1	Account Executive
3	1/25/2018	Participation in events or programs sponsored by educational institutions	Our SEU attended a class at the Robert H. Smith School of Business at the University of Maryland and spoke to students about radio marketing and how to be successful.	1	VP of Sales
4	1/26/2018	Participation in events or programs sponsored by educational institutions	Our SEU spoke to middle school students at St. Joseph School at a Lunch and Learn about careers in broadcasting and answered any questions from the students.	1	On Air Personality
5	2/12/2018	Participation in events or programs sponsored by educational institutions	Our SEU attended a class at the Robert H. Smith School of Business at the University of Maryland - Shady Grove Campus and spoke to students about radio marketing and how to be successful.	1	VP of Sales
6	3/27/2018	Participation in events or programs sponsored by educational institutions	Our SEU, Leslie Weis, Promotions Director, spoke at her alma mater Maryvale Preparatory School in Lutherville Maryland. She spoke about her current job and career path to students.	1	Promotions Director
7	5/4/2018	Participation in events or programs sponsored by educational institutions	10 students from Loyola University of Maryland visited our SEU for an in depth tour of our studios and learned about different careers in the various departments. This includes programming, promotions, engineering and sales.	4	Promotions Director Promotions Assistant Tech Support Creative Production Designer
8	5/11/2018	Participation in events or programs sponsored by educational institutions	Our SEU, Liz Davis, spoke to a group of 700 students at Pikesville Middle School about the benefits and opportunities that are available in radio. She also answered questions that were asked by the students.	1	Account Executive