

WASH, WBIG-FM, WIHT, WMZQ-FM, WWDC
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

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
On Air (Nights) & Music Director	2-4, 7, 10-13, 15, 17-21, 24, 26, 28-33, 35-38	17
Associate Account Executive	2-4, 7, 9-13, 15, 18-21, 24, 26, 28-33, 35-38	37
Account Executive	2-4, 8-13, 15, 18-21, 24, 26, 28-33, 35- 38	37
Account Executive	2-4, 8-13, 15, 18-21, 24, 26, 28-33, 35- 38	37
Vice President of Digital Strategy	2-4, 8-13, 15, 18-21, 23-24, 26, 28-33, 35-36, 38	23
Digital - Program Director - DC/Baltimore Region	2-4, 7, 9-16, 18-21, 24, 26, 28-38	37
SVP Sales	6	6
Account Executive	3-4, 7, 9-13, 15, 18-21, 24-26, 28-33, 35-38	37
Account Executive	3-4, 7, 9-13, 15, 18-21, 24-26, 28-33, 35-38	37
Regional Marketing Director - DC/Baltimore	1-4, 7, 9-13, 15, 18-21, 24, 26-33, 35- 36, 38	13
Digital Sales Specialist	2-5, 7-10, 12-13, 15, 18-21, 24, 26, 28- 33, 35-38	37
Digital Sales Specialist	2-5, 7-10, 12-13, 15, 18-21, 24, 26, 28- 33, 35-38	37
Digital Sales Planner	2-5, 7-10, 12-13, 15, 18-21, 24, 26, 28- 33, 35-38	37
VP, Integrated Sales Manager	2-4, 7-10, 12-13, 15, 18-21, 24, 26, 28- 33, 35-36, 38	13
On-Air Talent	2-4, 7-9, 12-13, 15, 17-21, 24, 26, 28- 33, 35-38	37
On-Air Talent	2-4, 7-9, 12-13, 15, 17-21, 24, 26, 28- 33, 35-38	17
Show Producer	2-4, 7-10, 12-13, 15, 17-21, 24, 26, 28- 33, 35-38	37
Show Producer	2-4, 7-10, 12-13, 15, 17-21, 24, 26, 28- 33, 35-38	17
Web Content Manager	2-4, 7-10, 12-13, 15, 17-21, 24, 26, 28- 33, 35-36, 38	17
National Sales Promotion Coordinator	2-4, 7, 9-10, 12-13, 15, 17-21, 24, 26, 28-33, 35-36, 38	17
Director of Automotive Partnerships	2-4, 7-10, 12-13, 15, 17-21, 24, 26, 28- 33, 36-38	17

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Promotions Director	2-4, 7-10, 12-15, 18-21, 24, 26, 28-33, 35-36, 38	14
Digital Content Coordinator	2-4, 7-10, 12-13, 15, 17-21, 24, 26, 28- 33, 35-36, 38	17
Program Director - WBIG/WWDC	1-4, 7-10, 12-13, 15, 17-21, 24, 26-33, 35-36, 38	17
Outside Account Executive	2-4, 7-10, 12-13, 15, 18-26, 28-33, 35- 38	37
Outside Account Executive	2-4, 7-10, 12-13, 15, 18-26, 28-33, 35- 38	23
Associate Account Executive	2-4, 7-10, 12-13, 15, 18-21, 24, 26, 28- 33, 35-38	37
Graphic Designer/Sales Support	2-4, 7, 9-10, 12-15, 18-21, 24, 26, 28- 33, 35-36, 38	14
Vice President, Integrated Sales Manager	2-4, 7-10, 12-13, 15, 18-21, 24, 26, 28- 33, 35-38	37

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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	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
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	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
6	Exigent Circumstances	N	1

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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	N	0
8	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	N	0
9	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
10	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
11	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

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12	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
13	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	3
14	Indeed.com - Not Directly Contacted by SEU	N	3
15	Inside Radio Texas Phone : 800-640-8852 Email : genemckay@insideradio.com Gene McKay	N	0
16	Internal Posting	N	1
17	Internal Transfer/Promotion	N	8
18	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
19	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

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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	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
21	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
22	LinkedIn c/o Wilson HCG 400 N Ashley Drive #3000 Tampa, Florida 33602 Kristine Diamonti Manual Posting	N	0
23	LinkedIn / Word of Mouth	N	2
24	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
25	On Air Announcements (One or More SEU Stations) 1801 Rockville Pike 5th floor Rockville, Maryland 20852 Phone : 240-747-2706 Alice Pollock Manual Posting	N	0
26	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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27	RAMP (Radio and Music Pros) Los Angeles, California Kevin Carter Manual Posting	N	0
28	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
29	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
30	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
31	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
32	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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33	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
34	Unknown (source not adequately identified upon inquiry by SEU)	N	1
35	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
36	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
37	Word of Mouth Referral	N	19
38	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:			38

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/27/2018	Participation in events sponsored by community groups	Our SEU hosted a group of middle school and high school students from the Gaithersburg Youth Center. The group was given a tour of the studios and learned about careers in radio sales, promotions, programming and finance departments.	4	Street Team Lead VP of Programming On-Air Talen Promotions Director
2	7/18/2018	Participation in events or programs sponsored by educational institutions	A weekend DJ spoke at George Mason's 2018 journalism and media conference, held for 600 rising high school seniors and juniors from across the country.	1	OnAir Host
3	8/7/2018	Participation in events sponsored by community groups	Our SEU hosted a group of high school students from the Regratifying foundation, a new non-profit in NoVA for teenagers in foster care. The group was given a tour of the studios and learned about careers in radio sales, promotions, programming and finance departments.	2	Promotions Director Promotions Staff
4	2/6/2019	Participation in events sponsored by community groups	Our SEU hosted a group of young adults from Social Graces, a life coaching company that assists in finding employment. The group was given a tour of the studios and learned about careers in radio sales, promotions, programming and finance departments.	4	Finance Specialist Engineer Promotions Director Producer
5	3/22/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted a group of students from Virginia State University who are interested in radio & communications. The group was given a tour of the studios and learned about careers in radio sales, promotions, programming and finance departments.	4	Traffic Manager Promotion Event Specialist Promotion Assistant Marketing Director
6	4/2/2019	Participation in events or programs sponsored by educational institutions	Our SEU hosted a group of middle school students from the Maya Angelou Academy who are interested in radio. The group was given a tour of the studios and learned about careers in radio sales, promotions, programming and finance departments.	4	Producer Marketing Director Promotions Director Promotion Events Specialist
7	4/5/2019	Participation in events or programs sponsored by educational institutions	Our SEU took a group of students from Frostburg State University's marketing club on a tour of our studios and soundstage learned about careers in radio sales, promotions, programming and finance departments.	4	On Air Talent Promotions Event Specialist Finance Specialist Campaign Specialist

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8	4/17/2019	Participation in Job Fairs	Our SEU participated in the Senior Job Fair at Howard University to showcase the careers that we offer in broadcasting, sales, and marketing. Station participants included our VP of Sales, who spoke to students interest in careers in broadcasting and set up interviews with graduating students.	1	Vice President of Sales
9	4/18/2019	Participation in events sponsored by community groups	Our SEU took a group of 11 - 6th graders from Girl Scout Troop 2925 in Potomac, MD on a tour of our studios to learn more about radio in order for them to receive their media patch.	3	Promotions Assistant Finance Specialist Producer