

WASH, WBIG(FM), WITH, WMZQ-FM, WWDC
EEO PUBLIC FILE REPORT
June 1, 2022 - May 31, 2023

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
Promotions Coordinator	1, 3-7, 9-10, 12-15, 17, 19, 21-24, 26, 28-29, 31-37, 39-40	37
Audio Creative Production Designer	1, 3-10, 12-15, 17, 21, 23-24, 26, 28, 31 -32, 34-37, 39-40	8
Promotions Coordinator	1, 3-7, 9-10, 12-15, 17, 20-24, 26, 28, 31-36, 39-40	20
Digital Content Manager	1, 3-7, 9-10, 12-18, 21-28, 31-37, 39-40	37
Account Executive - Sports	1-7, 9-17, 21-26, 28, 30-40	38
Account Executive - Sports	1-7, 9-17, 21-26, 28, 30-40	30

WASH, WBIG(FM), WITH, WMZQ-FM, WWDC

EEO PUBLIC FILE REPORT

June 1, 2022 - May 31, 2023

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 Email : jdenver@allaccess.com n/a n/a	N	0
2	Bowie State University 14000 Jericho Park Road Bowie, Maryland 20715 Phone : 301-860-4000 Url : http://www.bowiestate.edu Dale Oneil Manual Posting	N	0
3	Columbia School of Broadcasting 3947 University Drive Fairfax, Virginia 22030 Phone : 301-377-2099 Url : http://www.columbiaschoolbroadcas.com Email : cujcareers@columbia.edu William Butler	N	0
4	Community of Hope 1717 Massachusetts Avenue NW Suite 805 Washington, District of Columbia 20036 Phone : 202-407-7750 Url : http://www.communityofhopedc.org/ Email : hr@cohdc.org Brittany Simpson	Y	0
5	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
6	Coppin State University 2500 W. North Avenue Baltimore, Maryland 21216 Phone : 410-951-3000 Url : http://www.coppin.edu Email : CareerServices@coppin.edu Fax : 1-410-951-3920 Linda Beowie	N	0

WASH, WBIG(FM), WITH, WMZQ-FM, WWDC

EEO PUBLIC FILE REPORT

June 1, 2022 - May 31, 2023

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
7	Elkton Vet Center 103 Chesapeake Blvd Suite A Elkton, Maryland 21921 Phone : 410-392-4485 Url : http://www.va.gov Email : mary.herrick2@va.gov Fax : 1-410-392-6381 Wendy Brown	N	0
8	Employee Referral	N	1
9	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
10	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
11	Georgetown University 37th and O Street NW Washington DC, Washington 20057 Phone : 202-687-3578 Url : http://www.georgetown.edu Allynn Powell Manual Posting	N	0
12	Greater Washington Workforce Development Collaborative 1201 15th Street NW Suite 420 Washington , District of Columbia 20005 Email : dleary@thecommunityfoundation.org Greater Washington Workforce Development	N	0

WASH, WBIG(FM), WITH, WMZQ-FM, WWDC

EEO PUBLIC FILE REPORT

June 1, 2022 - May 31, 2023

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
13	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
14	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
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	0
16	Indeed.com - Not directly contacted by SEU	N	2
17	Inside Radio , Texas Phone : 800-640-8852 Email : genemckay@insideradio.com Gene McKay	N	0
18	Internal Candidate	N	1
19	Internal Posting	N	1
20	Internal Transfer/Promotion	N	1
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

**WASH, WBIG(FM), WITH, WMZQ-FM, WWDC
EEO PUBLIC FILE REPORT**

June 1, 2022 - May 31, 2023

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
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	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
24	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
25	LinkedIn - Not directly contacted by SEU	N	9
26	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/Career Services Manual Posting	N	1
27	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California N/a N/a Manual Posting	N	0

**WASH, WBIG(FM), WITH, WMZQ-FM, WWDC
EEO PUBLIC FILE REPORT**

June 1, 2022 - May 31, 2023

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
28	Montgomery College RA 108 51 Mannakee Rockville, Maryland 20850 Phone : 240-567-5062 Url : http://cms.montgomerycollege.edu Email : beth.reilly@montgomerycollege.edu Career Services	N	0
29	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
30	Re-hire	N	1
31	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
32	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
33	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

**WASH, WBIG(FM), WITH, WMZQ-FM, WWDC
EEO PUBLIC FILE REPORT**

June 1, 2022 - May 31, 2023

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
34	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
35	University of District of Columbia 4200 Connecticut Ave NW Washington DC, Washington 20008 Phone : 202-274-5800 Url : http://www.udc.edu Email : doneviere.battle@udc.edu Lydia Williams	N	0
36	University of Maryland Career Center 3100 Hornbake Library College Park, Maryland 20742 Phone : 301.405.2780 Url : www.Careers.umd.edu Email : eely@umd.edu Adrienne Bradford	N	0
37	Unknown (source not adequately identified upon inquiry by SEU)	N	6
38	Unknown Referral Source	N	1
39	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
40	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			24

WASH, WBIG(FM), WITH, WMZQ-FM, WWDC

EEO PUBLIC FILE REPORT

June 1, 2022 - May 31, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	7/21/2022	Establishment of an intern program designed to assist members of the community	Our SEU participated in the US Chamber of Commerce's "Music and Media Roundtable" virtual event with nine student interns from various HBCU as part of the Chamber's NextGen Scholars Program, which exposes students to different industries to learn from experts in the field.	1	Vice President of Sales
2	11/4/2022	Establishment of an intern program designed to assist members of the community	A representative from our SEU spoke at the National Association of Broadcasters' Media Sales Leadership program at the NAB headquarters in Washington DC. There were approximately 100 participants.	1	Regional Senior Vice President of Sales
3	1/1/2023	Participation in other activities designed by the station employment unit	Our Regional Senior Vice President of Sales has a weekly 1:1 mentoring meeting with a student from the NAB Media Sales Academy. These hybrid meetings will take place for at least 6 months and cover all aspects of media sales, including how to put proposals together and interact with clients.	1	Regional Senior Vice President of Sales
4	1/10/2023	Establishment of an intern program designed to assist members of the community	Tour for College Students from Community College of Baltimore County in Baltimore County, MD. Approximately 15-20 students and instructors were given a tour of the studios and many staff members talk to them about the numerous career opportunities in broadcasting (promotions, sales, programming). There was a Q-and-A session after the presentation.	9	various positions
5	2/22/2023	Participation in Job Fairs	Participation in the University of Maryland sports and entertainment job fair held on February 22, 2023 at the Xfinity Center at the University of Maryland in College Park, MD. This job fair was open to candidates looking for sports related careers with our Washington Commanders radio network and sports talk radio station	1	Vice President of Sports Partnerships

WASH, WBIG(FM), WITH, WMZQ-FM, WWDC

EEO PUBLIC FILE REPORT

June 1, 2022 - May 31, 2023

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
6	4/12/2023	Participation in Job Fairs	A representative from our SEU attended the Loudoun County Public School's Career & Apprenticeship Fair on April 12, 2023 in Leesburg, VA. Over 600 students from grades 8 to 12, and family members attended the event to learn about careers, the industry, and different pathways within the industry.	1	VP of Sportsw Partnerships
7	5/3/2023	Provision of training to management	In May, 2023, our SEU's Program Director took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	Program director