

**WASH, WBIG(FM), WITH, WMZQ-FM, WWDC**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2023 - May 31, 2024**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Digital Account Executive	1-8, 10-11, 13-20, 22-28, 30, 32, 34-35	17
WBIG Washington - Morning Drive Host	1, 3-8, 10, 13-16, 19-20, 22-23, 25, 27- 28, 30, 32-35	8
Outside Account Executive	2-7, 9-16, 19-23, 25, 27-32, 34-35	25

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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 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 : <a href="http://www.bowiestate.edu">http://www.bowiestate.edu</a> Dale Oneil Manual Posting	N	0
3	Columbia School of Broadcasting 3947 University Drive Fairfax, Virginia 22030 Phone : 301-377-2099 Url : <a href="http://www.columbiaschoolbroadcas.com">http://www.columbiaschoolbroadcas.com</a> Email : <a href="mailto:cujcareers@columbia.edu">cujcareers@columbia.edu</a> William Butler	N	0
4	Community of Hope 1717 Massachusetts Avenue NW Suite 805 Washington, District of Columbia 20036 Phone : 202-407-7750 Url : <a href="http://www.communityofhopedc.org/">http://www.communityofhopedc.org/</a> Email : <a href="mailto:hr@cohdc.org">hr@cohdc.org</a> Brittany Simpson	Y	0
5	Coppin State University 2500 W. North Avenue Baltimore, Maryland 21216 Phone : 410-951-3000 Url : <a href="http://www.coppin.edu">http://www.coppin.edu</a> Linda Beowie Manual Posting	N	0
6	CSB Media Arts Center 6 Executive Drive Suite 109 Farmington, Connecticut 06032 Phone : 860-677-7577 Url : <a href="http://www.gocsb.com">http://www.gocsb.com</a> Email : <a href="mailto:info@gocsb.com">info@gocsb.com</a> Fax : 1-201-288-7901 Jim Robinson	Y	0

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7	Elkton Vet Center 103 Chesapeake Blvd Suite A Elkton, Maryland 21921 Phone : 410-392-4485 Url : <a href="http://www.va.gov">http://www.va.gov</a> Email : <a href="mailto:mary.herrick2@va.gov">mary.herrick2@va.gov</a> Fax : 1-410-392-6381 Wendy Brown	N	0
8	Employee Referral	N	2
9	George Mason University 4400 university Drive – M/S 3 B6 Fairfax, Virginia Phone : 703-993-4021 Url : <a href="http://www.gmu.edu/">http://www.gmu.edu/</a> James Barricelli Manual Posting	N	0
10	George Washington University 2033 K Street NW Suite 220 Washington DC, Washington 20052 Phone : 202-994-6495 Url : <a href="http://www.gwu.edu">http://www.gwu.edu</a> Christine Roy Manual Posting	N	0
11	Georgetown University 37th and O Street NW Washington DC, Washington 20057 Phone : 202-687-3578 Url : <a href="http://www.georgetown.edu">http://www.georgetown.edu</a> Allynn Powell Manual Posting	N	0
12	Greater Baltimore Urban League 512 Orchard Street Baltimore, Maryland 21211 Phone : 410-523-8150 ext 240 Url : <a href="http://www.blu.org">http://www.blu.org</a> Email : <a href="mailto:contact@gbul.org">contact@gbul.org</a> Fax : 1-410-523-4022 Desire Robinson	N	0

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13	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
14	Hispanic Committee of Virginia 5827 Columbia Pike Suite 200 Falls Church, Virginia 22041 Phone : 703.671.5666 Url : <a href="http://www.hcva.org">http://www.hcva.org</a> Email : sclavijo@hcva.org Fax : 1-703-671-2325 Stella Clavijo	N	0
15	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0
16	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0
17	iHM Human Capital Acquisition	N	1
18	Indeed.com - Not directly contacted by SEU	N	1
19	Inside Radio , Texas Phone : 800-640-8852 Email : genemckay@insideradio.com Gene McKay	N	0

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20	Japanese American Citizens League 1850 M Street NW Suite 1100 Washington DC, Washington 20036 Phone : 202-223-1240 Url : <a href="http://www.jacl.org">http://www.jacl.org</a> Email : <a href="mailto:policy@jacl.org">policy@jacl.org</a> Fax : 1-202-296-8082 Career Services	N	0
21	Jewish War Vets of the USA 1 Ivory Crest Court Baltimore, Maryland 21209 Phone : 410-653-5577 Url : <a href="http://www.jwv.org">http://www.jwv.org</a> Email : <a href="mailto:Burtnick@erols.com">Burtnick@erols.com</a> Fax : 1-410-653-2334 Erwin Burtnick	N	0
22	Korean Community Service Center 7700 Little River Turnpike #406 Annandale, Virginia 22003 Phone : 703-354-6345 Url : <a href="http://www.kcsgw.org">http://www.kcsgw.org</a> Email : <a href="mailto:lienhickey@gmail.com">lienhickey@gmail.com</a> Fax : 1-703-354-6391 Lien Hickey	N	0
23	Lehigh University, Center for Journalism Coppee Hall 33 Coppee Dr. Bethlehem, Pennsylvania 18015 Phone : 610-758-6198 Jack Lule Manual Posting	N	0
24	LinkedIn - Not directly contacted by SEU	N	2
25	LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : <a href="https://www.linkedin.com/company/linkedin/">https://www.linkedin.com/company/linkedin/</a> Career Services Manual Posting	N	4

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26	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
27	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
28	Towson University 7800 York Road Suite 206 Towson, Maryland 21252 Phone : 410-704-2233 Url : <a href="http://www.towson.edu/careercenter">http://www.towson.edu/careercenter</a> Corey Dunning Manual Posting	N	0
29	United Black Fund 2500 Martin Luther King Jr. Avenue SE Washington DC, Washington 20020 Url : <a href="http://www.ubfinc.org">http://www.ubfinc.org</a> Email : <a href="mailto:UnitedBlackFund@ubfinc.org">UnitedBlackFund@ubfinc.org</a> Career Services	Y	0
30	United Planning Organization 301 Rhoda Island Avenue NW Washington DC, Washington 20001 Phone : 202-238-4600 Url : <a href="http://www.upo.org">http://www.upo.org</a> Email : <a href="mailto:info@upo.org">info@upo.org</a> Regina Parker	N	0
31	University of District of Columbia 4200 Connecticut Ave NW Washington DC, Washington 20008 Phone : 202-274-5800 Url : <a href="http://www.udc.edu">http://www.udc.edu</a> Lydia Williams Manual Posting	N	0

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32	University of Maryland - College Park 3100 Hornbake Library College Park, Maryland 20742 Phone : 301.405.2780 Url : <a href="http://www.Careers.umd.edu">www.Careers.umd.edu</a> Adrienne Bradford Manual Posting	N	0
33	Unknown (source not adequately identified upon inquiry by SEU)	N	1
34	Women Empowered Against Violence 1422 K Street NW Washington DC, Washington 20005 Phone : 202-452-9550 Url : <a href="http://www.weaveincorp.com">http://www.weaveincorp.com</a> Email : <a href="mailto:weavedcinfo@gmail.com">weavedcinfo@gmail.com</a> Fax : 1-202-452-8255 Liz Harens	N	0
35	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 550 W. Jackson Blvd Suite 200 Chicago, Illinois 60661 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>11</b>

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### III. RECRUITMENT INITIATIVES

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	6/27/2023	Sponsorship of events in the community designed to increase public awareness	Boy Scout Tour – Seven boys from a troop in Brandywine MD – ages 12 to 16 - who are in the process of earning their Media badge toured our studios and met with Promotions and Programming staff to learn about radio careers. They also toured our performance studio, had a Q&A session with our staff and had a lesson in the sound booth.  ?	1	VP of Sales
2	10/27/2023	Participation in events or programs sponsored by educational institutions	Our SEU hosted a station tour for College Students from Virginia State University in Petersburg, Virginia. Approximately 25 students and staff were given a tour of the studios and many staff members spoke to them about the numerous career opportunities in broadcasting (promotions, sales, and programming). There was a Q-and-A session after the tour and a presentation.	4	Program Director Sales Executive On-Air Talent Digital Sales
3	11/4/2023	Participation in events sponsored by organizations representing the community	On November 4, 2023, our SEU's VP of Sales participated in the Black Effect Thrill of Possibilities Nissan Summit where 50 HBCU students (Sophomores to Seniors) were invited to attend a 2-day event of panel discussions and networking.  Our SEU was part of the Branding + LinkedIn Best Practices session and spoke to the students about careers after they graduated or pending graduation. She also had a recruiting opportunity where we were able to connect with the students and collect resumes.	1	VP of Sales



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4	2/15/2024	Participation in events or programs sponsored by educational institutions	Our SEU hosted the students from Montgomery College in Rockville, Maryland. Approximately 25 students and their instructor were given a tour of the studios and various staff members spoke to them about the numerous career opportunities in broadcasting (promotions, sales, and programming). There was a Q-and-A session after the tour and a presentation. ?	4	Promotions Director Sales Account Executive On-Air Talent & Music Director Sales Account Executive
5	2/23/2024	Participation in Job Fairs	Our SEU participated in the University of Maryland – College Park Spring Career & Internship Fair Spring 2024. Our representative spoke to prospective employees looking for careers in radio, particularly sales and promotions.	1	Regional Marketing Director
6	2/27/2024	Participation in events sponsored by organizations representing the community	Our SEU did a station tour for CDMA Business Model Academy. A group of students and their instructor were given a tour of the studios and various staff members spoke to them about the numerous career opportunities in broadcasting (promotions, sales, and programming). There was a Q-and-A session after the tour and a presentation.	4	Promotions Director Program Director Creative Director Sales Account Executive
7	3/13/2024	Participation in events or programs sponsored by educational institutions	On March 13, 2024, our SEU On-Air Talent visited Cabin John Middle School in Potomac, Maryland and spoke to a group of 160 sixth- through eighth-grade student at the annual Career Day. He spoke about careers in radio and his specific role on the Morning Show on Hot 99.5 in Washington DC	1	On-Air Talent
8	3/24/2024	Participation in events or programs sponsored by educational institutions	On March 24, 2024, our SEU On-Air Talent visited the Podcasting and Radio Production class at George Mason University in Fairfax, Virginia. He spoke to a group of 30 students about his role and duties at the radio station, including how he edits the morning show on Hot 99.5. He also gave career advice to the students at his alma mater.	1	On-Air Talent

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9	4/30/2024	Participation in events or programs sponsored by educational institutions	On April 30, 2024, our SEU hosted a station tour for College Students from Notre Dame University of Maryland in Baltimore, MD. Approximately 20 students and staff toured the studios and many staff members spoke to them about the numerous career opportunities in broadcasting (promotions, sales, programming). There was a Q & A session after the tour and presentation.  ?	4	Sr. VP of Sales Outside Account Executive On-Air Talent Creative Director