

**WASH, WBIG(FM), WITH, WMZQ-FM, WWDC****EEO PUBLIC FILE REPORT****June 1, 2015 - May 31, 2016****I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Digital Content Coordinator	2, 4, 6-8, 10-12, 14, 16-21, 23-24, 26-29, 38-42, 45, 47, 49-51, 54, 56-57	57
Account Executive (Rockville,MD)	2, 4-8, 10, 12-21, 23-29, 36, 38-42, 46-52, 54-57	57
Full-Time Content Protector/WWDC-FM DC Market (Roc)	2, 4-8, 10-21, 23-29, 38-42, 46-50, 52, 54-57	57
Promotions Director (Rockville,MD)	2, 4-8, 10, 12-20, 23-29, 36, 38-42, 47-52, 54-57	57
Sales Coordinator	2, 5-8, 10-20, 23-29, 36, 38-42, 47-52, 54-56	18
Sales Coordinator	2, 5-8, 10-20, 23-29, 36, 38-42, 47-52, 54-56	18
Account Executive	1-3, 6-12, 16-19, 23-24, 26-27, 29-38, 40, 42-44, 47, 49-51, 53-54, 56-57	57
Account Executive	1-3, 6-12, 16-19, 23-24, 26-27, 29-38, 40, 42-44, 47, 49-51, 53-54, 56-57	57
Account Executive	1-3, 6-12, 16-19, 23-24, 26-27, 29-38, 40, 42-44, 47, 49-51, 53-54, 56-57	57
WASH-FM Middays Washington DC	1-3, 6-12, 16-19, 23-24, 26-27, 29-35, 38, 40, 42-44, 47, 49-51, 54, 56-57	57
Account Executive	1-3, 6-12, 16-19, 22-24, 26-27, 29-35, 38, 40, 42, 47, 49-51, 54, 56	18
Assistant Program Director	1-3, 6-12, 16-19, 22-24, 26-27, 29-35, 38, 40, 42, 44, 47, 49-51, 54, 56-57	57

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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	American University 4400 Mass Ave NW Washington, District of Columbia 20016 Email : jolmste@american.edu Jil Olmstead	N	0
2	Baltimore Vet Center 1777 Reisterstown Road Suite 199 Baltimore, Maryland 21208 Phone : 410-764-9400 Url : <a href="http://www.2.va.gov">http://www.2.va.gov</a> Fax : 1-410-764-7780 Paula Wolff	N	0
3	Black Broadcasters Alliance 711 West 40th St. Suite 330 Baltimore, Maryland 21211 Phone : (410) 662-4536 Url : <a href="http://www.thebba.org">www.thebba.org</a> Email : e-mail@thebba.org Fax : (410) 662-0816 Director of Placement	N	0
4	Broadcasting Institute of Maryland 7200 Harford Road Baltimore, Maryland 21234 Phone : 410-254-2770 Url : <a href="http://www.bim.org">http://www.bim.org</a> Email : jp@bim.org Fax : 1-410-254-5357 John Perry	N	0
5	Careerbuilder.com c/o Wilson HCG 400 N Ashley Dr #3000 Tampa, Florida 33602 Kristine Diamonti Manual Posting	N	0
6	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 : bsimpson@cohdc.org Brittany Simpson	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	Connecticut School of Broadcasting 611 Route 46 West, Suite 102 Hasbrouck, New Jersey 7642 Phone : 201-288-7900 Url : <a href="http://www.gocsb.com">http://www.gocsb.com</a> Email : <a href="mailto:Efierstein@gocsb.com">Efierstein@gocsb.com</a> Fax : 1-201-288-7901 Micahel Ryan	Y	0
8	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:Wendalyn.brown@va.gov">Wendalyn.brown@va.gov</a> Fax : 1-410-392-6381 Wendy Brown	N	0
9	Emma L. Bowen Foundation for Minority Interests in Media 1299 Pennsylvania Ave 11th Floor Washington, District of Columbia 20004 Phone : (202) 637-4494 Url : <a href="http://www.emmabowenfoundation.com">www.emmabowenfoundation.com</a> Email : <a href="mailto:phylis.eagle-oldson@corporate.ge.com">phylis.eagle-oldson@corporate.ge.com</a> Fax : (202) 637-4495 Phylis Eagle-Oldson	N	0
10	Forty Plus of Greater Washington 1718 P Street NW Washington DC, Washington 20036 Phone : 202-387-1582 Url : <a href="http://www.40plus-dc.org">http://www.40plus-dc.org</a> Fax : 1-202-387-7669 Career Services	Y	0
11	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> Email : <a href="mailto:jbarrice@gmu.edu">jbarrice@gmu.edu</a> Fax : 1-703-993-2361 James Barricelli	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
12	George Washington University Div. of HR/Foggy Bottom Campus 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> Email : <a href="mailto:ChrisRoy@Gw.edu">ChrisRoy@Gw.edu</a> Fax : 1-202-994-9680 Christine Roy	N	0
13	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
14	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : <a href="http://www.glassdoor.com">http://www.glassdoor.com</a> Online Source Manual Posting	N	0
15	Greater Washington Workforce Development Collaborative 1201 15th Street NW Suite 420 Washington , District of Columbia 20005 Greater Washington Workforce Development Manual Posting	N	0
16	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 : <a href="mailto:sclavijo@hcva.org">sclavijo@hcva.org</a> 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
17	Howard University 525 Bryant Street NW Suite 109 Washington DC, Washington 20059 Phone : 202-806-7513 Url : <a href="http://www.howard.edu">http://www.howard.edu</a> Email : <a href="mailto:Huocreruit@gmail.com">Huocreruit@gmail.com</a> Fax : 1-202-462-4267 Ladi Sanu	N	0
18	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	5
19	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	1
20	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">http://www.indeed.com</a> Online Source Manual Posting	N	6
21	Inside Radio Texas Phone : 800-640-8852 Email : <a href="mailto:info@insideradio.com">info@insideradio.com</a> Gene McKay	N	0
22	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	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
24	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
25	Job Fair c/o Clear Channel 1801 Rockville Pike Rockville , Maryland 20852 Phone : 240-747-2700 Cristy Sorensen Manual Posting	N	0
26	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
27	Lehigh University, Center for Journalism Coppee Hall 33 Coppee Dr. Bethlehem, Pennsylvania 18015 Phone : 610-758-6198 Email : <a href="mailto:rcf2@lehigh.edu">rcf2@lehigh.edu</a> Fax : 1-610-758-4454 Jack Lule	N	0
28	LinkedIn c/o Wilson HCG 400 N Ashley Drive #3000 Tampa, Florida 33602 Kristine Diamonti Manual Posting	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
29	Montgomery College RA 108 51 Mannakee Rockville, Maryland 20850 Phone : 240-567-5062 Url : <a href="http://cms.montgomerycollege.edu">http://cms.montgomerycollege.edu</a> Email : <a href="mailto:jeanie.hale@montgomerycollege.edu">jeanie.hale@montgomerycollege.edu</a> Jeanie Hale	N	0
30	NAACP 8 West 26th Street Careers Baltimore, Maryland 21218 Phone : 410-366-3300 Email : <a href="mailto:mba@mbaweb.org">mba@mbaweb.org</a> Fax : 1-410-366-3304 G.I. Johnson	N	0
31	National Association of Black Accountants 7249-A Hanover Parkway Greenbelt, Maryland 20770 Phone : (301) 474-6222 Fax : (301) 474-3114 EEO Officer	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 : <a href="http://www.nabob.org">www.nabob.org</a> Email : <a href="mailto:info@nabob.org">info@nabob.org</a> Fax : (202) 429-0657 Director of Placement	N	0
33	National Association of Hispanic Journalists 1000 National Press Building 529 14th St., NW Washington, District of Columbia 20045 Phone : 202-662-7145 Email : <a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a> Fax : 1-202-662-7144 Michelle Vignoli	N	0
34	National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : <a href="mailto:bsalkin@nlgja.org">bsalkin@nlgja.org</a> Brian Salkin	N	0

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35	National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Fax : 410-486-9255 Kweisi Mfume	N	0
36	On Air Announcements 1801 Rockville Pike 5th floor Rockville, Maryland 20852 Phone : 240-747-2706 Alice Pollock Manual Posting	N	0
37	Operation Job Match 2021 K Street, NW, Suite 715 Washington, District of Columbia 20006 Phone : (202) 887-0136 Url : <a href="http://www.msandyou.org/programs_services/">www.msandyou.org/programs_services/</a> Email : <a href="mailto:swnissen@aol.com">swnissen@aol.com</a> Director of Placement	N	0
38	Organization of Chinese American Women 4641 Montgomery Avenue Suite 208 Bethesda, Maryland 20814 Phone : 301-907-3898 Url : <a href="http://www.ocawwomen.org">http://www.ocawwomen.org</a> Email : <a href="mailto:Maryland@ocawwomen.org">Maryland@ocawwomen.org</a> Fax : 1-301-907-3899 Christina Wong Poy	N	0
39	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : <a href="http://www.recruit.net">http://www.recruit.net</a> Online Source Manual Posting	N	0
40	Silver Spring Vet Center 10411 Motor City Dr. 5th Floor Bethesda, Maryland 20817 Phone : 240-395-1428 Email : <a href="mailto:Wayne.Miller3@va.gov">Wayne.Miller3@va.gov</a> Wayne Miller	N	0

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41	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : <a href="http://www.simplyhired.com">http://www.simplyhired.com</a> Online Source Manual Posting	N	0
42	Southeast Asian Resource Action Center 1628 16th Street NW 3rd Floor Washington DC, Washington 20009 Phone : 202-667-4690 Url : <a href="http://www.searac.org">http://www.searac.org</a> Email : <a href="mailto:searac@searac.org">searac@searac.org</a> Fax : 1-202-667-6449 Fam Sawchao	N	0
43	Station Website	N	2
44	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
45	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : <a href="mailto:leads@freeformradio.org">leads@freeformradio.org</a> Scott McWilliams	Y	0
46	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : <a href="mailto:leads@freeformradio.org">leads@freeformradio.org</a> Scott McWilliams  Prong 2 Ended Date: 6/24/2015	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
47	Towson University Career Center 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> Email : <a href="mailto:careercenter@towson.edu">careercenter@towson.edu</a> Fax : 1-410-704-4359 Corey Dunning	N	0
48	Twitter c/o Wilson HCG 400 N Ashley Drive #3000 Tampa, Florida 33602 Kristine Diamonti Manual Posting	N	0
49	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
50	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
51	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> Email : <a href="mailto:ljwilliams@udc.edu">ljwilliams@udc.edu</a> Lydia Williams	N	0
52	University of Maryland Career Center 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
53	Unknown (source not adequately identified upon inquiry by SEU)	N	2

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### II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
54	Wider Opportunities for Women 1001 Connecticut Ave NW S-930 Washington DC, Washington 20036 Phone : 202-464-1596 Url : <a href="http://www.wowonline.org">http://www.wowonline.org</a> Email : <a href="mailto:vstaples@wowonline.org">vstaples@wowonline.org</a> Fax : 1-202-464-1660 Vivian Staples	N	0
55	Wilson HCG 400 N Ashley Drive #3000 Tampa, Florida 33602 Phone : 813-600-4303 Kristine Diamonti Manual Posting	N	0
56	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
57	Word of Mouth Referral	N	18
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>35</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	6/11/2015	Participation in Job Fairs	Our SEU participated in the NABEF Media Sales Institute job fair on June 11th at Howard University in Washington DC	1	Sales manager
2	6/24/2015	Participation in events sponsored by community groups	Our SEU participated in a studio tour at our stations for the Gaithersburg youth center sound camp on June 24th, 2015.	3	sales assistant Production Coordinator Receptionist/coordinator
3	10/8/2015	Participation in events or programs sponsored by educational institutions	The Sheridan School sent 26 8th grade students for a tour of the SEU facilities. The tour was led by Promotions staff and included tours of the Sales Department, the WIHT, WMZQ and WWDC studios, the Performance Studio, Engineering Facilities, and the students were also on-air on WMZQ.	3	Promotions Coordinator Promotions Staff Kane Show member
4	10/27/2015	Participation in Job Fairs	Our SEU participated in the Tysons Regional Job Fair held at the Sheraton Tysons in Tysons, Virginia on 10/27.	1	Sales Manager
5	11/17/2015	Participation in Job Fairs	Our SEU participated in the Hiring Heroes Career Fair at Joint Base Myers, Henderson Hall VA on 11/17.	2	Sales Manager Sales Manager
6	2/19/2016	Participation in events or programs sponsored by educational institutions	Montgomery College came to our Washington, DC station on 2/19 for an in-depth tour. They learned about different areas of radio and the different careers it offers.	2	Sales Manager Creative Services Director
7	2/26/2016	Participation in events or programs sponsored by educational institutions	Montgomery College came to our Washington, DC station on 2/26 for an in-depth tour. They learned about different areas of radio and the different careers it offers.	2	Sales Manager Programming and on air host PD for WASH FM Creative Services Director
8	3/19/2016	Establishment of training programs for station personnel	Development of a 6 month apprentice program where we give current employees the opportunity to grow and develop to further their careers. Overseen and trained by PD and on-air talent. Trainees: Bonita Fraizer and Kevin White	2	Program Director On-Air Talent
9	3/23/2016	Participation in Job Fairs	Our SEU participated in the National Diversity Job Fair held at the Holiday Inn Conference Center in Georgetown in Washington, DC.	1	Sales Manager

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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>
10	4/13/2016	Participation in Job Fairs	Our SEU participated in the Hiring our Heroes Job Fair Expo held at the Verizon Center in Washington, DC.	1	Sales Manager
11	4/26/2016	Participation in events or programs sponsored by educational institutions	Erick Villegas participated in an open house at Montgomery College which was designed to encourage incoming students to consider radio as a profession, and give current students an opportunity to speak one-on-one with industry professionals.	1	Producer of Kane Show