

**WCAO, WPOC, WQSR, WZFT**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2016 - May 31, 2017**

**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	1-4, 6-7, 9-13, 15-18, 22-26, 30, 32-38, 40-42, 44, 46-48, 50, 53, 55	55
Account Executive	1-4, 6-7, 9-13, 15-18, 22-26, 30, 32-38, 40-42, 44, 46-48, 50, 53, 55	55
Traffic Coordinator	1-3, 6-7, 9-13, 15-19, 22-24, 26, 30, 33- 38, 40-42, 44, 46-48, 50, 53	19
Sales Coordinator	2, 6-7, 9, 11-13, 15-18, 23-26, 30, 35, 40-41, 44, 47-48, 50, 53	25
Account Executive	2, 6-7, 11-13, 15-18, 23-24, 26, 30, 35, 40-41, 44, 47-48, 50, 53, 55	55
Account Executive	2, 6-7, 11-13, 15-18, 23-24, 26, 30, 35, 40-41, 44, 47-48, 50, 53-55	55
Associate Account Executive	2, 5-8, 11-18, 20-21, 23-24, 26, 28-31, 35, 39-41, 43-45, 47-51, 53	21
Promotion Director	2, 5-8, 11-18, 20, 23-24, 26, 28-31, 35, 39-41, 43-45, 47-53	17
Account Executive	2, 5-8, 11, 13-18, 20, 23-24, 26-31, 35, 39-41, 43-45, 47-48, 50-51, 53-55	55
Account Executive	2, 5-8, 11, 13-18, 20, 23-24, 26-31, 35, 39-41, 43-45, 47-48, 50-51, 53-55	55
Account Executive	2, 5-8, 11, 13-18, 20, 23-24, 26-31, 35, 39-41, 43-45, 47-48, 50-51, 53-55	27
Account Executive	2, 5-8, 11, 13-14, 16-18, 20, 23-24, 26, 28-31, 35, 39-41, 43-45, 47-48, 50-51, 53, 55	55

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

<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>
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	Community College of Baltimore 800 South Rolling Road Baltimore, Maryland 21228 Phone : 443-840-4435 Email : sholliday@ccbcmd.edu Sarah Holiday	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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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	Coppin State University 2500 W. North Avenue Baltimore, Maryland 21216 Phone : 410.951.3919 Email : <a href="mailto:CareerServices@coppin.edu">CareerServices@coppin.edu</a> Fax : 1-410-951-3920 Linda Beowie	N	0
9	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
10	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
11	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> Email : <a href="mailto:jobpostings@40plusdc.org">jobpostings@40plusdc.org</a> Fax : 1-202-387-7669 Career Services	Y	0

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<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> Email : <a href="mailto:acp78@georgetown.edu">acp78@georgetown.edu</a> Allynn Powell	N	0
14	Goucher College 1021 Dulaney Valley Road Baltimore, Maryland 21204 Phone : 410-337-6224 Email : <a href="mailto:career@goucher.edu">career@goucher.edu</a> n/a n/a	N	0
15	Hispanic Committee of Virginia 5827 Columbia Pike Suite 200 Falls Church, Virginia 22041 Phone : 703-671-5666 ext 32 Url : <a href="http://www.hcva.org">http://www.hcva.org</a> Fax : 1-703-671-2325 Stella Clavijo	N	0
16	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:Huocreuit@gmail.com">Huocreuit@gmail.com</a> Fax : 1-202-462-4267 Ladi Sanu	N	0

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17	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	1
18	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
19	Indeed.com - Not Directly Contacted by SEU	N	2
20	Inside Radio P.O. Box 567925 Atlanta, Georgia 31156 Phone : (800) 248-4242 x708 Email : <a href="mailto:kevin@insideradio.com">kevin@insideradio.com</a> Fax : 1-877-270-3998 Kevin Owens	N	0
21	Internal Transfer/Promotion	N	1
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
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

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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 <i>(immediate or prior reporting period(s))</i> 711 West 40th Street Baltimore , Maryland 21211 Phone : 410-261-7234 Jason Yonowitz Manual Posting	N	1
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	LinkedIn HCG 400 N Ashley Dr 3000 Tampa, Florida 33602 Url : <a href="http://www.linkedin.com">www.linkedin.com</a> Kristine Diamonti Manual Posting	N	2
28	Loyola University Maryland 4501 N. Charles Street Baltimore, Maryland 21210 Phone : 410-617-2000 Email : <a href="mailto:mdemanss@loyola.edu">mdemanss@loyola.edu</a> Fax : 1-410-617-5125 na na	N	0
29	McDaniel College 2 College Hill Westminister, Maryland 21157 Phone : 410- 871-3305 Url : <a href="http://www.mcdaniel.edu/undergraduate/the-mcdaniel">http://www.mcdaniel.edu/undergraduate/the-mcdaniel</a> Email : <a href="mailto:CEO@mcdaniel.edu">CEO@mcdaniel.edu</a> na na	N	0

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30	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
31	Morgan State University 1700 East Cold Spring Lane Baltimore, Maryland 21251 Phone : 443-885-3333 x3110 Email : <a href="mailto:careers@morgan.edu">careers@morgan.edu</a> Fax : 1-443-885-8267 Earlene Goodson	N	0
32	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
33	National Association of Black Accountants 7249-A Hanover Parkway Greenbelt, Maryland 20770 Phone : (301) 474-6222 Fax : (301) 474-3114 EEO Officer	N	0
34	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
35	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Email : <a href="mailto:nmann@nab.org">nmann@nab.org</a> Fax : 1-202-429-5343 Career Services	N	0

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36	National Association of Hispanic Journalists 1000 National Press Building 529 14th St., NW Washington, District of Columbia 20045 Phone : 202-662-7145 Email : jobbank@nahj.org Fax : 1-202-662-7144 Michelle Vignoli	N	0
37	National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : bsalkin@nlgja.org Brian Salkin	N	0
38	National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Fax : 410-486-9255 Kweisi Mfume	N	0
39	Notre Dame of Maryland University 4701 North Charles Street Baltimore, Maryland 21210 Phone : 410-532-5387 Url : <a href="http://www.ndm.edu/offices-and-services/career-cen">http://www.ndm.edu/offices-and-services/career-cen</a> Email : <a href="mailto:career@ndm.edu">career@ndm.edu</a> Tia Lewis	N	0
40	Omega Studios' School of Applied Recording Arts & Sciences 5609 Fishers Lane Rockville, Maryland 20852 Phone : 301-230-9100 Url : <a href="http://www.omegastudios.com">www.omegastudios.com</a> Email : <a href="mailto:robert@omegastudios.com">robert@omegastudios.com</a> Robert Adams	Y	0
41	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



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42	Organization of Chinese Americans 1001 Connecticut Avenue, N W Ste. 707 Washington, District of Columbia 20036 Phone : (202) 223-5500 Fax : (202) 296-0540 EEO Officer	N	0
43	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
44	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
45	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
46	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
47	Towson University Career Center 7800 York Road Suite 206 Towson, Maryland 21252 Phone : 410-704-3459 Url : <a href="http://www.towson.edu/careercenter">http://www.towson.edu/careercenter</a> Email : careercenter@towson.edu Fax : 1-410-704-3459 Corey Dunning	N	0

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48	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
49	University of Baltimore 1420 N. Charles Street, SC 306 Baltimore, Maryland 21201 Phone : 410.837.5476 Email : <a href="mailto:cjennings2@ubalt.edu">cjennings2@ubalt.edu</a> Fax : 1-410-837-5476 Charles Jennings	N	0
50	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
51	University of Maryland Baltimore County 1000 Hilltop Circle Baltimore, Maryland 21250 Phone : 410-455-3906 Email : <a href="mailto:jallen@umbc.edu">jallen@umbc.edu</a> Fax : 1-410-455-1075 Joan Allen	N	0
52	Unknown (source not adequately identified upon inquiry by SEU)	N	1
53	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
54	Wilson HCG 400 N Ashley Drive #3000 Tampa, Florida 33602 Phone : 813-984-3900 Dan Glozer Manual Posting	N	1

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55	Word of Mouth Referral	N	8
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>17</b>

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## EEO PUBLIC FILE REPORT

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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	10/3/2016	Participation in events or programs sponsored by educational institutions	An Account Executive spoke at the Professional Experience class at Towson University's College of Business and Economics. He shared his professional experience about careers in radio, specifically his career at iHeartmedia and answered the class's questions.	2	Promotions Staff Account Executive
2	10/5/2016	Participation in events or programs sponsored by educational institutions	Howard Community College student group visited the SEU for an in-depth tour and learned about different careers in different areas in radio.	1	Promotions Director Program Director
3	10/20/2016	Participation in events or programs sponsored by educational institutions	Our SEU hosted a student tour from Towson University. The student group visited the station for an in-depth tour and learned about different careers in different areas in radio.	4	Promotions Director Sales Manager On-Air Host Account Executive
4	1/1/2017	Establishment of a mentoring program	Our SEU conducted a mentoring program for Associate Account Executives during this reporting period. Appointed senior Account Executives provided overall career guidance and closely supervised each in their professional development, assisting with sales calls and procedural matters as well as sales events. 3 Associate Account Executives participated and, after successfully completing the 6-month mentoring program, the Associate Account Executives were able to hit the ground running with confidence as they graduated into Account Executive role.	6	AE AE AE Associate AE
5	3/4/2017	Participation in events or programs sponsored by educational institutions	An Account Executive spoke at the Career Seminar at the 2017 Black College Expo Tour held at Bowie State University for Historically Black Universities..	1	Associate Account Executive
6	3/24/2017	Participation in events or programs sponsored by educational institutions	Howard Community College student group visited the SEU for an in-depth tour and learned about different careers in different areas in radio, including programming, promotions and sales.	2	Promotions Director WZFT Program Director
7	3/28/2017	Participation in events or programs sponsored by educational institutions	Account Executive went to a class at Towson University to speak to students about digital marketing strategies and careers in radio sales	1	Account Executive

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	<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>
8	4/13/2017	Participation in events or programs sponsored by educational institutions	Towson University student group visited the SEU for an in-depth tour and learned about different careers in different areas in radio, including programming, promotions and sales.	4	Promotions Director Account Executive WPOC On-Air Host WZFT Program Director