

WCAO, WPOC, WQSR, WZFT
EEO PUBLIC FILE REPORT
June 1, 2015 - May 31, 2016

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 - (Baltimore, MD)	2-3, 5-8, 10-11, 13-18, 22-26, 30, 34-36, 38-40, 42-50	49
Account Executive (Baltimore,MD)	2-3, 5-8, 10-18, 22-23, 25-26, 30, 34-36, 38-40, 42-50	49
Board Operator - FT	2-3, 5-8, 10-11, 13-20, 22-25, 30, 34-36, 38-40, 43-50	20
Account Executive	1, 3-12, 14-17, 21-37, 39, 41, 43-45, 47, 49	49
Assistant Engineer	1, 3-4, 6-12, 14-17, 21-23, 25-34, 36, 39, 41, 43-45, 47, 49	49

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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	Asian Women's Self Help Association 1140 Connecticut Avenue Suite 1200 Washington DC, Washington 20036 Phone : 202-683-2019 Url : http://www.ashaforwomen.org Career Services Manual Posting	N	0
3	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
4	Black Broadcasters Alliance 711 West 40th St. Suite 330 Baltimore, Maryland 21211 Phone : (410) 662-4536 Url : www.thebba.org Email : e-mail@thebba.org Fax : (410) 662-0816 Director of Placement	N	0
5	Broadcasting Institute of Maryland 7200 Harford Road Baltimore, Maryland 21234 Phone : 410-254-2770 Url : http://www.bim.org Email : jp@bim.org Fax : 1-410-254-5357 John Perry	N	0
6	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

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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 : http://www.gocsb.com Email : Efierstein@gocsb.com 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 : http://www.va.gov Email : Wendalyn.brown@va.gov 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 : www.emmabowenfoundation.com Email : phylis.eagle-oldson@corporate.ge.com 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 : http://www.40plus-dc.org Fax : 1-202-387-7669 Career Services	Y	0
11	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

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12	Georgetown University 37th and O Street NW Washington DC, Washington 20057 Phone : 202-687-3578 Url : http://www.georgetown.edu Email : acp78@georgetown.edu Allynn Powell	N	0
13	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Online Source Manual Posting	N	0
14	Hispanic Committee of Virginia 5827 Columbia Pike Suite 200 Falls Church, Virginia 22041 Phone : 703-671-5666 ext 32 Url : http://www.hcva.org Fax : 1-703-671-2325 Stella Clavijo	N	0
15	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
16	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
17	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

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18	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source Manual Posting	N	0
19	Internal Posting	N	1
20	Internal Transfer/Promotion	N	1
21	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
22	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
23	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
24	Job Fair 711 West 40th Street Baltimore , Maryland 21211 Phone : 410-261-7234 Jason Yonowitz Manual Posting	N	0

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25	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
26	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
27	NAACP 8 West 26th Street Careers Baltimore, Maryland 21218 Phone : 410-366-3300 Email : mba@mbaweb.org Fax : 1-410-366-3304 G.I. Johnson	N	0
28	National Association of Black Accountants 7249-A Hanover Parkway Greenbelt, Maryland 20770 Phone : (301) 474-6222 Fax : (301) 474-3114 EEO Officer	N	0
29	National Association of Black Owned Broadcasters 1155 Connecticut Ave., NW, Suite 600 Washington, District of Columbia 20036 Phone : (202) 463-8970 Url : www.nabob.org Email : info@nabob.org Fax : (202) 429-0657 Director of Placement	N	0
30	National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202-429-5498 Email : nab@nab.org Fax : 1-202-429-5343 Career Services	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
31	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
32	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
33	National NAACP 4805 Mt. Hope Drive Baltimore, Maryland 21225 Phone : 410-358-8900 Fax : 410-486-9255 Kweisi Mfume	N	0
34	Omega Studios' School of Applied Recording Arts & Sciences 5609 Fishers Lane Rockville, Maryland 20852 Phone : 301-230-9100 Url : www.omegastudios.com Email : robert@omegastudios.com Robert Adams	Y	0
35	On Air Announcements 711 West 40th Street #350 Baltimore, Maryland 21211 Phone : 240-747-2706 Alice Pollock Manual Posting	N	0
36	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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37	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
38	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Online Source Manual Posting	N	0
39	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
40	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com Online Source Manual Posting	N	0
41	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
42	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams Prong 2 Ended Date: 6/24/2015	N	0

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43	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
44	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
45	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
46	University of Maryland Career Center 3100 Hornbake Library College Park, Maryland 20742 Phone : 301-314-0420 Url : http://www.careercenter.umd.edu China Wilson Manual Posting	N	0
47	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
48	Women of Washington Inc. 2112 Century Park Ln Apt 211 Los Angeles, California 90067 Url : http://www.womenofwa.com Career Services Manual Posting	N	0

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49	Word of Mouth Referral	N	6
50	Workforce Organizations for Regional Collaboration 1725 I Street NW Suite 200 Washington DC, Washington 20006 Url : http://www.wdcep.com Career Services Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			8

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	7/16/2015	Participation in events or programs sponsored by educational institutions	The Baltimore Homeschool Community Center was given a tour of the SEU facilities. The tour group consisted of 6 students ages 13, 14 and 15 and their parents. The students were given a general overview of promotions, contesting and events; they toured the business office and productions studios. The Program Director explained his duties as both PD and on-air host. He explained how music selection works and how the board operates; as well as how the request lines work and how phone calls are recorded to be aired later.	2	Program Director Promotions Staff
2	2/17/2016	Participation in Job Fairs	Our SEU participated in the Hood College Career and Internship Job Fair at Hood College in Frederick, Maryland.	1	Sales Manager
3	2/25/2016	Participation in events or programs sponsored by educational institutions	Towson University National Broadcast Society group visited the station for an in-depth tour and learned about different careers in different areas in radio.	3	Promotions Coordinato VP of Sales PD and On Air Host
4	3/23/2016	Participation in events or programs sponsored by educational institutions	Dustin Sugar-Moore spoke at an alumni lecture at the George Washington Carver Center for Arts & Technology and discussed his career field, how he got started in radio, and how others can build a career in this field.	1	Promotions Coordinator
5	4/6/2016	Participation in Job Fairs	Our SEU participated in the College Career Fair at the College of Notre Dame in Baltimore, Maryland.	1	Sales Manager
6	4/12/2016	Participation in Job Fairs	Our SEU participated in the Coast to Coast Career Job Fair held at the Sheraton Baltimore North Hotel in Towson, Maryland.	1	Sales Manager
7	4/20/2016	Participation in events or programs sponsored by educational institutions	Jerry Houston, the Region Senior Online Content Director spoke to students at Towson University about PRIDE Radio and careers in the broadcast industry.	1	Sr. Online Content Director
8	4/20/2016	Participation in Job Fairs	Our SEU participated in the Bowie State Spring Professional Career Fair held at Bowie State University in Bowie, Maryland.	1	Sales Manager

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9	4/20/2016	Participation in events or programs sponsored by educational institutions	Students from Howard Community College visited the Baltimore stations for an in-depth tour. They learned about the industry overall, and about different positions departments.	1	Program Director Promotions Coordinator