

WCAO, WPOC, WQSR, WZFT
EEO PUBLIC FILE REPORT
June 1, 2013 - May 31, 2014

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
Sales Account Executive	1-6, 8, 10-11, 13-16, 20-39	39
Sales Account Executive	1-6, 8-11, 13-15, 17, 20-30, 32-39	15
Sales Account Executive	1-6, 8-11, 13-15, 17, 20-30, 32-39	39
Sales Account Executive	1-6, 8-11, 13-15, 17, 20-30, 32-39	36
Assistant Program Director/Air Talent	1-6, 8, 10-15, 18-30, 32-38	19
Board Operator - FT	1-6, 8, 10-15, 19-30, 32-38	19
Staff Engineer	1-6, 8, 10-15, 20-30, 32-35, 37-38	15
Promotions Coordinator	1-6, 8, 10-15, 18-30, 32-35, 37-39	19
National Sales Assistant	1-6, 8-15, 17, 19-30, 32-35, 37-39	19
Outside Account Executive	1-8, 10-11, 13-15, 20-30, 32-35, 37-38	7
Sales Coordinator	1-6, 8, 10-15, 20-30, 32-35, 37-39	15

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	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
2	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
3	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
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 : bsimpson@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

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6	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
7	Former Intern	N	1
8	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
9	George Mason University 4400 University Drive Fairfax, Vermont 22030 George Mason University Career Center Manual Posting	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 Email : acp78@georgetown.edu Allynn Powell	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
12	Greater Washington Workforce Development Collaborative 1201 15th Street NW #430 Washington, Delaware 20005 Greater Washington Workforce Development Collaborative Manual Posting	N	0
13	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
14	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
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	12
16	Indeed.com - Not Directly Contacted by SEU	N	3
17	Inside Radio Texas Phone : 800-640-8852 Fax : 1-404-965-4131 Gene McKay	N	0
18	Internal Posting	N	3
19	Internal Transfer/Promotion	N	4

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
20	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
21	Jewish War Vets of the USA 1 Ivory Crest Court Baltimore, Maryland 21209 Phone : 410-653-5577 Url : http://www.jwv.org Email : Burtneck@erols.com Fax : 1-410-653-2334 Erwin Burtneck	N	0
22	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
23	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
24	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
25	NAACP-Washington Bureau 1156 15th St. NW Suite 915 Washington DC, Washington 20005 Url : http://www.naACP.org Email : washingtonbureau@naACPnet.org Career Services	N	0

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26	NAACP/Montgomery County PO Box 2165 Rockville, Maryland 20847 Phone : 301-657-2062 Url : http://www.naACP-mc.org Email : naacpmont7@aol.com Career Services	N	0
27	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
28	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
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	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
31	Station On-Air Advertisement	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
32	The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams	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
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 : ljwilliams@udc.edu Lydia Williams	N	0
36	Unknown (source not adequately identified upon inquiry by SEU)	N	4
37	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
38	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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39	Word of Mouth Referral	N	7
TOTAL INTERVIEWS OVER REPORTING PERIOD:			35

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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	9/1/2013	Establishment of an intern program designed to assist members of the community	Fall 2013 (Promotions Program): Our SEU hosted students from local colleges and universities in our internship program. The interns received hands-on experience with our Promotions Department, as well as in various aspects of the SEU's operations. Additionally, the interns participated in SEU events, station contests and various trainings. We hosted 4 student interns. Our interns hailed from several colleges and universities including Towson, Frostburg, Morgan State and University of Baltimore.	2	Promotion Coordinators
2	1/24/2014	Establishment of an intern program designed to assist members of the community	Spring 2014 (Promotions Program): Our SEU hosted student from local colleges and universities in our internship program. The interns received hands-on experience with our Promotions Department, as well as in various aspects of the SEU's operations. Additionally, the interns participated in SEU events, station contests and various trainings we hosted. We hosted 4 interns. Our interns hailed from multiple colleges and universities including Towson and John Hopkins.	2	Promotion Coordinators
3	5/19/2014	Establishment of a mentoring program	Our SEU established a mentoring program for Account Executives. Our senior Account Executive mentors assist the mentees with professional development and skills, including help with sales calls and procedural matters, as well as help with sales events and career guidance. 4 employees participated in the mentoring program.	4	Account Executive Account Executive Account Executive Account Executive

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
4	5/21/2014	Establishment of an intern program designed to assist members of the community	Summer 2014(Promotions Program): Our SEU hosted students from local colleges and universities in our internship program. The interns received hands-on experience with our Promotions Department, as well as in various aspects of the SEU's operations. Additionally, the interns participated in SEU events, station contest and various trainings. We hosted three student interns. Our interns hailed from multiple colleges and universities including Loyola University, University of Maryland and Towson.	2	Promotion Coordinators