

# FCC EEO Combined Public File Report

For the Reporting Period: 06/01/2022 to 05/31/2023

Call Letter	Type of Station	Location:City/State	Facility ID
WBQH-AM	Radio	Silver Springs, MD	8673
WFED-AM	Radio	Washington, DC	74120
WTLP-FM	Radio	Braddock Heights, MD	47105
WTOP-FM	Radio	Washington, DC	11845
WWFD-AM	Radio	Frederick, MD	47104
WWWT-FM	Radio	Manassas, VA	21636

## Full Time Positions Filled During the Reporting Period

Position	Date Filled	Recruitment Sources Utilized to Fill Vacancy [by Code Number]	Person Hired Source
WFED-AM."Digital Editor, Federal News Network"(22-1438)	12/14/2022	304, 379, 683, 697, 1098, 1156, 1161, 1162, 1171, 1226, 1268, 1450, 1461, 1503, 1704, 1727, 1729, 1734, 1735, 1736, 1739, 1741, 1742, 1747, 1749, 1751, 1752, 1753, 1755, 1756, 1757, 1759, 1761, 1763, 1765, 1767, 1769, 1770, 2083, 2226, 2279, 2296, 2302, 3000, 3013, 3055, 3078, 3111, 5000	304
WFED-AM."Digital Editor, Federal News Network"(23-1097)	04/18/2023	304, 331, 379, 446, 493, 585, 683, 697, 822, 1098, 1156, 1161, 1162, 1171, 1202, 1224, 1226, 1230, 1268, 1294, 1435, 1447, 1450, 1456, 1457, 1461, 1467, 1468, 1503, 1704, 1727, 1729, 1733, 1734, 1735, 1736, 1739, 1741, 1742, 1747, 1749, 1751, 1752, 1753, 1755, 1756, 1757, 1759, 1761, 1763, 1765, 1767, 1769, 1770, 1822, 1826, 1828, 1834, 1836, 1840, 1841, 1842, 1858, 2059, 2083, 2226, 2279, 2296, 2298, 2302, 2318, 3000, 3013, 3015, 3022, 3027, 3052, 3055, 3078, 3079, 3080, 3095, 3096, 3097, 3099, 3100, 3101, 3102, 3103, 3104, 3105, 3106, 3107, 3108, 3109, 3110, 3111, 3116, 5000	3080
WTOP-FM.Customer Service Specialist(22-1106)	08/26/2022	304, 379, 683, 697, 1098, 1156, 1161, 1162, 1171, 1226, 1268, 1450, 1461, 1503, 1704, 1727, 1729, 1734, 1735, 1736, 1739, 1741, 1742, 1747, 1749, 1751, 1752, 1753, 1755, 1756, 1757, 1759, 1761, 1763, 1765, 1767, 1769, 1770, 2083, 2226, 2279, 2296, 2302, 3000, 3013, 3055, 3078, 3111, 5000	3000
WTOP-FM.Digital Advertising Specialist(22-1252)	10/05/2022	304, 379, 683, 697, 1098, 1156, 1161, 1162, 1171, 1226, 1268, 1450, 1461, 1503, 1704, 1727, 1729, 1734, 1735, 1736, 1739, 1741, 1742, 1747, 1749, 1751, 1752, 1753, 1755, 1756, 1757, 1759, 1761, 1763, 1765, 1767, 1769, 1770, 2083, 2226, 2279, 2296, 2302, 3000, 3013, 3055, 3078, 3111, 5000	1443
WTOP-FM.WTOP Anchor(22-1604)	01/04/2023	9000	5000, 5000
WTOP-FM.Digital Editor(22-1610)	01/05/2023	9000	5000

WTOP-FM.Broadcast Writer(22-1613)	01/09/2023	9000	5000, 5000
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WTOP-FM.WTOP Reporter/Anchor(22-1667)	02/09/2023	304, 331, 379, 446, 493, 585, 683, 697, 822, 1098, 1156, 1161, 1162, 1171, 1202, 1224, 1226, 1230, 1268, 1294, 1435, 1447, 1450, 1461, 1467, 1468, 1503, 1704, 1727, 1729, 1733, 1734, 1735, 1736, 1739, 1741, 1742, 1747, 1749, 1751, 1752, 1753, 1755, 1756, 1757, 1759, 1761, 1763, 1765, 1767, 1769, 1770, 1822, 1826, 1828, 1834, 1836, 1840, 1841, 1842, 1858, 2059, 2083, 2226, 2279, 2296, 2298, 2302, 2318, 3000, 3013, 3015, 3022, 3027, 3052, 3055, 3078, 3079, 3080, 3095, 3096, 3097, 3099, 3100, 3101, 3102, 3103, 3104, 3105, 3106, 3107, 3108, 3109, 3110, 3111, 5000	5000
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WTOP-FM.Customer Service Specialist(23-1030)	03/09/2023	304, 331, 379, 446, 493, 585, 683, 697, 822, 1098, 1156, 1161, 1162, 1171, 1202, 1224, 1226, 1230, 1268, 1294, 1435, 1447, 1450, 1461, 1467, 1468, 1503, 1704, 1727, 1729, 1733, 1734, 1735, 1736, 1739, 1741, 1742, 1747, 1749, 1751, 1752, 1753, 1755, 1756, 1757, 1759, 1761, 1763, 1765, 1767, 1769, 1770, 1822, 1826, 1828, 1834, 1836, 1840, 1841, 1842, 1858, 2059, 2083, 2226, 2279, 2296, 2298, 2302, 2318, 3000, 3013, 3015, 3022, 3027, 3052, 3055, 3078, 3079, 3080, 3095, 3096, 3097, 3099, 3100, 3101, 3102, 3103, 3104, 3105, 3106, 3107, 3108, 3109, 3110, 3111, 5000	3103
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## List of Recruitment Sources

**\*An asterisk next to the name of the source indicates a source that requested our postings.**

Code	Recruitment Source	Address	Contact Person	Candidates Interviewed
304	*Howard University John H Johnson School of Comm.	525 Bryant St NW Washington Dist. Columbia, 20058	Carol Dudley 2028065806	1
331	University of Rochester, Career & Internship Center	4-200 Dewey Hall, Box 270028 Rochester New York, 14627	Handshake 5852752366	0
379	Job Fair			0
446	Roberts Wesleyan University	2301 Westside Dr Rochester New York, 14624	Handshake 5855946533	0
493	Syracuse University	215 University Place Syracuse New York, 13244	Handshake 3154431209	0
585	U of Wisconsin Madison	821 University Ave Room 5114 Madison Wisconsin, 53706	Handshake 6088901046	0
683	New School of Radio Television	14 Computer Dr W Albany New York, 12205	Cathy Taylor 5184387682	0

697	New York State Broadcasters Association	1805 Western Ave Albany New York, 12203	Carolyn Jung 5184568888	0
822	Ithaca College	953 Danby Rd Ithaca New York, 14850	Handshake 6072741723	0
1098	New Mexico Broadcasters Association	PO Box 21760 Albuquerque New Mexico, 871541760	Suzan Strong 5058814444	0
1156	College of Communication Pennsylvania State University	208 Carnegie Building University Park New York, 16802	Robert P. Martin 8148654349	0
1161	LSU Manship School of Mass Communication	221 Journalism Building Baton Rouge Louisiana, 70803	Aariel Charbonnet 2255787312	0
1162	Wayne State University Journalism Institute for Media Diversity	191 Manoogain Hall Detroit Michigan, 48201	Alicia Nails 3135776304	0
1171	University of Miami School of Communication	5100 Brunson Dr Coral Gables Florida, 33146	Carolyn M Castro 3052845234	0
1202	University of Wisconsin Eau Claire, Department of Communication & Journalism	105 Garfield Ave PO Box 4004 Eau Claire Wisconsin, 54702	Handshake 7158362528	0
1224	Central Michigan University, School of Broadcasting and Cinematic Arts	340 Moore Mount Pleasant Michigan, 48859	Handshake 9897747346	0
1226	Illinois Media School	455 Eisenhower Lane South, Suite 200 Lombard Illinois, 60148	Dustin Lingemann 6305191394	0
1230	CUNY Graduate School of Journalism	219 W 40th St New York New York, 10018	Handshake 6467587727	0
1268	Columbia University Journalism School	Pulitzer Hall, 2950 Broadway New York New York, 10027	Lauren Mack 2128544422	0
1294	University of Minnesota	411 STSS Building, 222 Pleasant St SE Minneapolis Minnesota, 55455	Handshake 6126247387	0

1435	Arizona State University	1151 S Forest Ave Tempe Arizona, 85281	Handshake 4809652100	0
1443	All Access	28955 Pacific Coast Highway #210 Malibu California, 90265	3104576616	1
1447	University of Missouri	230 Jesse Hall Columbia Missouri, 65211	Handshake 5738821957	0
1450	Indeed.com	Austin Texas,		3
1456	Journalism Jobs	Berkeley California,	5106531521	1
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		1
1461	University of New Mexico Department of Communication & Journalism	MSC 03 2240, 1 University of New Mexico Albuquerque New Mexico, 87112	Hazel Mendoza Jayme 5052772078	0
1467	University at Buffalo	259 Capen Hall Buffalo New York, 14260	Handshake 7166454642	0
1468	Cornell University	103 Barnes Hall Ithaca New York, 14853	Handshake 6072555221	0
1503	Chicago State University	9501 S King Dr CRSU 18 Chicago Illinois, 60628	Xavier Thaxter 7739952327	0
1704	University of Illinois	810 S Wright St 20 A Gregory Hall Urbana Illinois, 61801	Lynn Holley 2173331508	0
1727	*Alexandria Vocational Services	3105 Colvin St Alexandria Virginia, 22314	Godwin Okafor or Sharon Graham 7035195926	1
1729	Arlington Employment Center	2100 Washington Blvd 1st Floor Arlington Virginia, 22204	Pam Egner 703 228-1430	0
1733	Bates College	146 Wood St Lewinston Maine, 4240	Handshake 207-786-6232	0

1734	Broadcast Employment Services	PO Box 4116 Oceanside California, 92052	Mark C. Holloway 7607548177	0
1735	Charles Co Community College	PO Box 910 Mitchell Rd LaPlata Maryland, 20646	Tracy S 3019347569	0
1736	Charles Co Dept Of Social Services	200 Kent Ave LaPlata Maryland, 20646	Donna Richards 3013926534	0
1739	Paralyzed Veterans of America	801 18th St NW Washington Dist. Columbia, 20006	Shelly Stewart 2028721300	0
1741	*Charles W Gilchrist Center	11319 Elkin St Wheaton Maryland, 20902	Maritza Riber-Cohen 2407776950	0
1742	*Prince George's County Dept of Social Services	805 Brightseat Rd Landover Maryland, 20785	Felipe Urquilla 3019097028	0
1747	Hood College	401 Rosemount Ave Frederick Maryland, 21701	Erin Overholtzer-Rose 3016963583	0
1749	*JOBS! Ministry The Falls Church	100A E Fairfax St Falls Church Virginia, 22046	Jack Dunlap 7035369068	0
1751	*Labor Council for Latin Americans	888 16th St NW #640 Washington Dist. Columbia, 20006	Elizabeth Bares 2025086919	0
1752	Ministries for Christ	PO Box 41141 Washington Dist. Columbia, 20018	Rev. Mary F. Copeland 2025290831	0
1753	NAACP	1156 15th St NW #915 Washington Dist. Columbia, 20005	Adam Lee 2024632940	0
1755	NOVA Urban League	1315 Duke St Alexandria Virginia, 22314	Vickey King 7038362858	0
1756	National Association of Hispanic Journalists	1000 National Press Bldg Washington Dist. Columbia, 20045	Virginia Galindo	0
1757	National Lesbian/Gay Journalists	2120 L Street NW, Suite 850 Washington Dist. Columbia, 20037	Brian Salkin	0

1759	National Council of Negro Women	633 Pennsylvania Ave NW Washington Dist. Columbia, 20004	Ms. Michelle Holder 2027370120	0
1761	*Omega STudios School	12712 Rock Creek Mill Rd # 14A Rockville Maryland, 20852	Robert Scott Adams 3012309100	0
1763	Prince George's Community College	301 Largo Rd Largo Maryland, 20774	Stephanie Cunningham 3013220109	0
1765	Spanish Educational Development Center	4110 Kansas Ave NW Washington Dist. Columbia, 20011	Martha Egas 2027224404	0
1767	University of Maryland Baltimore County	1000 Hilltop Circle Mp 204 Baltimore Maryland, 21250	Sue Plitt 4104552216	0
1769	*Uplift Community Foundation	PO Box 56484 Washington Dist. Columbia, 20040	Solomon T. Miles 2022914688	0
1770	federalnewsnetwork.com	3400 Idaho Ave NW Washington Dist. Columbia, 20016	Sue Rushkowski 2028955000	1
1822	University of Cincinnati	140 University Pavilion Cincinnati Ohio, 45221	Handshake 5135566008	0
1826	University of Dayton	300 College Park Dr Dayton Ohio, 45469	Handshake 9372292073	0
1828	University of Louisville	Houchens Building, LLO3, 2211 S Brook St Louisville Kentucky, 40292	Handshake	0
1834	Western Kentucky University	1906 College Heights Blvd #11052 Bowling Green Kentucky, 42101	Handshake 2707453095	0
1836	Wright State University	334 Student Union 3640 Colonel Glenn Dayton Ohio, 45435	Handshake 9377752556	0
1840	The Ohio State University	1640 Neil Ave Columbus Ohio, 43201	Handshake 6142924086	0
1841	Ohio University	507 Baker Center Athens Ohio, 45701	Handshake 7405931394	0

1842	University of Kentucky	408 Rose St Lexington Kentucky, 40506	Handshake 8592570550	0
1858	Northern Kentucky University	1 Nunn Drive (UC 225) Highland Heights Kentucky, 41099	Handshake 859-572-6196	0
2059	Washington State University	370 Lighty Student Svcs. Bldg. Pullman Washington, 99164	Handshake 5093351556	0
2083	*Full Sail University	3300 University Blvd Winter Park Florida, 32792	Daniel Severson 4076796333	0
2226	Employee Referral			1
2279	UNO School of Communication	6001 Dodge St CPACS 200 Omaha Nebraska, 68182	Chris Allen 4025542601	0
2296	South Dakota State University Journalism Dept	PO Box 2235 Brookings South Dakota, 57007	Jim Paulson 6056886512	0
2298	Butler University	4600 Sunset Ave Indianapolis Indiana, 46208	Handshake 3179409383	0
2302	Southern Illinois University - College of Mass Communication & Media Arts	1100 Lincoln Dr Carbondale Illinois, 62901	Rita Medina 6184537713	0
2318	Southern New Hampshire University	2500 N River Road Hooksett New Hampshire, 3106	Handshake 6036459611	0
3000	HBI Career Site			2
3013	The Rochester Association of Black Journalists	P.O. Box 17728 Rochester New York, 14617	Richard McCollough	0
3015	University of Washington - Seattle/Bothell	Communications Building, 50 University of Washington Seattle Washington, 98195	Handshake	0
3022	University of Oregon	1200 University Street Eugene Oregon, 97403	Handshake	0

3027	Oregon State University	1500 SW Jefferson Ave, Corvallis Oregon, 97331	Handshake	0
3052	University of Miami	5225 Ponce De Leon Blvd Coral Gables Florida, 33146	Handshake	0
3055	Miami Media School	7955 NW 12th Street, Suite 119 Doral Florida, 33126	Angel S. Llamazares	0
3078	Michigan State University	556 E Circle Drive, 113 Student Services Bldg East Lansing Michigan, 48824	Jeff Beavers 5178841301	0
3079	University of Maryland Philip Merrill College of Journalism	3107C Knight Hall, 7765 Alumni Drive College Park Maryland, 20742	Adrianne Flynn	0
3080	American University	4400 Massachusetts Ave NW Washington Dist. Columbia, 20016	Amy Eisman	1
3095	Spelman College	350 Spelman Ln SW Atlanta Georgia, 30314	Handshake	0
3096	Tuskegee University	1200 W Montgomery Rod Tuskegee Alabama, 36088	Handshake	0
3097	Morehouse College	830 Westview Dr SW Atlanta Georgia, 30314	Handshake	0
3099	Clark Atlanta University	223 James P Brawley Dr SW Atlanta Georgia, 30314	Handshake	0
3100	Bowie State University	1400 Jericho Park Rd Bowie Maryland, 20715	Handshake	0
3101	Christopher Newport University	1 Avenue of the Arts Newport News Virginia, 23606	Handshake	0
3102	Delaware State University	1200 North Dupont Highway Dover Delaware, 19901	Handshake	0
3103	George Mason University	4400 University Drive Fairfax Virginia, 22030	Handshake	1



3104	George Washington University	800 21st St. NW Colonial Crossroads - Suite 505 Washington Dist. Columbia, 20052	Handshake	0
3105	Georgetown University	370 O St. NW Washington Dist. Columbia, 20057	Handshake	0
3106	James Madison University	800 South Main Street Harrisonburg Virginia, 22807	Handshake	0
3107	Norfolk University	700 Park Ave Norfolk Virginia, 23504	Handshake	0
3108	Towson University	7800 York Rd Towson Maryland, 21204	Handshake	0
3109	University of the District of Columbia (UDC)	4200 Connecticut Ave NW Washington Dist. Columbia, 20008	Handshake	0
3110	University of Virginia	UVA Career Center, 1815 Stadium Road Charlottesville Virginia, 22903	Handshake	0
3111	Army PaYS	TRADOC G3/5/7, Accessions Directorate Fort Eustis (JBLE) Virginia, 23604	Samuel Armstrong	0
3116	Maryland Workforce Exchange	1100 N. Eutaw Street, Room 316 Baltimore Maryland, 21201	Leigh Hoyt	0
5000	Internal			13
9000	Exigent Circumstance	3415 University Avenue St. Paul Minnesota, 55114		0

## Outreach Activities

<b>Name of Event/ Initiative</b> Internship	<b>Contact Person</b> Sue Rushkowski	<b>Date</b> 05/15/2022- 08/19/2022	<b>Description of Initiative</b> Hubbard DC hired four college students for a summer internship in each of the following departments: WTOP/WFED newsrooms, sales and IT.
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WTOP American University Audio Broadcast Class Tour 2022	Jill Olmsted	04/12/2022-04/12/2022	The Director of Operations for WTOP, the Reporter/Host of DMV Download and the Producer/Host of DMV Download spoke with American University's Audio Class about careers in broadcasting as well as podcasting.
WTOP American University Strategic Communications Class Roundtable and Tour 2022	Steve Lott	09/19/2022-09/19/2022	A WTOP Reporter/Anchor, the Director of News and Programming, the Director of Federal Sales, an Account Executive and WTOP's Director of Marketing hosted students from American University's Strategic Communications Class for a tour of the studios and spoke with the students about a variety of topics centered on broadcasting and careers in media.
WTOP Anne Arundel Community College Tour 2022	Sharon O'Malley	12/02/2022-12/02/2022	The Director of News and Programming hosted a tour of the WTOP studios for a group of journalism students from Anne Arundel Community College. The students also spoke with two WTOP Anchors about careers in broadcasting.
WTOP Bellisario College of Communications 5th Annual Internship/Career fair 2022	Julie Laine Miller	11/09/2022-11/09/2022	WTOP's Assignments Manager attended the Bellisario College of Communications Job and Internship Fair. She spoke with students internship opportunities and careers at WTOP and WFED.
WTOP Georgian Forest Elementary Career Day	Lindzey Geiman	06/02/2022-06/02/2022	An Anchor/Reporter attended a career day at Georgian Forest Elementary to discuss careers in broadcasting.
WTOP Girl Scout Troop Tour	Lasagne Wilhite	03/20/2023-03/20/2023	The Marketing Director hosted a tour of WTOP's studios for local Girl Scout Troop 791 to educate them about careers in broadcasting and media as they work towards their journey award centered on media and its influence on their lives, their communities and our world as a whole. The tour of WTOP was part of the process toward completing requirements for the award.
WTOP HubbardNXT Program Participation 2022	Dan Seeman	10/01/2022-05/31/2023	The HubbardNXT Leadership Program identifies and develops the leaders in radio and digital, inviting them to learn and grow in a uniquely curated leadership training program and participate in an Innovation Summit in Minneapolis-St. Paul. Representatives from each of the Hubbard radio markets, along with 2060 Digital, were selected for the eight month program.

WTOP Participation at Career Day at Flower Hill Elementary School	Lindzy Davis	03/30/2023-03/30/2023	An Anchor/Reporter and a Reporter participated in a career day for Flower Hill Elementary School students. They presented on careers in broadcasting.
WTOP Take Your Child to Work Day 2023	Jeffrey Wolinsky	04/27/2023-04/27/2023	Several employees, under the direction of the Publisher at Federal News Network, hosted Take Your Child to Work Day at the employment unit. The event focused on showing children of employees what it is like to have a career in broadcasting including in sales, news and digital, through a series of activities hosted by staff throughout the day.