

**WASH, WBIG(FM), WIHT, WMZQ-FM, WWDC**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2020 - May 31, 2021**

**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
Associate Account Executive	1-10, 12-13, 15, 17-20, 22-28, 30-31, 33	6
Outside Account Executive	1, 3-5, 7-9, 12-28, 30-33	16
Outside Account Executive	1, 3-5, 7-9, 12-28, 30-33	32
Outside Account Executive	1, 3-5, 7-9, 12-28, 30-33	14
Digital Sales Specialist	1-5, 7, 9-10, 12-13, 15, 17-20, 22-29, 31, 33	29
Outside Account Executive	1-15, 17-29, 31, 33	29
Associate Account Executive	1-5, 7-9, 12-15, 17-29, 31, 33	29
Associate Account Executive	1-5, 7-9, 12-15, 17-29, 31, 33	29
Associate Account Executive	1-5, 7-9, 12-15, 17-29, 31, 33	14
Associate Account Executive	1-5, 8-10, 12-13, 15, 17-20, 22-29, 31, 33	29

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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	All Access 24955 Pacific Coast Highway, C303 Malibu, California 90265 Email : jdenver@allaccess.com n/a n/a	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	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 : <a href="mailto:hr@cohdc.org">hr@cohdc.org</a> Brittany Simpson	Y	0
4	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
5	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:mary.herrick2@va.gov">mary.herrick2@va.gov</a> Fax : 1-410-392-6381 Wendy Brown	N	0
6	Employee Referral	N	3

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7	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	N	0
8	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
9	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
10	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
11	iHeartMedia Talent Acquisition	N	1
12	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.dejobs.org">http://www.iheartmedia.dejobs.org</a> Talent Acquisition Coordinator Manual Posting	N	0

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13	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	2
14	Indeed.com - Not Directly Contacted by SEU	N	6
15	Inside Radio , Texas Phone : 800-640-8852 Email : <a href="mailto:genemckay@insideradio.com">genemckay@insideradio.com</a> Gene McKay	N	0
16	Internal Transfer/Promotion	N	1
17	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
18	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
19	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

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20	Lehigh University, Center for Journalism Coppee Hall 33 Coppee Dr. Bethlehem, Pennsylvania 18015 Phone : 610-758-6198 Email : rcf2@lehigh.edu Fax : 1-610-758-4454 Jack Lule	N	0
21	LinkedIn - Not directly contacted by SEU	N	6
22	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 : Maryland@ocawwomen.org Fax : 1-301-907-3899 Christina Wong Poy	N	0
23	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
24	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 : searac@searac.org Fax : 1-202-667-6449 Fam Sawchao	N	0
25	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 : careercenter@towson.edu Fax : 1-410-704-4359 Corey Dunning	N	0

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26	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
27	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
28	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:doneviere.battle@udc.edu">doneviere.battle@udc.edu</a> Lydia Williams	N	0
29	Unknown (source not adequately identified upon inquiry by SEU)	N	10
30	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
31	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
32	Word of Mouth Referral	N	1

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33	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>30</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	8/4/2020	Participation in events sponsored by organizations representing the community	On August 4, 2020, our SEU's on-air personalities participated in a panel discussion hosted by Seacrest Studios that focused on careers in the broadcasting industry. As part of the event, our SEU's participants provided interviewing advice for individuals pursuing careers in broadcasting.	4	DJ DJ DJ DJ
2	10/25/2020	Participation in events or programs sponsored by educational institutions	On October 25, 2020, our SEU's Station Manager spoke with approximately 100 college students as a guest lecturer at a Business Management class at the University of Maryland College Park. Our Station Manager spoke with students about careers in sales, specifically sales careers in media and radio.	1	Station Manager
3	10/29/2020	Participation in events sponsored by organizations representing the community	On November 29, 2020, our SEU's on-air personalities participated in a panel discussion hosted by Seacrest Studios that focused on careers in the broadcasting industry. As part of the event, our SEU's participants provided interviewing advice for individuals pursuing careers in broadcasting.	7	On-Air Talent (7)
4	12/1/2020	Establishment of a mentoring program	Our SEU established a mentoring program for junior Account Executives in order to advance their sales careers. Our senior Account Executives guide the mentees (Associate Account Executives), providing professional development and skills, including help with sales calls and procedural matters, as well as help with sales events and career guidance. Four employees were selected to participate in this year-long mentoring program.	4	Senior Account Executive AAE AAE AAE
5	12/17/2020	Provision of training to management	In December 2020, our SEU's Digital Manager took the Harassment Prevention training course provided by iHeartMedia Learning Center. The course focuses on preventing sexual harassment and emphasizes the importance of facilitating a safe and inclusive work environment that provides equal opportunities to all.	1	Digital manager



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**III. RECRUITMENT INITIATIVES**

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6	2/23/2021	Participation in events or programs sponsored by educational institutions	The members of HOT 99.5 took 25 members of the University of Kentucky Ad Club on a virtual tour of the iHeartMedia DC offices! Students were guided through an exclusive tour of the HOT 99.5 studio, the iHeartMedia conference rooms, sales floor, and lobby and got a small glimpse of what life is like in the world of radio!	5	Marketing Director Promotions Director On Air On Air
7	4/13/2021	Provision of training to management	In April 2021, one of our SEU managers took the Valuing Diversity training course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	VP of sales