

# **Exhibit 1**

# FCC EEO Combined Public File Report

For the Reporting Period: 06/01/2019 to 05/31/2020

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
WWWV-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.Producer(19-1554)	11/26/2019	304, 379, 1450, 1456, 1727, 1729, 1734, 1735, 1736, 1739, 1741, 1742, 1745, 1747, 1749, 1751, 1752, 1753, 1755, 1756, 1757, 1759, 1761, 1763, 1765, 1767, 1769, 1770, 2083, 2226, 3000, 5000	1734
WTOP-FM.Assistant Web Developer(19-1287)	06/14/2019	304, 379, 1450, 1727, 1729, 1733, 1734, 1735, 1736, 1739, 1741, 1742, 1745, 1747, 1749, 1751, 1752, 1753, 1755, 1756, 1757, 1759, 1761, 1763, 1765, 1767, 1769, 1770, 2083, 2226, 3000, 5000	2226
WTOP-FM.Senior Director of Technology(19-1288)	08/15/2019	304, 379, 1450, 1727, 1729, 1733, 1734, 1735, 1736, 1739, 1741, 1742, 1745, 1747, 1749, 1751, 1752, 1753, 1755, 1756, 1757, 1759, 1761, 1763, 1765, 1767, 1769, 1770, 2083, 2226, 3000, 5000	1457
WTOP-FM.Writer(19-1457)	10/08/2019	304, 379, 1450, 1727, 1729, 1734, 1735, 1736, 1739, 1741, 1742, 1745, 1747, 1749, 1751, 1752, 1753, 1755, 1756, 1757, 1759, 1761, 1763, 1765, 1767, 1769, 1770, 2083, 2226, 3000, 5000	1457
WTOP-FM.Social Media and Engagement Specialist(19-1574)	01/06/2020	304, 379, 1450, 1456, 1727, 1729, 1734, 1735, 1736, 1739, 1741, 1742, 1745, 1747, 1749, 1751, 1752, 1753, 1755, 1756, 1757, 1759, 1761, 1763, 1765, 1767, 1769, 1770, 2083, 2226, 3000, 5000	1457
WTOP-FM.Director of News & Programming(19-1584)	12/24/2019	304, 379, 1443, 1450, 1727, 1729, 1734, 1735, 1736, 1739, 1741, 1742, 1745, 1747, 1749, 1751, 1752, 1753, 1755, 1756, 1757, 1759, 1761, 1763, 1765, 1767, 1769, 1770, 2083, 2226, 3000, 5000	3000
WTOP-FM.Assignments Manager(19-1600)	12/21/2019	304, 379, 1450, 1456, 1727, 1729, 1734, 1735, 1736, 1739, 1741, 1742, 1745, 1747, 1749, 1751, 1752, 1753, 1755, 1756, 1757, 1759, 1761, 1763, 1765, 1767, 1769, 1770, 2083, 2226, 3000, 5000	5000

WTOP-FM.Broadcast Editor(19-1603)	03/11/2020	304, 379, 1450, 1456, 1727, 1729, 1734, 1735, 1736, 1739, 1741, 1742, 1745, 1747, 1749, 1751, 1752, 1753, 1755, 1756, 1757, 1759, 1761, 1763, 1765, 1767, 1769, 1770, 2083, 2226, 3000, 5000	2226
WTOP-FM.Customer Service Specialist(19-1638)	02/28/2020	304, 379, 1450, 1727, 1729, 1734, 1735, 1736, 1739, 1741, 1742, 1745, 1747, 1749, 1751, 1752, 1753, 1755, 1756, 1757, 1759, 1761, 1763, 1765, 1767, 1769, 1770, 2083, 2226, 3000, 5000	2226
WTOP-FM."WTOP Assistant Broadcast Editor, FT"(19-1650)	03/11/2020	304, 379, 1450, 1456, 1727, 1729, 1734, 1735, 1736, 1739, 1741, 1742, 1745, 1747, 1749, 1751, 1752, 1753, 1755, 1756, 1757, 1759, 1761, 1763, 1765, 1767, 1769, 1770, 2083, 2226, 3000, 5000	1757
WTOP-FM.WTOP Anchor FT(19-1651)	02/20/2020	304, 379, 1450, 1456, 1727, 1729, 1734, 1735, 1736, 1739, 1741, 1742, 1745, 1747, 1749, 1751, 1752, 1753, 1755, 1756, 1757, 1759, 1761, 1763, 1765, 1767, 1769, 1770, 2083, 2226, 3000, 5000	1450
WTOP-FM.WTOP Digital News Director(19-1661)	03/12/2020	1456	5000
WTOP-FM."Digital Editor, FT" (20-1045)	05/08/2020	304, 379, 1450, 1727, 1729, 1734, 1735, 1736, 1739, 1741, 1742, 1745, 1747, 1749, 1751, 1752, 1753, 1755, 1756, 1757, 1759, 1761, 1763, 1765, 1767, 1769, 1770, 2083, 2226, 3000, 5000	5000
WTOP-FM.WTOP Associate Producer FT(20-1060)	03/05/2020	304, 379, 1450, 1727, 1729, 1734, 1735, 1736, 1739, 1741, 1742, 1745, 1747, 1749, 1751, 1752, 1753, 1755, 1756, 1757, 1759, 1761, 1763, 1765, 1767, 1769, 1770, 2083, 2226, 3000, 5000	2226, 5000
WTOP-FM.WTOP Director of Content Integration and Operations(20-1068)	03/05/2020	304, 379, 1450, 1727, 1729, 1734, 1735, 1736, 1739, 1741, 1742, 1745, 1747, 1749, 1751, 1752, 1753, 1755, 1756, 1757, 1759, 1761, 1763, 1765, 1767, 1769, 1770, 2083, 2226, 3000, 5000	2226

### 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	0
379	Job Fair			1
1443	All Access	28955 Pacific Coast Highway #210 Malibu California, 90265	3104576616	5

1450	Indeed.com	Austin Texas,		25
1456	Journalism Jobs	Berkeley California,	5106531521	9
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		12
1727	*Alexandria Vocational Services	3105 Colvin St Alexandria Virginia, 22314	Godwin Okafor or Sharon Graham 7035195926	0
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	Melanie 207-786-6232	0
1734	Broadcast Employment Services	PO Box 4116 Oceanside California, 92052	Mark C. Holloway 7607548177	4
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
1745	Fountainhead College of Technology	3203 Tazewell Pike Knoxville Tennessee, 37918	Teresa Gillard 8656889422	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	1
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	1420 K St NW #910 Washington Dist. Columbia, 20005	Brian Salkin	1
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	2
2083	*Full Sail University			

3300 University Blvd  
Winter Park Florida, 32792

Daniel Severson  
4076796333

0

2226	Employee Referral	17
3000	HBI Career Site	4
5000	Internal	17

## Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
American University Creative & Media Arts Networking Reception	Charley Fogel	10/16/2019- 10/16/2019	The Hubbard Radio DC Director of Human Resources participated in this networking reception for American University Creative & Media Arts students and alumni. Topics included current openings and the current landscape of media in general.
Comm Careers in the Capital	Bob Martin	11/07/2019- 11/07/2019	The Hubbard Radio DC Director of Human Resources met with Penn State students and alumni to explore career and internship opportunities with WTOP and Federal News Network.
Hubbard Radio Next Gen Leadership Program 2019-2020	Dan Seeman	07/15/2019- 06/01/2020	The Hubbard Radio Next Gen Leadership Program identifies, rewards and develops future leaders of the company. Employees are nominated by market management to apply for the program. Following a formal application process market managers select up to two (2) participants per market. In the D.C. market two employees were selected to participate.
Loudoun County League of Women Voters	Kathleen Hughes	09/04/2019- 09/04/2019	The League of Women Voters of Loudoun County (LWVLC) presented a free nonpartisan public forum with candidates for the County School Board. This event was moderated by one of WTOP's reporters. The Reporter answered questions afterwards about his role at WTOP and current job opportunities.
Montgomery High School Commencement	Renay Johnson, Principal	06/07/2019- 06/07/2019	An Anchor from WTOP was the graduation keynote speaker at Maryland's largest high school. She spoke with some teachers and students before the ceremony as well as afterwards.

Society of Professional Journalists and the National Society of Hispanic Journalists Career Fair & Conference	Holly Rose	09/05/2019-09/06/2019	Hubbard Radio DC's News Director represented WTOP & Federal News Network as well as Hubbard Broadcasting at the Society of Professional Journalists and the National Society of Hispanic Journalists Career Fair & Conference. The News Director spoke with a number of attendees about careers at WTOP, Federal News Network and Hubbard Broadcasting.
Station Visit	Amy Freedman	06/23/2019-06/23/2019	A recent Towson University graduate who expressed interest in pursuing a career in either sports or music was given a station tour and the opportunity to speak with staff about working in broadcasting.
University of Maryland College Career Fair	Adrianne Flynn	10/21/2019-10/21/2019	Hubbard Radio DC management attended the University of Maryland Career Fair. Information about current career opportunities as well as internships was distributed and discussed.

## **Exhibit 2**



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WTOP-FM	Radio	Washington, DC	11845
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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."FNN Reporter, FT" (21-1117)	05/25/2021	304, 379, 1450, 1727, 1729, 1734, 1735, 1736, 1739, 1741, 1742, 1745, 1747, 1749, 1751, 1752, 1753, 1755, 1756, 1757, 1759, 1761, 1763, 1765, 1767, 1769, 1770, 2083, 2226, 3000, 5000	1770
WTOP-FM.WTOP Production Continuity Specialist(20-1241)	11/12/2020	304, 379, 1450, 1727, 1729, 1734, 1735, 1736, 1739, 1741, 1742, 1745, 1747, 1749, 1751, 1752, 1753, 1755, 1756, 1757, 1759, 1761, 1763, 1765, 1767, 1769, 1770, 2083, 2226, 3000, 5000	2226
WTOP-FM.Account Manager(20-1291)	01/21/2021	304, 379, 1450, 1727, 1729, 1734, 1735, 1736, 1739, 1741, 1742, 1745, 1747, 1749, 1751, 1752, 1753, 1755, 1756, 1757, 1759, 1761, 1763, 1765, 1767, 1769, 1770, 2083, 2226, 3000, 5000	2226
WTOP-FM.Assignments Manager(20-1293)	04/27/2021	304, 379, 646, 1443, 1450, 1457, 1727, 1729, 1734, 1735, 1736, 1739, 1741, 1742, 1745, 1747, 1749, 1751, 1752, 1753, 1755, 1756, 1757, 1759, 1761, 1763, 1765, 1767, 1769, 1770, 2083, 2226, 3000, 5000	1457
WTOP-FM.Digital Advertising Specialist(21-1064)	04/12/2021	304, 379, 1450, 1457, 1727, 1729, 1734, 1735, 1736, 1739, 1741, 1742, 1745, 1747, 1749, 1751, 1752, 1753, 1755, 1756, 1757, 1759, 1761, 1763, 1765, 1767, 1769, 1770, 2083, 2226, 3000, 5000	2226

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379	Job Fair			0
646	National Association of Black Journalists	Career Center, 8800 Lakewood Dr #117 Windsor California, 95492	Calvin Gilreath 7039642765	0
1443	All Access	28955 Pacific Coast Highway #210 Malibu California, 90265	3104576616	2
1450	Indeed.com	Austin Texas,		13
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		9
1727	*Alexandria Vocational Services	3105 Colvin St Alexandria Virginia, 22314	Godwin Okafor or Sharon Graham 7035195926	0
1729	Arlington Employment Center	2100 Washington Blvd 1st Floor Arlington Virginia, 22204	Pam Egner 703 228-1430	0
1734	Broadcast Employment Services	PO Box 4116 Oceanside California, 92052	Mark C. Holloway 7607548177	1
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
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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
1745	Fountainhead College of Technology	3203 Tazewell Pike Knoxville Tennessee, 37918	Teresa Gillard 8656889422	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
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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	3
2083	*Full Sail University	3300 University Blvd Winter Park Florida, 32792	Daniel Severson 4076796333	0
2226	Employee Referrral			9
3000	HBI Career Site			1
5000	Internal			3

## Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
Columbia College Chicago Virtual Spring 2021 Internship and Career Fair	Victoria Lee Jones	02/11/2021- 02/11/2021	WTOP's Director of News and Programming participated in the Columbia College-Chicago's Spring 2021 Internship and Career Fair. Students and alumni met with employers in their field to explore opportunities.
Howard University Fall 2020 Virtual Jobs and Internships Fair	Gracie Lawson-Borders Ph.D., Dean	10/22/2020- 10/22/2020	WTOP's Director of News and Programming participated in Howard University's Cathy Hughes School of Communications' Virtual Career Fair. Students attended information sessions, meet recruiters, and schedule interviews for internships and entry level positions in the communications industry.
Internship	Sue Rushkowski	04/15/2021- 04/15/2021	Three college students will have an opportunity to intern at WTOP or Federal News Network in the department of their choice: Newsroom, Sales, or Web Developer.
Syracuse University Newhouse Diversity Communications Career Fair	Bridget Lichtinger	02/19/2021- 02/19/2021	This event aims to connect students from underrepresented backgrounds with employers who are interested in strengthening their workforces through the inclusion of diverse perspectives and individuals. WTOP's Director of News and Programming participated in the event.