

FCC EEO Combined Public File Report

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

For the reporting period: 05/23/13 to 05/31/14

Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups		Source for Person Hired
WTOP-FM.Account Manager	05/08/2014	Internal,National,P	Except for: 2081 2082 2083	1864
WTOP-FM.Account Manager	05/08/2014	Internal,National,P	Except for: 2081 2082 2083	1715
WTOP-FM.Account Manager	05/08/2014	Internal,National,P	Except for: 2081 2082 2083	1715
WTOP-FM.Account Manager	05/08/2014	Internal,National,P	Except for: 2081 2082 2083	1772
WTOP-FM.Account Manager	05/08/2014	Internal,National,P	Except for: 2081 2082 2083	1715
WTOP-FM.Anchor/Reporter	05/08/2014	Internal,National,P,Paid	Except for: 1863 1864 2081 2082 2083	1721
WTOP-FM.Business Manager	06/19/2013	Internal,National,S		1721
WTOP-FM.Credit & Collections Specialist	09/11/2013	Internal,National,P,Paid,S	Except for: 1863 1864	1715
WTOP-FM.Custom Media Project Specialist	03/27/2014	Internal,National,S		1715
WTOP-FM.Desktop Support Technician	04/16/2014	Internal,National,S	Except for: 2081 2082	1724
WTOP-FM.Digital Sports Editor	04/14/2014	Internal,National,P	Except for: 2097	1717
WTOP-FM.Digital Writer/Editor	06/19/2013	Internal,P	Except for: 2081 2082 2083	1772
WTOP-FM.IT Manager	01/03/2014	Internal,National,S	Except for: 2081 2082	1722
WTOP-FM.Overtime Assistant Editor (WTOP)	01/17/2014	Internal,National,P	Except for: 2081 2082 2083	1715
WTOP-FM.Sales Associate	06/19/2013	Internal,S	Except for: 1844 1845 1846 1847 1848 2081 2082	1715
WTOP-FM.Sales Associate	05/08/2014	Internal,National,P,Paid	Except for: 1863 1864 2081 2082 2083	1715
WTOP-FM.Sales Associate	05/08/2014	Internal,National,P,Paid	Except for: 1863 1864 2081 2082 2083	1715
WFED-AM.Custom Media Director	02/07/2014	Internal,National,S	Except for: 2081 2082	1715
WFED-AM.Digital News Writer/Editor	06/19/2013	Internal,P	Except for: 2081 2082 2083	1770

List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
369	1	1715	29	1717	14	1721	4
1722	1	1723	6	1724	1	1733	1
1767	2	1770	1	1772	17	1863	3
1864	1	2097	1				

List of Recruitment Sources that requested postings

1726 1727 1728 1729 1730 1731 1732 1733 1734 1735 1736 1737 1738 1739 1740 1741
1742 1743 1744 1745 1746 1747 1748 1749 1750 1751 1752 1753 1754 1755 1756 1757
1758 1759 1760 1761 1762 1763 1764 1765 1766 1767 1768 1769 1770 1771 1772 1773
2083

Recruitment Source Groups

Group Name	Ending Date: Members of this group
Internal	Current: 307 369 402 408 416 555 843 865 893 905 911 912 913 1213 1270 1844 1845 1846 1847 1848 2081 2082 05/24/13: 1844 ADDED 1845 ADDED 1846 ADDED 1847 ADDED 1848 ADDED 01/30/14: 2081 ADDED 01/13/14: 2082 ADDED

National **Current:** 254 255 452 487 608 644 657 1092 1843
05/24/13: 1843 ADDED
01/30/14: 2081 DELETED
01/13/14: 2081 ADDED

P=Professional **Current:** 1713 1714 1715 1716 1717 1718 1719 1720 1721 1723 1724 1725 1726 1727 1728 1729 1730 1731 1732 1733
1734 1735 1736 1737 1738 1739 1740 1741 1742 1743 1745 1746 1747 1748 1749 1750 1751 1752 1753 1754 1755 1756
1757 1758 1759 1760 1761 1762 1763 1764 1765 1766 1767 1768 1769 1770 1771 1772 1773 2083 2097
05/27/14: 2097 ADDED
05/24/13: 1744 INACTIVE
01/29/14: 2083 ADDED

Paid **Current:** 1712 1722 1863 1864 2097
09/10/13: 1863 ADDED 1864 ADDED
05/27/14: 2097 ADDED

S=Support **Current:** 1713 1714 1715 1716 1717 1718 1719 1720 1721 1723 1724 1725 1726 1727 1728 1729 1730 1731 1732 1733
1734 1735 1736 1737 1738 1739 1740 1741 1742 1743 1745 1746 1747 1748 1749 1750 1751 1752 1753 1754 1755 1756
1757 1758 1759 1760 1761 1762 1763 1764 1765 1766 1767 1768 1769 1770 1771 1772 1773 2097
05/27/14: 2097 ADDED
05/24/13: 1744 INACTIVE

T=Technical **Current:** 1713 1714 1715 1716 1717 1718 1719 1720 1721 1723 1724 1725 1726 1727 1728 1729 1730 1731 1732 1733
1734 1735 1736 1737 1738 1739 1740 1741 1742 1743 1745 1746 1747 1748 1749 1750 1751 1752 1753 1754 1755 1756
1757 1758 1759 1760 1761 1762 1763 1764 1765 1766 1767 1768 1769 1770 1771 1772 1773 2097
05/27/14: 2097 ADDED
05/24/13: 1744 INACTIVE

Recruitment Sources

ID	Source	ID	Source	ID	Source
254	Emma L Bowen Foundation-DC 1299 Pennsylvania Ave NW, 11th Flr Washington, DC 20004 Phylis Eagle Oldson (202) 637-4494	255	Emma L Bowen Foundation-NY 524 W 57th St New York, NY 10019 Sandra Rice (212) 975-2545	307	KSTP-TV 3415 University Ave St Paul, MN 55114 Dixie Hansen (651) 642-5555
369	Internal Applicant	402	WDIO-TV 10 Observation Rd Duluth, MN 55811 Vivki Kaping (218) 279-7734	408	WHEC-TV 191 East Ave Rochester, NY 14604 Kathy Knox (585) 546-0745
416	WNYT-TV 15 N Pearl St Albany, NY 12204 Christine Kimball (518) 436-4791	452	Society of Broadcast Engineers 9247 N Meridian St #305 Indianapolis, IN 46260 Scott Jones (317) 846-9000	487	Society of Professional Journalists 3909 N Meridian St Indianapolis, IN 46208 Greg Jones (317) 927-8000
555	KSTC-TV 3415 University Ave St Paul, MN 55114 Glenna Sorensen (651) 523-7301	608	Medialine PO Box 51909 Pacific Grove, CA 93950 Mark Shilstone (831) 648-5200	644	National Association of Broadcasters 1771 N St NW Washington, DC 200362891 Karen Hunter (202) 429-5498
657	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988	843	KOBF-TV 825 W Broadway Farmington, NM 87401 Deb Kelly (505) 326-1141	865	KAAL-TV 1701 10th Place NE Austin, MN 55912 Bonnie Broden (507) 437-6666
893	KOB-TV 4 Broadcast Plaza SW Albuquerque, NM 87104 Cathy Potts (505) 243-4411	905	KOBR-TV 124 E 4th St Roswell, NM 88201 Isabel Castillo (505) 625-8888	911	KSTP-AM 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989
912	KSTP-FM 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989	913	KTMY-FM 3415 University Ave St Paul, MN 55114 Mary Schaible (651) 647-2989	1092	Broadcast Engineering 9800 Metcalf Overland Park, KS 66212 Jennifer Shafer (913) 967-1732
1213	F&F Productions 14333 Meyerlake Circle Clearwater, FL 33760 Donna Guilliams (727) 535-6776	1270	ReelzChannel 5650 University Blvd SE Albuquerque, NM 87106 Lori Lung (505) 212-8800	1712	Publication xx xxx, WY 123 xx (123) 123-1234
1713	City Workforce Services	1714	Community Organization-General	1715	Employee-Current
1716	Internship	1717	Website	1718	Internal Applicant
1719	Job Fair	1720	Job Hotline	1721	Market Referral
1722	Recruiter 123 xx, DC 123 xx (123) 123-1234	1723	Radio Ad	1724	Word of Mouth
1725	Self Inquiry	1726	AD Club of Metro Washington	1727	Alexandria Vocational Services

			717 Princess Street Alexandria, VA 22314 Alvin Ford (703) 68-5954		3105 Colvin Street Alexandria, VA 22314 Godwin Okafor or Sharon Graham (703) 519-5926
1728	American Broadcast School 4511 S.E. 29th Street Oklahoma City, OK 73115 Staci Cockrell (405) 67-6511	1729	Arlington Employment Center 2100 Washington Blvd 1st Floor Arlington, VA 22204 Pam Egner (703) 22-1430	1730	AFTRA 7735 Old Georgetown Road #950 Bethesda, MD 20814 Thomas Young (301) 657-2560
1731	The Art Institute of California 7650 Mission Valley Road San Diego, CA 92108 Lauren Asp (800) 59-2422	1732	Bowie State University 1400 Jericho Park Rd Bowie, MD 20715 Dale M. O'Neal (301) 86-3825	1733	Bates College 31 Frye Street Lewinston, ME 4240 Colleen Coxe (207) -78-6232
1734	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 Mark C. Holloway (760) -75-8177	1735	Charles Co. Community College PO Box 910 Mitchell Road LaPlata, MD 20646 Career Center (301) 934-7569	1736	Charles Co. Dept. Of Social Services 200 Kent Ave LaPlata, MD 20646 Jane Folkman (301) 39-6620
1737	Columbia School of Broadcastin 301 Maple Ave West Vienna, VA 22180 William Butler (703) 59-6000	1738	Northern VA Family Service 8301 Greensboro Drive McLean, VA 22102 Pamela Dodge (703) 748-2500	1739	Paralyzed Veterans of America 801 18th St. NW Washington, DC 20006 Mark Daley (202) -87-1300
1740	Politico 1100 Wilson Boulevard 6th Floor Arlington, VA 22209 Jen White (703) 647-7983	1741	Charles W. Gilchrist Center 11319 Elkin Street Wheaton, MD 20902 Maritza Riber-Cohen (240) 777-6950	1742	DC Hispanic Employee Network 1337 Macbeth St. McLean, VA 22102 Roberto Quinones (703) 82-0980
1743	Employment Services 312 Marshall Ave Suite 504 Laurel, MD 20707 Louis Rogers (301) 36-9708	1744	Emma L. Bowen Foundation 524 West 57th Street New York, NY 10019 Sandra Rice (212) 975-2545	1745	Fountainhead College of Technology 3203 Tazewell Pike Knoxville, TN 37918 Wendy Carter (865) -68-9422
1746	Hispanic Committee of Virginia 5827 Columbia Pike #200 Washington, DC 22041 Tanya Glorioso (703) -67-5666	1747	Hood College 401 Rosemount Avenue Frederick, MD 21701 Erin Overholtzer-Rose (301) 69-3583	1748	Howard University 525 Bryant St NW Washington, DC 20059 Carol Dudley (202) 80-7690
1749	JOBS! Ministry The Falls Church 100A East Fairfax St Falls Church, VA 22046 Jack Dunlap (703) 53-9068	1750	Korean Community Services Center 7700 Little River Turnpike #4 Annandale, VA 22200 Oak Oh (703) 35-6345	1751	Labor Council for Latin Americans 888 16th St. NW Suite 640 Washington, DC 20006 Gabriela Lemus (202) 50-6919
1752	Ministries for Christ P.O. Box 41141 Washington, DC 20018 Rev. Mary F. Copeland (202) -52-0831	1753	NAACP 1156 15th St NW #915 Washington, DC 20005 Cathy Miller (202) 46-7767	1754	Native American Journalists Association 395 W Lindsey Norman, OK 73019 Jeff Harjo or William Haney (405) -32-9008
1755	NOVA Urban League 1315 Duke Street Alexandria, VA 22314 J Ward Richardson (703) 83-2858	1756	National Association of Hispanic Journalists 1000 National Press Bldg Washington, DC 20045 Virginia Galindo (202) 66-7145	1757	National Lesbian/Gay Journalists 1420 K Street NW #910 Washington, DC 20005 Brian Salkin (202) 58-9888
1758	National Congress of American Indians 1516 P Street NW Washington, DC 20005 Adam McMillin (202) 46-7767	1759	National Council of Negro Women 633 Pennsylvania Ave NW Washington, DC 20004 Ms. Holder (202) 73-0120	1760	National Puerto Rican Coalition 1100 G St NW #805 Washington, DC 20005 Elisa Rolan (202) 22-3915
1761	Omega School of Applied Record 5609 Fishers Lane Rockville, MD 20852 George Jefferson (301) -23-9100	1762	Powerjobs 1100 Wilson Blvd 6th Floor Arlington, VA 22209 Beth Dwyer (703) -64-7983	1763	Prince George's Community College 301 Largo Rd Largo, MD 20774 Stephanie Cunningham (301) 32-0109
1764	Senior Employment Resources 4201 John Marr Dr Suite 236 Annandale, VA 220033204 James Nanjo (703) 75-1936	1765	Spanish Educational Development Center 4110 Kansas Ave NW Washington, DC 20011 Marta Egas (202) 72-4404	1766	Trinity College 125 Michigan Avenue NE #120 Washington, DC 20017 Vivian Wilds (202) 88-9636
1767	University of Maryland Baltimore County 1000 Hilltop Circle Mp 204 Baltimore, MD 21250 Susan Plitt (410) 45-2216	1768	University of District of Columbia 4200 Connecticut Avenue NW #12 Washington, DC 20008 Clifton Coates (202) 27-6251	1769	Uplift Community Foundation PO Box 56484 Washington, DC 20040 Solomon T. Miles (202) 29-4688
1770	WFED.com 3400 Idaho Avenue NW Washington, DC 20016 Sue Rushkowski (202) -89-5000	1771	Wider Opportunities for Woman 1001 Connecticut Ave NW #930 Washington, DC 20036 Ms. Staples (202) -46-1596	1772	WTOP.com 3400 Idaho Avenue NW Washington, DC 20016 Sue Rushkowski (202) 895-5000
1773	Washington Area Broadcasters Association c/o WJLA-TV/1100 Wilson Blvd Washington, DC 22209 Ceyonne Coachman (703) 23-9556	1843	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988	1844	Hubbard Radio - Washington, DC 3400 Idaho Ave NW Washington, DC 20016 Sue Rushkowski (202) 895-5000

1845	Hubbard Radio-Cincinnati 2060 Reading Rd Cincinnati, OH 45202 Nicole Carvelli (513) 699-5102	1846	Hubbard Radio-Salt Lake City 6985 Union Park Ave Suite 600 Cottonwood Heights, UT 84047 Mike Rawlings (801) 575-7565	1847	Hubbard Radio-St. Louis 11647 Olive Blvd St Louis, MO 63141 Brenda Joyce (314) 983-6000
1848	Hubbard Radio-Chicago 130 E Randolph St Suite 1700 Chicago, IL 60601 Amy Wicklund (312) 946-1019	1863	Journalismjobs.com unknown Berkely, CA 94608 Unknown (510) 653-1521	1864	LinkedIn Unknown Unknown, CA 90860 Customer Service (202) 895-5027
2081	Hubbard Radio-Phoenix 4343 Camelback Road #200 Phoenix, AZ 85018 Jennifer Daurham (480) 941-1007	2082	Hubbard Radio-Seattle 3650 131st Avenue SE #550 Bellevue, WA 98006 Christine Hanley (425) 653-1160	2083	Full Sail University 3300 University Boulevard Winter Park, FL 32792 Daniel Severson (407) 671-2240
2097	Twitter 3400 Idaho Ave NW Washington, DC 20016 Sue Rushkowsky (202) 895-5027				

Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
National Career Fairs	Scott Lobenberg	07/23/2013 - 07/23/2013	Director of Human Resources represented WTOP and WFED at the National Career Fair. The hiring event offered job seekers an opportunity to meet face to face with dozens of employers hiring in the D.C. area. A one-sheet containing all of our current job openings was distributed to job seekers.	

Internship Program	Sue Rushkowsky	09/01/2013 - 12/31/2013	<i>WTOP NEWS</i> is <u>the</u> source for news and information in the Mid-Atlantic and one of the leading news operations in the country. <i>Federal News Radio</i> is the place for news and information on and about the Federal Government. WFED is also the radio home of Washington Capitals Hockey, George Washington University Men's Basketball, American University Men's Basketball, and Navy Football. WFED also broadcasts the Washington Nationals and Baltimore Ravens. An internship at WTOP and WFED is an opportunity to learn from the best in journalism, including veterans of ABC, NBC, CBS, the Associated Press and other news organizations. The goal of our internship program is to provide an outstanding learning environment for students to enhance their skills. This is a "hands-on" internship. The more students put into it, the more they benefit. Greater responsibility is given as the student progresses. WTOP offers internships for both broadcast & digital journalism. Broadcast internship Includes: ● Writing and editing. ● Man-on-the-street reporting. ● Phone interviews. ● Research story material. ● Edit audio using AdobeAudition. ● Take pictures and work on various assignments for WTOP.com. ● Assist with various "Ask The..." interview shows. ● Blog about your internship experience. ● Support reporters, editors, and writers as needed. ● Work with investigative unit on special assignments. Digital internship includes: ● Writing and editing. ● Slide-show creation. ● Use of social-media. ● Research story material. ● Multi-media story telling.	The WTOP and WFED Internship Program is offered year round.
--------------------	----------------	-------------------------------	--	---

			Take pictures and work on various assignments for WTOP.com.	
Job & Internship Fair	American University	09/19/2013 - 09/19/2013	Human Resources Director spoke to job seekers, distributed a list of current job openings and provided details about our internship program to American University Student Job and Internship Fair participants.	Internship and job information for WTOP and WFED was distributed.
Mobile Journalism	University of Maryland	10/15/2013 - 10/15/2013	WTOP Anchor/Reporter talked to group about Mobile Journalism. He discussed how he started in broadcasting and how he grew into the Mobile Journalism role. He also discussed our internship program and what it's like to work at WTOP, expanding on the role of the Freelance News Assistant which is our entry-level position.	
University of Maryland Journalism Internship Fair	University of Maryland	10/20/2013 - 10/20/2013	WTOP's Public Affairs Director represented our stations at this job fair.	
Mobile Journalism	University of Maryland	03/15/2014 - 03/15/2014	WTOP Anchor/Reporter talked to group about Mobile Journalism. He discussed how he started in broadcasting and how he grew into the Mobile Journalism role. He also discussed our internship program and what it's like to work at WTOP, expanding on the role of the Freelance News Assistant which is our entry-level position.	
National Cathedral School Newsroom Tour and Talk	National Cathedral School	03/19/2014 - 03/19/2014	Newsroom tour and talk on life in our digital news organization. Students explored careers in radio, print and digital journalism including our current job openings.	