

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: 06/01/16 to 05/31/17

Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
WTOP-FM.Account Manager	01/19/2017	Internal,National,P Except for: 2254	1715
WTOP-FM.Account Manager	01/19/2017	Internal,National,P Except for: 2254	1715
WTOP-FM.Account Manager	01/19/2017	Internal,National,P Except for: 2254	1715
WTOP-FM.Digital News Writer/Editor	08/04/2016	Internal,National,S	369
WTOP-FM.Digital Writer/Editor, FT	12/30/2016	Internal	369
WTOP-FM.Digital Writer/Editor, FT	12/30/2016	Internal	369
WTOP-FM.Graphic Designer	02/01/2017	Internal,National,S Except for: 2254	1717
WTOP-FM.News Director, FT	01/17/2017	Internal	369
WTOP-FM.Social Media & Digital Engagement Specialist	02/14/2017	Internal	369
WTOP-FM.Video Content Specialist, FT	01/09/2017	Internal,National,S	1772
WTOP-FM.Web Developer	07/06/2016	Internal,National,P Except for: 2254	1722
WTOP-FM.Web Developer	09/14/2016	Internal,National,P	1722

List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
369	11	644	1	1715	4	1717	4
1721	1	1722	7	1724	1	1772	5
1864	4						

List of Recruitment Sources that requested postings

1727 1728 1729 1732 1733 1734 1735 1736 1739 1741 1742 1743 1745 1746 1747 1748
 1749 1750 1751 1752 1753 1754 1755 1756 1757 1758 1759 1760 1761 1762 1763 1764
 1765 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 1213 1270 1844 1845 1847 1848 2081 2082
National	Current: 255 452 487 644 657 1092 06/20/16: 2254 ADDED 01/26/17: 2239 INACTIVE 2254 INACTIVE 2254 ADDED
P=Professional	Current: 1713 1714 1715 1716 1717 1719 1720 1721 1723 1724 1725 1727 1728 1729 1733 1734 1735 1736 1739 1741 1742 1745 1746 1747 1748 1749 1751 1752 1753 1755 1756 1757 1759 1760 1761 1763 1765 1767 1768 1769 1770 1771 1772 2083 2097 09/30/16: 1732 INACTIVE 09/26/16: 1743 INACTIVE 1750 INACTIVE 1754 INACTIVE 1758 INACTIVE 1762 INACTIVE 1764 INACTIVE 1773 INACTIVE 05/25/17: 1718 INACTIVE
Paid	Current: 1712 1722 1863 1864 2097
S=Support	Current: 1713 1714 1715 1716 1717 1719 1720 1721 1723 1724 1725 1727 1728 1729 1733 1734 1735 1736 1739 1741 1742 1745 1746 1747 1748 1749 1751 1752 1753 1755 1756 1757 1759 1760 1761 1763 1765 1767 1768 1769 1770 1771 1772 2097 09/30/16: 1732 INACTIVE 09/26/16: 1743 INACTIVE 1750 INACTIVE 1754 INACTIVE 1758 INACTIVE 1762 INACTIVE 1764 INACTIVE 1773 INACTIVE 05/25/17: 1718 INACTIVE
T=Technical	Current: 1713 1714 1715 1716 1717 1719 1720 1721 1723 1724 1725 1727 1728 1729 1733 1734 1735 1736 1739 1741 1742 1745 1746 1747 1748 1749 1751 1752 1753 1755 1756 1757 1759 1760 1761 1763 1765 1767 1768 1769 1770 1771 1772 2097 09/30/16: 1732 INACTIVE 09/26/16: 1743 INACTIVE 1750 INACTIVE 1754 INACTIVE 1758 INACTIVE 1762 INACTIVE 1764 INACTIVE 1773 INACTIVE 05/25/17: 1718 INACTIVE

Recruitment Sources

ID	Source	ID	Source	ID	Source
255	Emma L Bowen Foundation-NY 30 Rockefeller Plaza (1221 Ave of Americas 28th Floor) New York, NY 10112 Sandra Rice (212) 664-3486	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 Vicki 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
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 1320 Salem Rd SW Rochester, MN 55902 Deb Nerud (507) 258-7229	893	KOB-TV 4 Broadcast Plaza SW Albuquerque, NM 87104 Cassandra Jones (505) 243-4411	905	KOBR-TV 124 E 4th St Roswell, NM 88201 Isabel Castillo (505) 625-8888
911	Hubbard Radio Twin Cities 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 Guilliame (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 xxx xxx, CA 11111 aaa (651) 642-4314	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
1727	Alexandria Vocational Services 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
1732	Bowie State University 1400 Jericho Park Rd Bowie, MD 20715 Dale M. O'Neal (301) 860-3825	1733	Bates College 31 Frye Street Lewinston, ME 4240 Colleen Coxo (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 Tracy S (301) 934-7569	1736	Charles Co. Dept. Of Social Services 200 Kent Ave LaPlata, MD 20646 Ms. Richards (301) 392-6620	1739	Paralyzed Veterans of America 801 18th St. NW Washington, DC 20006 Sheila Skipper (202) 872-1300
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) 827-0980	1743	Employment Services 312 Marshall Ave Suite 504 Laurel, MD 20707 Louis Rogers (301) 362-9708
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 Claudia Ratti (703) 671-5666	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) 354-6345

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 Adam Lee (202) 463-2940
1754	Native American Journalists Association 395 W Lindsey Norman, OK 73019 Jeff Harjo or William Haney (405) 325-9008	1755	NOVA Urban League 1315 Duke Street Alexandria, VA 22314 Vickey King (703) 836-2858	1756	National Association of Hispanic Journalists 1000 National Press Bldg Washington, DC 20045 Virginia Galindo (202) 662-7145
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 Sarah Beccio (202) 466-7767	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 Pete (301) 230-9100	1762	Powerjobs 1100 Wilson Blvd 6th Floor Arlington, VA 22209 Beth Dwyer (703) 647-7983
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 22003204 James Nanjo (703) 750-1936	1765	Spanish Educational Development Center 4110 Kansas Ave NW Washington, DC 20011 Jose G (202) 722-4404
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 Rushkowsky (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 Rushkowsky (202) 895-5000
1773	Washington Area Broadcasters Association c/o WJLA-TV/1100 Wilson Blvd Washington, DC 22209 Ceyonne Coachman (703) 236-9556	1844	Hubbard Radio - Washington, DC 3400 Idaho Ave NW Washington, DC 20016 Sue Rushkowsky (202) 895-5000	1845	Hubbard Radio-Cincinnati 2060 Reading Rd Cincinnati, OH 45202 Nicole Carvelli (513) 699-5102
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 Liz Luptak (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 Susan Kaiser (480) 941-1007	2082	Hubbard Radio-Seattle 3650 131st Avenue SE #550 Bellevue, WA 98006 Lisa Closterman (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	2239	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988
2254	National Hispanic Media Coalition 2514 S Grand Ave Los Angeles, CA 90007 Claudia Flores (213) 746-6988				

Outreach Activities

Name of Event / Initiative	Contact Person	Date	Brief Description of Initiative	Other Information
Hubbard Radio NextGen Leadership Program	Dan Seeman, Mike Frederick	06/01/2016 - 05/31/2017	In 2015, Hubbard Radio launched the NextGen Leadership Program. The program's goal is to identify, reward and develop future leaders of the company. Employees are first nominated by management to apply for the program. Following the formal application process, Hubbard Radio Market Managers select up to two participants per market. At WTOP & WFED, two employees were selected and participated in the annual program.	
2016 NABEF Media Sales Institute Recruiter Fair	Adaora Otiji	06/15/2016 - 06/16/2016	Hubbard Radio-Washington DC's Sales Managers participated in the NABEF Media Sales Institute Recruiter Fair. They were able to observe participants present a mock sales presentation to real local business clients that include Digital, Radio and TV sales solutions, then interview participants at the event.	The Media Sales Institute program targets women and people of color and is committed to higher learning through diversity in the

broadcast industry.

AAJA JCAMP	Neal Justin, Governing Board, Asian American Journalist Association	08/03/2016 - 08/03/2016	WTOP's News Director spoke to high-school journalists about careers in journalism during the Asian American Journalism Association's JCamp. JCamp brings a multicultural group of high school students together for five days of intensive journalism training. Students learn from professional journalists and get hands-on training in writing, photography, television broadcasting, online media, and reporting.	
Facetime with the Pros	Sue Kopen-Katcef	03/04/2017 - 03/04/2017	WTOP's Senior News Director took part in a panel presentation with University of Maryland students to discuss job opportunities, how to best reach out to prospective employers, interviews and follow-up. He also let them know about WTOP/WFED job opportunities.	
West Potomac High School Career Exploration Night	Cathie Grant- Goodman	04/26/2017 - 04/26/2017	WTOP/WFED were represented at the West Potomac High School Career Exploration Night. They discussed careers in broadcasting with the students and invited students to visit the stations for a tour or job shadow experience.	