

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: 06/01/17 to 05/31/18

Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
WTOP-FM.Account Manager	03/30/2018	Internal,National,P Except for: 2254	1772
WTOP-FM.Account Manager	03/30/2018	Internal,National,P Except for: 2254	1864
WTOP-FM.Account Manager	03/30/2018	Internal,National,P Except for: 2254	1722
WTOP-FM.Database Marketing Manager	06/06/2017	Internal,National,S Except for: 2254	1717
WTOP-FM.Desktop Support Specialist	07/12/2017	Internal,National,S	1715
WTOP-FM.Digital Advertising Specialist	12/11/2017	Internal,National,S	1722
WTOP-FM.Digital News Writer/Editor, FT	12/20/2017	Internal,P Except for: 1715 1716 1719 1720	369
WTOP-FM.Newsroom Technician	07/12/2017	Internal,National,S	369
WTOP-FM.Reporter	03/01/2018	Internal,National,P	1772
WTOP-FM.Social Media & Digital Engagement Specialist, FT	06/05/2017	Internal,National,S	1715
WFED-AM.WFED Digital News Writer/Editor, FT	02/22/2018	Internal,National,P,Paid Except for: 452 1092 1712 1722 1863 1864 2097	1863

List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
369	15	1715	5	1717	3	1722	8
1724	4	1725	1	1772	10	1844	3
1847	1	1863	2	1864	2	2097	1

List of Recruitment Sources that requested postings

1727 1728 1729 1730 1732 1733 1734 1735 1736 1738 1739 1741 1742 1744 1745 1746
1747 1748 1749 1750 1751 1752 1753 1755 1756 1757 1758 1759 1760 1761 1763 1764
1765 1766 1767 1768 1769 1770 1771 1772 1773 2083 2314

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 2320 05/09/18: 2320 ADDED
National	Current: 255 452 487 644 657 1092 05/09/18: 2321 INACTIVE 2321 ADDED
P=Professional	Current: 1713 1714 1715 1716 1717 1719 1720 1721 1723 1724 1725 1727 1729 1730 1732 1733 1734 1735 1736 1738 1739 1741 1742 1744 1745 1747 1748 1749 1750 1751 1752 1753 1755 1756 1757 1758 1759 1761 1763 1764 1765 1766 1767 1769 1770 1772 1773 2083 2097 2314 03/22/18: 1746 INACTIVE 03/16/18: 1728 INACTIVE 1732 ACTIVE 1738 ACTIVE 1750 ACTIVE 1758 ACTIVE 1760 INACTIVE 1764 ACTIVE 1766 ACTIVE 1768 INACTIVE 1771 INACTIVE 1773 ACTIVE 03/14/18: 1730 ACTIVE 2314 ADDED 03/13/18: 1744 ACTIVE
Paid	Current: 1712 1722 1863 1864 2097
S=Support	Current: 1713 1714 1715 1716 1717 1719 1720 1721 1723 1724 1725 1727 1729 1730 1732 1733 1734 1735 1736 1738 1739 1741 1742 1744 1745 1747 1748 1749 1750 1751 1752 1753 1755 1756 1757 1758 1759 1761 1763 1764 1765 1766 1767 1769 1770 1772 1773 2097 2314 03/22/18: 1746 INACTIVE 03/16/18: 1728 INACTIVE 1732 ACTIVE 1738 ACTIVE 1750 ACTIVE 1758 ACTIVE 1760 INACTIVE 1764 ACTIVE 1766 ACTIVE 1768 INACTIVE 1771 INACTIVE 1773 ACTIVE 03/14/18: 1730 ACTIVE 2314 ADDED 03/13/18: 1744 ACTIVE
T=Technical	Current: 1713 1714 1715 1716 1717 1719 1720 1721 1723 1724 1725 1727 1729 1730 1732 1733 1734 1735 1736 1738 1739 1741 1742 1744 1745 1747 1748 1749 1750 1751 1752 1753 1755 1756 1757 1758 1759 1761 1763 1764 1765 1766 1767 1769 1770 1772 1773 2097 2314 03/22/18: 1746 INACTIVE 03/16/18: 1728 INACTIVE 1732 ACTIVE 1738 ACTIVE 1750 ACTIVE 1758 ACTIVE 1760 INACTIVE 1764 ACTIVE 1766 ACTIVE 1768 INACTIVE 1771 INACTIVE 1773 ACTIVE

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 Andy Higgins (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 Rachel Sedillo (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 Guillaume (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	American Job Centers 4058 Minnesota Ave NE Washington, DC 20019 Odie Donald (202) 724-2337
1714	Community Organization-General	1715	Employee-Current	1716	Internship
1717	Website	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 Ralph Critten (703) 746-5861
1728	American Broadcast School 4511 S.E. 29th Street Oklahoma City, OK 73115 Staci Cockrell (405) 672-6511	1729	Arlington Employment Center 2100 Washington Blvd 1st Floor Arlington, VA 22204 Pam Egner (703) 228-1430	1730	SAG AFTRA 7735 Old Georgetown Road #950 Bethesda, MD 20814 Anee Raulerson (301) 657-4564
1732	Bowie State University 1400 Jericho Park Rd Bowie, MD 20715 Dale M. O'Neal (301) 860-3825	1733	Bates College 146 Wood Street Lewinston, ME 04240 Karen Ouellet (207) 786-6232	1734	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 Mark C. Holloway (760) 754-8177
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 Donna Richards (301) 392-6534	1738	Northern VA Family Service 8603 Westwood Center Drive Vienna, VA 22182 Rini Victor (703) 748-2864
1739	Paralyzed Veterans of America 801 18th St. NW Washington, DC 20006 Shelly Stewart (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 805 Brightseat Rd Landover, MD 20785 Felipe Urquilla or Marcy Campos (301) 909-7028
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 Teresa Gillard (865) 688-9422	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 Overholzer-Rose (301) 696-3583	1748	Howard University 525 Bryant St NW Washington, DC 20059 Carol Dudley (202) 806-7690	1749	JOBS! Ministry The Falls Church 100A East Fairfax St Falls Church, VA 22046 Jack Dunlap (703) 536-9068
1750	Korean Community Services Center 7700 Little River Turnpike #4 Annandale, VA 22200 Youngeun Lee (703) 354-6345	1751	Labor Council for Latin Americans 888 16th St. NW Suite 640 Washington, DC 20006 Elizabeth Bares (202) 508-6919	1752	Ministries for Christ P.O. Box 41141 Washington, DC 20018 Rev. Mary F. Copeland (202) 529-0831
1753	NAACP	1755	NOVA Urban League	1756	National Association of Hispanic Journalists

	1156 15th St NW #915 Washington, DC 20005 Adam Lee (202) 463-2940		1315 Duke Street Alexandria, VA 22314 Vickey King (703) 836-2858		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) 588-9888	1758	National Congress of American Indians 1516 P Street NW Washington, DC 20005 Nicole Hallingstad (202) 466-7767	1759	National Council of Negro Women 633 Pennsylvania Ave NW Washington, DC 20004 Ms. Michelle Holder (202) 737-0120
1760	National Puerto Rican Coalition 1100 G St NW #805 Washington, DC 20005 Elisa Rolan (202) 223-3915	1761	Omega School of Applied Record 12712 Rock Creek Mill Road Suite 14A Rockville, MD 20852 Pete (301) 230-9100	1763	Prince George's Community College 301 Largo Rd Largo, MD 20774 Stephanie Cunningham (301) 322-0109
1764	Senior Employment Resources 4201 John Marr Dr Suite 236 Annandale, VA 220033204 James Nanjo (703) 750-1936	1765	Spanish Educational Development Center 4110 Kansas Ave NW Washington, DC 20011 Martha Egas (202) 722-4404	1766	Trinity College 125 Michigan Avenue NE #120 Washington, DC 20017 Vivian Wilds (202) 884-9636
1767	University of Maryland Baltimore County 1000 Hilltop Circle Mp 204 Baltimore, MD 21250 Sue Plitt (410) 455-2216	1768	University of District of Columbia 4200 Connecticut Avenue NW #12 Washington, DC 20008 Clifton Coates (202) 274-5020	1769	Uplift Community Foundation PO Box 56484 Washington, DC 20040 Solomon T. Miles (202) 291-4688
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) 464-1596	1772	WTOP.com 3400 Idaho Avenue NW Washington, DC 20016 Sue Rushkowski (202) 895-5000
1773	Maryland DC Delaware Broadcasters Association c/o WJLA-TV/1100 Wilson Blvd Washington, DC 22209 Lisa Reynolds (410) 653-4122	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
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 1100 N 52nd Street Phoenix, AZ 85008 Susan Kaiser (602) 629-8673	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) 679-6333	2097	Twitter 3400 Idaho Ave NW Washington, DC 20016 Sue Rushkowski (202) 895-5027	2314	American University Washington Washington, DC 20016 Marcy Campos (202) 885-7378
2320	HBI Radio North 13225 Dogwood Dr Brainerd, MN 56425 Justin Jerve (218) 822-4461	2321	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 2017 NextGen Leadership Program	Dan Seeman	06/01/2017 - 05/31/2018	The Hubbard Radio NextGen Leadership program was created in 2015 with the goal to identify and develop future leaders for the company. Employees were first nominated by management and department heads to apply for the program. Following the application process the Hubbard Radio market managers chose up to two participants in each market. Selection for the program was based on the following criteria: <ul style="list-style-type: none"> Employee has shown a desire to grow with Hubbard Radio. Employee has ideas and solutions to improve the operation and move the company forward. Employee has demonstrated sustained performance in their current position. Employee embraces the Hubbard culture of Honesty, Fairness and Innovation. 	NextGen participants attended the 2017 NAB Radio Show.
2017 NABEF Media Sales Institute Recruiter Fair	Adaora Otiji	06/12/2017 - 06/13/2016	Hubbard Radio-Washington DC's Director of Sales participated in the NABEF Media Sales Institute Recruiter Fair. He observed participants present a mock sales presentation to real local business clients that included Digital, Radio and TV sales solutions. He then interviewed 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.
Howard University School of	Carol Dudley, cdudley@howard.edu	10/26/2017 - 10/26/2017	WFED's Program Director attended the Howard University School of Communications 2017 Communications Job & Internship Fair. Attendees consisted of freshmen, sophomores, juniors, seniors and graduate	

Communications Job & Internship Fair			students as well as recent graduates and working professionals. Attendees were looking to secure internships or employment opportunities through pre-scheduled and walk-up interviews.
FCC & EEO Program Compliance Training 2017	Michelle Ott, HBI Corporate Human Resources	11/15/2017 - 11/15/2017	Managers and supervisors of Hubbard Radio Washington DC received training on the FCC's rules regarding equal employment opportunities. They also reviewed EEO laws and HBI's policy and program to ensure equal employment opportunities in the workplace.
Choice Career Fair	Sean McGuan	02/01/2018 - 02/01/2018	The Market's HR Director attended the Choice Career Fair. The event attracts diverse job seekers in the D.C. metropolitan area. She met with attendees and talked with them about positions available at the stations including a Web Developer position.
American University's Writing & Editing for Convergent Media	Amy Eisman, American University	02/06/2018 - 02/06/2018	A News Director from WTOP was a guest lecturer at American University's Writing and Editing for Convergent Media class in the School of Communications. Among many topics, she discussed job opportunities at WTOP & WFED.
Howard University Students Talk and Tour	Anita Schmied, Howard University Professor	02/22/2018 - 02/22/2018	Several Howard University students toured the stations and spoke with a Reporter about the role of a national security correspondent. They also discussed other roles within the radio stations as well as current national security events.
Forest Park High School Career Fair	Carolyn Juba, College/Career Counselor	04/19/2018 - 04/19/2018	The Market's HR Director participated in the Forest Park High School Career Fair. She spoke with students one-on-one about careers in broadcasting.