

# 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: 06/01/15 to 05/31/16

## Full-Time Positions Filled

Job Title	Date Closed	Recruitment Source Groups	Source for Person Hired
WTOP-FM.Account Manager	06/03/2015	Internal,National,P	1721
WTOP-FM.Account Manager	06/03/2015	Internal,National,P	1721
WTOP-FM.Assistant Editor, FT	04/06/2016	Internal,National,S	369
WTOP-FM.Business Reporter	12/08/2015	Internal,National,S	1772
WTOP-FM.Digital News Writer/Editer FT	05/24/2016	Internal,National,S	1772
WTOP-FM.Digital News Writer/Editor	03/14/2016	Internal	1718
WTOP-FM.Digital News Writer/Editor	03/14/2016	Internal	369
WTOP-FM.Director of News and Programming	06/23/2015	Internal,National,S	1715
WTOP-FM.Director of Social Media	03/15/2016	Internal	369
WTOP-FM.Manager of Digital Technoly and Development	01/20/2016	Internal	1718
WTOP-FM.Marketing & Media Implementation Coordinator	02/11/2016	Internal,National,S Except for: 2239	1717
WTOP-FM.Social Media & Digital Engagement Specialist	03/15/2016	Internal,National,S	369
WTOP-FM.Social Media & Digital Engagement Specialist	03/15/2016	Internal,National,S	1718
WTOP-FM.Web Developer	03/09/2016	Internal,National,P	1743
WTOP-FM.Web Developer	03/09/2016	Internal,National,P	1722
WTOP-FM.Web Developer	03/09/2016	Internal,National,P	1722
WFED-AM.Federal News Radio Reporter	08/10/2015	Internal,National,P	1724
WFED-AM.WFED Digital News Writer/Editor	08/11/2015	Internal,National,S	1717
WFED-AM.WFED Digital News Writer/Editor	02/09/2016	Internal,National,S Except for: 254 2239	1724
WFED-AM.WFED News Anchor/Producer/Writer	09/10/2015	Internal,National,P	1770

## List of Recruitment Sources for Interviewees

Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees	Source	# of Interviewees
369	7	1715	7	1717	2	1718	5
1721	4	1722	8	1724	6	1743	1
1770	1	1772	14	1844	1	1863	4
1864	2						

## List of Recruitment Sources that requested postings

1726 1727 1728 1729 1730 1732 1733 1734 1735 1736 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

## Recruitment Source Groups

Group Name	Ending Date: Members of this group
Internal	<b>Current:</b> 307 369 402 408 416 555 843 865 893 905 911 1213 1270 1844 1845 1847 1848 2081 2082 <b>01/07/16:</b> 912 INACTIVE 913 INACTIVE
National	<b>Current:</b> 255 452 487 644 657 1092 2239 <b>11/17/15:</b> 254 ADDED <b>02/04/16:</b> 254 INACTIVE <b>01/12/16:</b> 1843 INACTIVE 2239 ADDED
P=Professional	<b>Current:</b> 1713 1714 1715 1716 1717 1718 1719 1720 1721 1723 1724 1725 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 2097 <b>08/25/15:</b> 1730 INACTIVE <b>06/03/15:</b> 1726 INACTIVE 1766 INACTIVE

03/29/16: 1740 INACTIVE

Paid **Current:** 1712 1722 1863 1864 2097

S=Support **Current:** 1713 1714 1715 1716 1717 1718 1719 1720 1721 1723 1724 1725 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 2097

08/25/15: 1730 INACTIVE

06/03/15: 1726 INACTIVE 1766 INACTIVE

03/29/16: 1740 INACTIVE

T=Technical **Current:** 1713 1714 1715 1716 1717 1718 1719 1720 1721 1723 1724 1725 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 2097

08/25/15: 1730 INACTIVE

06/03/15: 1726 INACTIVE 1766 INACTIVE

03/29/16: 1740 INACTIVE

Recruitment Sources

ID	Source	ID	Source	ID	Source
254	Emma L Bowen Foundation-DC 1299 Pennsylvania Ave NW, 11th Flr Washington, DC 20004 Rahsaan Harris (202) 637-4494	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 Andrew Browning (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	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 717 Princess Street Alexandria, VA 22314 Alvin Ford (703) 683-5954	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	1730	AFTRA 7735 Old Georgetown Road #950 Bethesda, MD 20814 Thomas Young (301) 657-2560	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 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	1740	Politico 1100 Wilson Boulevard 6th Floor Arlington, VA 22209 Alexandra Lemley (703) 647-7983
1741	Charles W. Gilchrist Center 11319 Elkin Street Wheaton, MD 20902 Maritza Ribber-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) 36-9708
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 Overholzer-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 Adam Lee (202) 463-2940
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) 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) -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 Jose G (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 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	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 Rushkowski (202) 895-5027	2239	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 Fredrick	06/01/2015 - 05/31/2016	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.	
Tours	Molly Welton	06/01/2015 - 05/01/2016	On a routine basis, WTOP conducts newsroom tours of our news organization. Tour participants learn about radio and digital journalism; and experience the on-air product first hand. They also learn what it takes to become a broadcast journalist.	<p>July 7, 2015 - West Point Women</p> <p>July 22, 2015 - George Mason University-WGMU Summer Radio Camp</p> <p>July 30, 2015 - The Frost School</p> <p>November 2, 2015 &amp; March 2, 2016 - Montgomery College Broadcast Journalism students</p> <p>March 18, 2016 - George Mason University SPJ Chapter</p> <p>November 18, 2015 - Howard University student</p> <p>Fall 2015 &amp; Spring 2016- University of Maryland students</p> <p>October 2015 - Vietnam Broadcasters</p>
FCC & EEO Program Compliance Training 2015	Michelle Ott, HBI Corporate Human Resources	10/28/2015 - 10/28/2015	Managers and supervisors of Hubbard Radio Washington, D.C., LLC, 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 work place.	
Facetime with the Pros, University of Maryland	Sue Kopen Katcef	03/05/2016 - 03/05/2016	WTOP's Newsroom Director took part in a panel presentation with University of Maryland students to discuss job opportunities, how to best reach out to prospective employers, as well as do's and don'ts of resumes, interviews and follow-up. He also let them know about WTOP/WFED job opportunities.	
3rd Annual Washington DC Journalism Job Fair	The National Lesbian and Gay Journalists Association: Bach Polakowski	03/19/2016 - 03/19/2016	WTOP/WFED employees participated in a job fair hosted by the Georgetown University's Master's in Journalism Program. The Job Fair is co-organized by the Washington DC chapters of the National Association of Hispanic Journalists, the Asian American Journalists Association, the National Lesbian & Gay Journalists Association, the Society for Professional Journalists, the Washington Association of Black Journalists, and the Journalism & Women Symposium.	
Daniel Morgan Academy	Daniel Morgan Academy 202-759-4988	04/08/2016 - 04/08/2016	WTOP's National Security Correspondent spoke with students and faculty of the Daniel Morgan Academy. The discussion included the relationship between the media and the intelligence/national security communities, the important role journalists play in informing the public about their activities, and the challenges of developing relationships with these communities. He also told the audience about job openings at WTOP & WFED.	

West Potomac  
High School  
Career  
Exploration  
Night

Cathie Grant-  
Goodman

04/27/2016  
-  
04/27/2016

WTOP/WFED were represented at the West Potomac High School  
Career Exploration Night. They discussed careers in broadcasting  
with the students.