

FCC EEO Combined Public File Report

For the Reporting Period: 06/01/2018 to 05/31/2019

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
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.Digital Engagement Editor(18-5483)	04/03/2019	304, 379, 1456, 1457, 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, 3000	1450
WTOP-FM.Account Manager(18-5219)	01/11/2019	255, 307, 369, 402, 408, 416, 555, 843, 865, 893, 905, 911, 1213, 1270, 1714, 1715, 1716, 1717, 1719, 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, 1844, 1845, 1847, 1848, 2081, 2082, 2314	1725
WTOP-FM.Database Marketing Specialist(18-5239)	06/22/2018	255, 307, 369, 402, 408, 416, 555, 843, 865, 893, 905, 911, 1213, 1270, 1713, 1714, 1715, 1716, 1717, 1719, 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, 1844, 1845, 1847, 1848, 2081, 2082, 2314	1847
WTOP-FM.Senior Lead Web Developer(18-5282)	11/01/2018	255, 307, 369, 402, 408, 416, 555, 843, 865, 893, 905, 911, 1213, 1270, 1714, 1715, 1716, 1717, 1719, 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, 1844, 1845, 1847, 1848, 2081, 2082, 2314, 2320	1722
WTOP-FM.Social Media & Digital Engagement Specialist, FT(18-5342)	08/08/2018	255, 307, 369, 402, 408, 416, 555, 843, 865, 893, 905, 911, 1213, 1270, 1713, 1714, 1715, 1716, 1717, 1719, 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, 1844, 1845, 1847, 1848, 2081, 2082, 2314, 2320	369

WTOP-FM.News Writer(18-5355)	08/01/2018	255, 307, 369, 402, 408, 416, 555, 843, 865, 893, 905, 911, 1213, 1270, 1713, 1714, 1715, 1716, 1717, 1719, 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, 1844, 1845, 1847, 1848, 2081, 2082, 2314, 2320	1715
WTOP-FM.Digital Editor(18-5356)	08/02/2018	255, 307, 369, 402, 408, 416, 555, 843, 865, 893, 905, 911, 1213, 1270, 1713, 1714, 1715, 1716, 1717, 1719, 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, 1844, 1845, 1847, 1848, 2081, 2082, 2314, 2320	369
WTOP-FM.Campaign Implementation Specialist(18-5472)	12/19/2018	255, 307, 369, 402, 408, 416, 555, 843, 865, 893, 905, 911, 1213, 1270, 1713, 1714, 1715, 1716, 1717, 1719, 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, 1844, 1845, 1847, 1848, 2081, 2082, 2314, 2320	1715
WTOP-FM.News Director(18-5515)	01/08/2019	255, 307, 369, 402, 408, 416, 555, 843, 865, 893, 905, 911, 1213, 1270, 1713, 1714, 1715, 1716, 1717, 1719, 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, 1844, 1845, 1847, 1848, 2081, 2082, 2314, 2320	1772
WTOP-FM.Digital Editor(18-5532)	01/18/2019	255, 307, 369, 402, 408, 416, 555, 843, 865, 893, 905, 911, 1213, 1270, 1713, 1714, 1715, 1716, 1717, 1719, 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, 1844, 1845, 1847, 1848, 2081, 2082, 2314, 2320	369

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
255	Emma L Bowen Foundation-NY	30 Rockefeller Plaza (1221 Ave of Americas 28th Floor) New York NY, 10112	Sandra Rice 2126643486	0
304	*Howard University John H Johnson School of Comm	525 Bryant St NW Washington Dist. Columbia, 20058	Carol Dudley 2028065806	0
307	KSTP-TV	3415 University Ave St Paul MN, 55114	Andy Higgins 6516425555	0
369	Internal Applicant			6

379	Job Fair			0
402	WDIO-TV	10 Observation Rd Duluth MN, 55811	Vicki Kaping 2182797734	0
408	WHEC-TV	191 East Ave Rochester NY, 14604	Kathy Knox 5855460745	0
416	WNYT-TV	15 N Pearl St Albany NY, 12204	Christine Kimball 5184364791	0
555	KSTC-TV	3415 University Ave St Paul MN, 55114	Glenna Sorensen 6515237301	0
843	KOBF-TV	825 W Broadway Farmington NM, 87401	Deb Kelly 5053261141	0
865	KAAL-TV	1320 Salem Rd SW Rochester MN, 55902	Deb Nerud 5072587229	0
893	KOB-TV	4 Broadcast Plaza SW Albuquerque NM, 87104	Rachel Sedillo 5052434411	0
905	KOBR-TV	124 E 4th St Roswell NM, 88201	Isabel Castillo 5056258888	0
911	Hubbard Radio Twin Cities	3415 University Ave St Paul MN, 55114	Mary Schaible 6516472989	0
1213	F&F Productions	14333 Meyerlake Circle Clearwater FL, 33760	Donna Guillaume 7275356776	0
1270	ReelzChannel	5650 University Blvd SE Albuquerque NM, 87106	Lori Lung 5052128800	0
1450	Indeed.com	Austin Texas,		4
1456	Journalism Jobs	Berkeley California,	5106531521	1
1457	LinkedIn	2029 Stierlin Ct Mountain View California, 94043		3

1713	American Job Centers	4058 Minnesota Ave NE Washington DC, 20019	Odie Donald 2027242337	0
1714	Community Organization- General			0
1715	Employee-Current			6
1716	Internship			0
1717	Website			4
1719	Job Fair			0
1721	Market Referral			0
1722	Recruiter			6
1723	Radio Ad			0
1724	Word of Mouth			1
1725	Self Inquiry			1
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
1730	*SAG AFTRA	7735 Old Georgetown Road #950 Bethesda MD, 20814	Anee Raulerson 3016574564	0
1732	*Bowie State University	1400 Jericho Park Rd Bowie MD, 20715	Dale M. O'Neal 3018603825	0
1733	*Bates College	146 Wood St Lewinston Maine, 4240	Karen Ouellet 207-786-6232	0

1734	*Broadcast Employment Services	PO Box 4116 Oceanside California, 92052	Mark C. Holloway 7607548177	0
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
1738	*Northern VA Family Service	8603 Westwood Center Drive Vienna VA, 22182	Rini Victor 7037482864	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	*DC Hispanic Employee Network	805 Brightseat Rd Landover Maryland, 20785	Felipe Urquilla or Marcy Campos 3019097028	0
1744	*Emma L. Bowen Foundation	524 West 57th Street New York NY, 10019	Sandra Rice 2129752545	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
1748	*Howard University	525 Bryant St NW Washington DC, 20059	Carol Dudley 2028067690	0
1749	*JOBS! Ministry The Falls Church	100A E Fairfax St Falls Church Virginia, 22046	Jack Dunlap 7035369068	0
1750	*Korean Community Services Center	7700 Little River Turnpike #4 Annandale VA, 22200	Youngeun Lee 7033546345	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	0
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	0
1758	*National Congress of American Indians	1516 P Street NW Washington DC, 20005	Nicole Hallingstad 2024667767	0
1759	*National Council of Negro Women	633 Pennsylvania Ave NW Washington Dist. Columbia, 20004	Ms. Michelle Holder 2027370120	0
1761	*Omega School of Applied Record	12712 Rock Creek Mill Rd # 14A Rockville Maryland, 20852	Pete 3012309100	0
1763	*Prince George's Community College	301 Largo Rd Largo Maryland, 20774	Stephanie Cunningham 3013220109	0
1764	*Senior Employment Resources	4201 John Marr Dr Suite 236 Annandale VA, 220033204	James Nanjo 7037501936	0
1765	*Spanish Educational Development Center	4110 Kansas Ave NW Washington Dist. Columbia, 20011	Martha Egas 2027224404	0
1766	*Trinity College	125 Michigan Avenue NE #120 Washington DC, 20017	Vivian Wilds 2028849636	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	0
1772	*WTOP.com	3400 Idaho Avenue NW Washington DC, 20016	Sue Rushkowski 2028955000	5
1773	*Maryland DC Delaware Broadcasters Association	c/o WJLA-TV/1100 Wilson Blvd Washington DC, 22209	Lisa Reynolds 4106534122	0
1844	Hubbard Radio - Washington, DC	3400 Idaho Ave NW Washington DC, 20016	Sue Rushkowski 2028955000	2
1845	Hubbard Radio-Cincinnati	2060 Reading Rd Cincinnati OH, 45202	Nicole Carvelli 5136995102	0
1847	Hubbard Radio-St. Louis	11647 Olive Blvd St Louis MO, 63141	Brenda Joyce 3149836000	1
1848	Hubbard Radio-Chicago	130 E Randolph St Suite 1700 Chicago IL, 60601	Liz Luptak 3129461019	0
1863	Journalismjobs.com	unknown Berkely CA, 94608	Unknown 5106531521	5
2081	Hubbard Radio-Phoenix	1100 N 52nd Street Phoenix AZ, 85008	Susan Kaiser 6026298673	0
2082	Hubbard Radio-Seattle	3650 131st Avenue SE #550 Bellevue WA, 98006	Lisa Closterman 4256531160	0
2083	*Full Sail University	3300 University Blvd Winter Park Florida, 32792	Daniel Severson 4076796333	0
2314	*American University	Washington Washington DC, 20016	Marcy Campos 2028857378	0
2320	HBI Radio North	13225 Dogwood Dr Brainerd MN, 56425	Justin Jerve 2188224461	0
3000	HBI Career Site			4

Outreach Activities

Name of Event/ Initiative	Contact Person	Date	Description of Initiative
50+ Job Expo	Micki Gordon Susan J Rushkowski	04/30/2019- 04/30/2019	The WTOP afternoon Anchor, was the keynote speaker. She addressed a group of 60 or more people at a job fair of 1000 attendees. She shared life/work stories and offered inspiration to those looking for work by providing information on careers at WTOP/FNN.
Hubbard Radio NextGen Leadership Program	Dan Seeman, Mike Frederick Susan J Rushkowski	06/01/2018- 05/31/2019	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.
LCPS Career & Apprenticeship Fair	Theresa Kurzeja Susan J Rushkowski	04/03/2019- 04/03/2019	60 High school students and their parents came to learn about WTOP's newsroom, business operations and career opportunities. STEM students had a particular interest in our multi-media and digital operations. Talked about 2060 Digital, designing meaningful marketing campaigns and WWFD becoming the first all-digital AM Station.
SAG AFTRA Excellence in Journalism conference panel discussion	Sarah Bennett	09/27/2018- 09/27/2018	The WTOP National Security Correspondent, participated in a panel discussion regarding careers and career paths in journalism. Topics covered included seizing opportunities, making choices, negotiating with your interests in mind, and navigating challenging work environments.