

## EEO Public File Report

### Employment Unit Covered:

WTOP-FM, WFED (AM), WTLP (FM),  
WWFD (AM), WWTW-FM, WBQH (AM)

### Reporting Period

May 22, 2011 - May 22, 2012

### Full Time Vacancies Filled During Reporting Period and Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

Job Title of FT Vacancy	Date Filled	Hire Source	Recruitment Source
WTOP/WFED HR Director	06/23/2011	Job Fair	See Recruitment Source List for entries on or before 05/02/2011
WTOP Account Manager	07/13/2011	Employee Referral	See Recruitment Source List for entries on or before 05/10/2011
WFED Digital Content Creator	06/24/2011	Internet	See Recruitment Source List for entries on or before 05/12/2011
WTOP Account Manager	11/03/2011	Employee Referral	See Recruitment Source List for entries on or before 08/02/2011
WFED Writer	10/03/2011	Employee Referral	See Recruitment Source List for entries on or before 09/07/2011 <b>Additional Recruitment Source Used:</b> www.craigslist.com www.dcrtv.com www.journalismjobs.com
WTOP Digital Account Manger	11/30/2011	Market Referral	See Recruitment Source List for entries on or before 09/23/2011 <b>Additional Recruitment Source Used:</b> www.dcjobs.com
WTOP Program Director	12/08/2011	Employee Referral	See Recruitment Source List for entries on or before 11/29/2011
Web Writer - Internet	01/27/2012	Employee Referral	See Recruitment Source List for entries on or before 12/08/2011 <b>Additional Recruitment Source Used:</b> www.journalismjobs.com
WTOP Overnight Digital Editor	03/05/2012	Internet	See Recruitment Source List for entries on or before 12/14/2011 <b>Additional Recruitment Source Used:</b> www.journalismjobs.com
WFED Anchor	03/01/2012	Internal Hire	See Recruitment Source List for entries on or before 12/14/2011 <b>Additional Recruitment Source Used:</b> www.DCRTV.com www.craigslist.com www.journalismjobs.com
WFED Producer	01/23/2012	Internet	See Recruitment Source List for entries on or before 01/05/2012 <b>Additional Recruitment Source Used:</b>

			www.mediabistro.com www.journalismjobs.com www.dcrtv.com
WFED Producer	02/02/2012	Internet	See Recruitment Source List for entries on or before 01/05/2012 <b>Additional Recruitment Source Used:</b> www.mediabistro.com www.journalismjobs.com www.dcrtv.com
WTOP/WFED Account Manager	05/16/2012	Employee Referral	See Recruitment Source List for entries on or before 03/30/2012

### Total Number of Interviewees For All Full-Time Vacancies Filled

#### During Reporting Period Per Recruitment/Referral Sources:

Recruitment Source:	Number of Interviewees Referred
Job Fair	1
Community Organization	2
Market Referral	6
WTOP.com	15
Employee Referral	17
Internet	20
WFED.com	2
Internal Hire	1
Total Applicants	64

### Performance Initiatives Undertaken

WTOP/WFED conducts an internship program to assist members of the community in learning skills needed for employment in broadcasting. The interns work in the various departments of the newsroom to experience every aspect involved in the operation of a news station. They are encouraged to ask questions, research and suggest story ideas, and conduct phone interviews. A successful internship can lead to future employment opportunities with WTOP/WFED.

WTOP/WFED participated in several job fairs, including American University, University of Maryland, Howard University, and Mount St. Mary's University. Information about WTOP/WFED and its current job opportunities are highlighted at the job fair and lead to a pool of applicants for various open positions and intern positions.

WTOP/WFED partnered with Richard Wright Public Charter School for Journalism and Media Arts to expose students to the inner workings of a news organization. WTOP/WFED reporters and managers spoke with students both at the school and at WTOP/WFED studios about necessary skills, offered advice and talked about career opportunities.

WTOP/WFED hosted 18 tours of the broadcast studios. Visitors included of Boys and Girls Scout troops, journalism groups from American, Maryland, and George Washington University, and foreign visiting journalism group Germany RIAS.

WTOP/WFED's Public Affairs Director was interviewed by CareerSpots Videos, the industry's leading provider of online job search/internships videos to universities nationwide. Topics covered during the on-camera interview included how to research companies, behavioral interviewing, the benefit of using your career center, social networking pitfalls, and how to make your resume stand out.

## Recruitment Source List

The following sources have requested notification of job openings.

Start/End Dates :	Recruitment Source:
START: 04/30/2011	AD Club of Metro Washington Contact: Alvin Ford Address: 717 Princess Street, Alexandria, VA 22314 Phone: (703) 683-5954
START: 04/30/2011	Alexandria Vocational Services Contact: Godwin Okafor or Sharon Graham Address: 3105 Colvin Street, Alexandria, VA 22314 Phone: (703) 519-5926
START: 04/30/2011	American Broadcast School Contact: Staci Cockrell Address: 4511 S.E. 29th Street, Oklahoma City, OK 73115 Phone: (405) 672-6511
START: 04/30/2011	Arlington Employment Center Contact: Pam Egnor Address: 2100 Washington Blvd. 1st Floor, Arlington, VA 22204 Phone: (703) 228-1430
START: 04/30/2011	AFTRA Contact: George Wright Address: 7735 Old Georgetown Road, 950 , Bethesda, MD 20814 Phone: 301-657-2560
START: 04/30/2011	The Art Institute of Californi Contact: Lauren Asp Address: 7650 Mission Valley Road, San Diego, CA 92108 Phone: (800) 591-2422
START: 04/30/2011	Bowie State University Contact: Mrs. Dale M. O'Neal Address: 1400 Jericho Park Rd., Bowie, MD 20715 Phone: (301) 860-3825
START: 04/30/2011	Bates College Contact: Colleen Coxe Address: 31 Frye Street, Lewinston, ME 04240 Phone: 207-786-6232
START: 04/30/2011	Broadcast Employment Services Contact: Mark C. Holloway Address: P.O. Box 4116, Oceanside, CA 92052 Phone: 760-754-8177
START: 04/30/2011	Charles Co. Community College Contact: Career Center Address: PO Box 910, Mitchell Road, LaPlata, MD 20646 Phone: 3019342251x7569
START: 04/30/2011	Charles Co. Dept. Of Social Se Contact: Jane Folkman Address: 200 Kent Ave, LaPlata, MD 20646 Phone: (301) 392-6620
START: 04/30/2011	Columbia School of Broadcastin Contact: William Butler Address: 301 Maple Ave. West, Vienna, VA 22180 Phone: (703) 591-6000

START: 04/30/2011	Charles W. Gilchrist Center Contact: Maritza Riber-Cohen Address: 11319 Elkin Street, Wheaton, MD 20902 Phone: (240) 777-6950
START: 04/30/2011	DC Hispanic Employee Network Contact: Roberto Quinones Address: 1337 Macbeth St., McLean, VA 22102 Phone: (703) 827-0980
START: 04/30/2011	Employment Svcs-Business Reso Contact: Louis rogers Address: 312 Marshall Ave., Suite 504, Laurel, MD 20707 Phone: (301) 362-9708
START: 04/30/2011	Emma L. Bowen Foundation Contact: Sandra Rice Address: 524 West 57th Street, New York, NY 10019 Phone: (212) 975-2545
START: 04/30/2011	Fountainhead College of Techno Contact: Wendy Carter Address: 3203 Tazewell Pike, Knoxville, TN 37918 Phone: 865-688-9422
START: 04/30/2011	Hispanic Committee of Virginia Contact: Tanya Glorioso Address: 5827 Columbia Pike, #200, Washington, DC 22041 Phone: 703-671-5666
START: 04/30/2011	Hood College Contact: Erin Overholtzer-Rose Address: 401 Rosemount Avenue, Frederick, MD 21701 Phone: (301) 696-3583
START: 04/30/2011	Howard University Contact: Carol Dudley Address: 525 Bryant St. N.W., Washington, DC 20059 Phone: (202) 806-7690
START: 04/30/2011	JOBS!Ministry The Falls Church Contact: Jack Dunlap Address: 100A East Fairfax St., Falls Church, VA 22046 Phone: (703) 536-9068
START: 04/30/2011	Korean Community Svcs. Center Contact: Oak Oh Address: 7700 Little River Turnpike, #4, Annandale, VA 22200 Phone: (703) 354-6345
START: 04/30/2011	Labor Council for Latin Americ Contact: Gabriela Lemus Address: 888 16th St. NW, Suite 640, Washington, DC 20006 Phone: (202) 508-6919
START: 04/30/2011	Ministries for Christ Contact: Rev. Mary F. Copeland Address: P.O. Box 41141, Washington, DC 20018 Phone: 202-529-0831
START: 04/30/2011	NAACP Contact: Cathy Miller Address: 1156 15th St., NW #915, Washington, DC 20005 Phone: (202) 466-7767

START: 04/30/2011	Native American Journalists As Contact: Jeff Harjo or William Haney Address: 395 W. Lindsey, Norman, OK 73019 Phone: 405-325-9008
START: 04/30/2011	NOVA Urban League Contact: J Ward Richardson Address: 1315 Duke Street, Alexandria, VA 22314 Phone: (703) 836-2858
START: 04/30/2011	Nat'l Assoc. of Hispanic Journ Contact: Virginia Galindo Address: 1000 National Press Bldg, Washington, DC 20045 Phone: (202) 662-7145
START: 04/30/2011	Nat'l Lesbian/Gay Journalists Contact: Brian Salkin Address: 1420 K Street N.W., #910, Washington, DC 20005 Phone: (202) 588-9888
START: 04/30/2011	Nat'l Congress of American Ind Contact: Adam McMillin Address: 1516 P Street NW, Washington, DC 20005 Phone: (202) 466-7767
START: 04/30/2011	Nat'l Council of Negro Women Contact: Ms. Holder Address: 633 Pennsylvania Ave. NW, Washington, DC 20004 Phone: (202) 737-0120
START: 04/30/2011	Nat'l Puerto Rican Coalition Contact: Elisa Rolan Address: 1100 G. St. NW #805, Washington, DC 20005 Phone: (202) 223-3915
START: 04/30/2011	Omega School of Applied Record Contact: George Jefferson Address: 5609 Fishers Lane, Rockville, MD 20852 Phone: 301-230-9100
START: 04/30/2011	Prince George's Community Col Contact: Stephanie Cunningham Address: 301 Largo Rd., Largo, MD 20774 Phone: (301) 322-0109
START: 04/30/2011	Senior Employment Resources Contact: James Nanjo Address: 4201 John Marr Dr. Suite 236, Annandale, VA 22003-3204 Phone: (703) 750-1936
START: 04/30/2011	Spanish Educational Develop Ctr Contact: Marta Egas Address: 4110 Kansas Ave. NW, Washington, DC 20011 Phone: (202) 722-4404
START: 04/30/2011	Trinity College Contact: Vivian Wilds Address: 125 Michigan Avenue NE #120, Washington, DC 20017 Phone: (202) 884-9636
START: 04/30/2011	University of MD, Baltimore Co Contact: Susan Plitt Address: 1000 Hilltop Circle Mp 204, Baltimore, MD 21250

	Phone: (410) 455-2216
START: 04/30/2011	Univ. of District of Columbia Contact: Clifton Coates Address: 4200 Connecticut Avenue NW #12, Washington, DC 20008 Phone: (202) 274-6251
START: 04/30/2011	Uplift Community Foundation Contact: Solomon T. Miles Address: PO Box 56484, Washington, DC 20040 Phone: (202) 291-4688
START: 06/21/2011	WFED.com Contact: Sue Rushkowski Address: 3400 Idaho Avenue NW, Washington, DC 20016 Phone: 202-895-5000
START: 06/21/2011	WTOP.com Contact: Sue Rushkowski Address: 3400 Idaho Avenue NW, Washington, DC 20016 Phone: 202-895-5000
START: 04/30/2011	Washington Area Broadcasters A Contact: Ceyonne Coachman Address: c/o WJLA-TV/1100 Wilson Blvd. , Washington, DC 22209 Phone: (703) 236-9556