

**WMAL-FM and WSBN(AM)
EEO PUBLIC FILE REPORT
June 1, 2022 – May 31, 2023**

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-30, 32-157	30

**WMAL-FM and WSBN(AM)
EEO PUBLIC FILE REPORT
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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Cumulus Careers Website www.cumulusmedia.jobs.net/en-US/	N	1
2	Adzuna Website www.adzuna.com/	N	0
3	Job Is Job Website www.jobisjob.com/	N	0
4	MyJobHelper Website www.myjobhelper.com/	N	0
5	Oodle Website www.jobs.oodle.com/careers/careers/	N	0
6	The Job Spider www.jobspider.com/	N	0
7	Trovit Website www.trovit.com/	N	0
8	Indeed Website (<i>not directly contacted by SEU</i>) www.indeed.com	N	0
9	Glassdoor Website (<i>not directly contacted by SEU</i>) www.glassdoor.com/index.htm	N	0
10	LinkedIn Website (<i>not directly contacted by SEU</i>) www.linkedin.com/jobs/	N	0
11	Abilities in Jobs www.abilitiesinjobs.com	N	0
12	Asian in Jobs www.asianinjobs.com	N	0
13	Black In Jobs www.blackinjobs.com	N	0
14	Hispanic In Jobs www.hispanicinjobs.com	N	0
15	LGBTQ In Jobs www.lgbtqinjobs.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
16	Diversity in Jobs www.diversityinjobs.com	N	0
17	Seniors in Jobs www.seniorsinjobs.com	N	0
18	Women in Jobs www.womeninjobs.com	N	0
19	Job Opportunities for Disabled Veterans www.JOFDAV.com	N	0
20	Disabled Person www.disAbledperson.com	N	0
21	Hire Black Now www.hireblacknow.com	N	0
22	Hispanic Job Exchange www.hispanicjobexchange.com	N	0
23	African American Job Search www.africanamericanjobsearch.com	N	0
24	Asian Job Search www.asianjobsearch.com	N	0
25	LGBT Job Search www.lgbtjobsearch.com	N	0
26	Disabled Job Seekers www.disabledjobseekers.com	N	0
27	US Diversity Job Search www.usdiversityjobsearch.com	N	0
28	Veteran Career Center www.veterancareercenter.com	N	0
29	Seniors to Work www.seniorstowork.com	N	0
30	Word-of-Mouth Referral	N	1
31	Internal Transfer/Promotion	N	0
32	American Job Center - Northeast 5171 South Dakota Avenue NE Washington, DC 20017 202-576-3092 does@dc.gov lana.hampton@dc.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
33	American Job Center-Headquarters 4058 Minnesota Avenue, NE Washington, DC 20019 202-698-3492 darrie.anders@dc.gov michael.ervin@dc.gov	N	0
34	United States Veterans Assistance Center (USVAC) Veterans Affairs Regional Office 1722 I Street, NW, 3rd Floor, Suite 303 Washington, DC 20006 202-530-9371 aleshia.thomas-miller@dc.gov henry.youngblood@dc.gov	N	0
35	American Job Center Southeast 3720 Martin Luther King, Jr., SE Washington, DC 20032 202-741-7747 does@dc.gov linda.lee@dc.gov	N	0
36	American Job Center - Northwest 2000 14th Street, NW Washington, DC 20009 202-442-4577 dwight.marable@dc.gov	N	0
37	Washington DC Urban League Workforce Center 2901 Fourteenth Street, NW Washington DC, DC 20009 202-265-8200 uhiggins@gwul.org	N	0
38	Jubilee Jobs 2712 Ontario Road, NW Washington DC, DC 20009 202-667-8970 jconerly@jubileejobs.org	N	0
39	YWCA DC Workforce 2303 14th Street, NW, Suite 100 DC, DC 20009 202-626-0700 mwillis-gray@ywcanca.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	Wider Opportunities for Women 1001 Connecticut Avenue Washington, DC 20036 202-464-1596 mgatta@wowonline.org	N	0
41	NAACP University of District of Columbia Chapter #7842 1000 U Street, NW Washington, DC 20001 (202) 667-1700 naacp@naacpdc.org	N	0
42	Greater Washington Urban League 2901 14 th Street, NW Washington, DC 20009 (202) 265-6122 gwulmrc@aol.com	N	0
43	Urrban League 2901 14 th Street, NW Washington, DC 20009 (202) 265-8200 lindabrown@gwul.org	N	0
44	George Washington Univ./Sch. of Media 805 21 st Street, NW Washington, DC 20052 (202) 994-6227 smpa@gwu.edu	N	0
45	Georgetown University 3800 Reservoir Road Washington, DC 20007 (202) 687-3493 sfc38@georgetown.edu	N	00
46	Samaritan Inns Lazarus House 2523 14 th Street, NW Washington, DC 20009 (202) 667-8831 jesse@samaritaninns.org	N	0
47	Samuel Christian SVC Network 1430 Monroe Street, NE Washington, DC 20017 (202) 270-4165 info@sankofaproject.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
48	Southeast Ministries 3111 Martin Luther King Avenue, SE Washington, DC 20032 (202) 562-2636 wpoole@southeastministrydc.org	N	0
49	Ten Program 4275 4 th Street, SE Washington, DC 20032 (202) 561-3037 bernadette.longtin@catholiccharitiesdc.org	N	0
50	Deaf Reach 3521 12 th Street, NE Washington, DC 20017 (202) 832-6681 dorsey1@deaf-reach.org	N	0
51	AARP Foundation - District of Columbia 601 E Street, NW Washington, DC 20004 (202) 434-3704 dcaarp@aarp.org	N	0
52	National Council of Senior Citizens 609 H Street, NE Washington, DC 20002 (202) 724-7074 lillian.huff@dc.gov	N	0
53	Center City Community Corp 128 M Sreet, NW Washington, DC 20001 (202) 789-0866 centercity1970@gmail.com	N	0
54	Efforts 1416 N Capitol Street, NW Washington, DC 20002 (202) 232-7320 effortsc@aol.com	N	0
55	Jubilee Jobs Inc 2712 Ontario Road, NW Washington, DC 20009 (202) 667-7390 tflood@jubileejobs.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
56	Arch Training Center 3230 Pennsylvania Avenue Washington, DC 20020 (202) 575-1700 progers@archdc.org	N	0
57	Citiwide Computer Training Ctr. 3636 16 th Street, NW Washington, DC 20010 (202) 667-3719 info@mycitiwide.com	N	0
58	Families Forward 1012 14th Street, NW Washington, DC 20005 (202) 639-9760 cevans@familiesforward.org	N	0
59	OIC/DC 3016 Martin Luther King Jr. Avenue, SE Washington, DC 20032 (202) 373-0330 dlittle@oicdc.org	N	0
60	SOME Center for Employment Training 2300 Martin Luther King Jr. Avenue, SE Washington, DC 20020 (202) 292-4460 owade@some.org	N	0
61	Strive DC Inc 715 I Street, NE Washington, DC 20002 (202) 484-1264 info@strivedc.org	N	0
62	DC Coalition for the Homeless 1355 Valley Place, SE Washington, DC 20020 (202) 610-5560 nbaptiste@dccfh.org	N	0
63	Community Family Life Services 305 E Street, NW Washington, DC 20001 (202) 347-0511 employmentsrv@cflsdc.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
64	Hannah House 612 M Street, NW Washington, DC 20001 (202) 289-4840 karen@hannahhouse.org	N	0
65	New Endeavors by Women 611 N Street, NW Washington, DC 20001 (202) 682-5825 tjefferson@nebw.org	N	0
66	YMCA - Metro Washington 1100 N Capital Street, NW Washington, DC 20002 (202) 462-1054 stalley@ymcadc.org	N	0
67	YMCA- DC 1906 Allison Street, NE Washington, DC 20018 (202) 526-4233 erobinson@ymcadc.org	N	0
68	Communbity Preservation & Dev. Corp 5513 Connecticut Avenue, NW Washington, DC 20015 (202) 885-9542 plyons@cpdc.org	N	0
69	National Org. of Concerned Black Men 1816 12 th Street, NW Washington, DC 20009 (202) 783-6119 agilmore@cbmnational.org	N	0
70	Project Action – Easter Seals 1425 K Street, NW Washington, DC 20005 (202) 347-3066 bbradley@easterseals.com	N	0
71	Virginia Win Family Resource Ctr. 920 A Rhode Island Avenue, NE Washington, DC 20018 (202) 724-3932 obutler@dccfh.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
72	DC Dept. of Employment Services Washington, DC dorothy.robinson@dc.gov gloria.mitchell@dc.gov	N	0
73	Howard Univ./Sch. of Communications-Office of Career Development 525 Bryant Street, NW Washington, DC 20059 (202) 806-7690 howardcareerservices@gmail.com	N	0
74	National Assoc. of Hispanic Journalists 529 14 th Street, NW Washington, DC 20045 (202) 662-7145 nahj@nahj.org	N	0
75	WRGW/George Washington Univ. 800 21 st Street, NW Washington, DC 20052 202-994-7554 wrgw@gwu.edu	N	0
76	Department of Veteran Affairs 810 Vermont Avenue, NW Washington, DC 20420 (202) 286-7198 loreen.orage@va.gov	N	0
77	Access Housing Inc. DC/Southeast Veterans Center 820 Chesapeake Street, SE Washington, DC 20032 (202) 561-8380 rivsev2009@aol.com	N	0
78	African American Veterans and Families 1110A 6th Street, NE Washington, DC 20002 202-518-8488 imageneshelter@aol.com	N	0
79	Developmental Disabilities 1825 K Street NW Washington, DC 20006 202-506-5813 dmeltzer@nacdd.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
80	United Cerebral Palsy 1825 K Street, NW Washington, DC 20036 202-776-0406 info@ucp.org	N	0
81	Emerald Cities Collaborative 1140 Connecticut Avenue Washington, DC 20036 202-449-9780 dfairchild@emeraldcities.org	N	0
82	U. S. Department of Labor 200 Constitution Avenue, NW Washington, DC 20001 202-693-4924 button.christopher@dol.gov	N	0
83	USDOL - VETS 200 Constitution Avenue, NW Washington, DC 20001 202-693-4709 hecker.patrick@dol.gov	N	0
84	VA for Vets 810 Vermont Avenue Washington DC, DC 20420 sonya.harris-ladjevich@va.gov	N	0
85	Federal Highway Administration, Office of Civil Rights 1200 New Jersey Avenue SE Washington, DC 20590 202-366-0659 emiliano.lopez@dot.gov juanita.patrick@dot.gov	N	0
86	National Council on Disability 1331 F Street, NW Washington, DC 20004 202-272-0104 lgrubb@ncd.gov	N	0
87	The Manufacturing Institute 733 10th Street, NW Washington, DC 20001 202-637-3489 ccrawford@nam.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
88	National Lesbian & Gay Journalist Association 2120 L Street, NW Suite 850 Washington, DC 20037 202-588-9888 arin@nljja.org	N	0
89	The Employment Support Center Job-Strategy Networking Sessions - The Employment Support Center Washington, DC 202-628-2919 escjobclubs@yahoo.com	N	0
90	America Works of Washington D.C. 1720 I Street NW, 9th Floor Washington, DC 20006 202-466-5627 nrose@americaworks.com	N	0
91	Anne Arundel Community College Sales & Service Training Center and One Stop Career Center 7000 Arundel Mills Circle Hanover, MD 21076 410-777-1845 jacquelyn.bauer@maryland.gov joseph.salacki@maryland.gov	N	0
92	Anne Arundel County Career Center 7480 Baltimore-Annapolis Boulevard, Suite 100 Glen Burnie, MD 21061 jacquelyn.bauer@maryland.gov mark.pindell@maryland.gov	N	0
93	Columbia Workforce Center 7161 Columbia Gateway Drive, Suite D Columbia, MD 21046 410-290-2600 columbia@dllr.state.md.us julie.givens@maryland.gov	N	0
94	Southern MD JobSource -Waldorf 175 Post Office Road Waldorf, MD 20602 301-645-8712 alan.crawley@maryland.gov charlescjs@dllr.state.md.us	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
95	Montgomery Works One Stop Workforce Center 11002 Veirs Mill Road, 1st Floor Wheaton, MD 20902 301-929-4350 gayla.jenkins-bailey@maryland.gov rpelletier@dllr.state.md.us	N	0
96	Worksource Germantown - American Job Center 12900 Middlebrook RD Germantown, MD 20874 240-777-2050 robert.donaghue@maryland.gov	N	0
97	Fort Meade Career Center 4432 Llewellyn Ave. Fort Meade, MD 20755 dbice@dllr.state.md.us	N	0
98	The Treatment and Learning Center 2092 Gaither Road, Suite 100 Rockville, MD 20850 301-424-5200 kmorgret@ttlc.org	N	0
99	Laurel Regional Workforce Center 312 Marshall Avenue, Ste. 604 Laurel, MD 20707 301-362-9708	N	0
100	Bridges from School to Work 8720 Georgia Avenue Silver Springs, MD 20910 301-562-9146 bridges_dc_md@marriott.com	N	0
101	Prince Georges Community Clg. 301 Largo Road Upper Marlboro, MD 20774 (301) 336-6000 pairss@pgcc.edu	N	0
102	Washington Adventist University 7600 Flower Avenue Takoma Park, MD 20912 (301) 891-4108 fthomas@wau.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
103	University of Maryland System 3300 Metzert Road Hyattsville, MD 20783 (301) 445-1967 coyegoke@usmd.edu	N	0
104	University of Maryland/UMUC 1616 McCormick Drive Upper Marlboro, MD 20774 (240) 684-2057 Darren.Cox@umuc.edu	N	0
105	ARC – Montgomery County 603 Southlawn Lane Rockville, MD 20850 (301) 294-6840 dariac@arcmontmd.org	N	0
106	Columbia Lighthouse -The Blind 6200 Baltimore Ave Riverdale, MD 20737 240-737-5105 onorman@clb.org	N	0
107	Rock Creek Foundation 12120 Plum Orchard Drive Silver Spring, MD 20904 (301) 586-0900 rsalzberg@santegroup.org	N	0
108	Crossway Community Inc 3015 Upton Drive Kensington, MD 20895 (301) 929-2505 mpasco@crossway-community.org	N	0
109	Ardmore Enterprises Inc 3010 Lottsford Vista Road Bowie, MD 20721 (301) 306-2581 scash@ardmoreenterprises.org	N	0
110	Quadri Technology Ltd 5000 St Barnabas Road Temple Hills, MD 20748 (202) 658-4422 nmswdc@yahoo.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
111	Prince Georges County Dept. of Social Svcs. 1200 Mercantile Lane Upper Marlboro, MD 20774 (301) 333-4750 lana.collier@maryland.gov	N	0
112	YMCA - Metro Washington 9401 Old Georgetown Road Bethesda, MD 20814 (301) 530-3725 camille.taft@ymcadc.org	N	0
113	Transcen Inc 451 Hungerford Drive Rockville, MD 20850 (301) 424-2002 inquiries@transcen.org	N	0
114	Omega Studios 5609 Fishers Lane Rockville, MD 20852 (301) 230-9100 pete@omegastudios.com	N	0
115	Univ. of Maryland/Communications 2130 Skinner Building College Park, MD 20740 (301) 405-8979 elf@deans.umd.edu	N	0
116	American Business School 7676 New Hampshire Avenue Takoma Park, MD 20912 (301) 434-1155 ryancondillac@gmail.com	N	0
117	Health Tech Institute 3950 48th Street Bladensburg, MD 20710 (240) 667-2739 hbhealtht@gmail.com	N	0
118	Epilepsy Foundation 8301 Professional Place Landover, MD 20785 301-459-3766 aostrom@efa.org	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
119	Cornerstone Montgomery 1398 Lamberton Drive Silver Spring, MD 20902 240-650-8381 nicholas.mozer@cornerstonemontgomery.org	N	0
120	Vietnam Veterans of America 8719 Coleville Road Silver Spring, MD 20910 202-365-0482 joeywynn@vetsgroup.org	N	0
121	Prince George's American Job Center 1801 McCormick Drive Largo, MD 20774 301-618-8440 cmcarthur@dllr.state.md.us largo@dllr.state.md.us	N	0
122	Ft. Meade Military Spouse Employment Support Group - Potomac Place Neighborhood Center Ft. Meade, MD 301-677-6658 vikki.torrence@us.army.mil	N	0
123	People-4-People: Employment Assistance Program - Bethel World Outreach Church Silver Spring, MD 301-495-8970 amiejallah@att.net	N	0
124	People-4-People: Employment Assistance Program – Immanuel's Church Silver Spring, MD 301-989-4673 acooper@immanuels.org	N	0
125	People-4-People: Employment Assistance Program - Mount Jezreel Baptist Church Silver Spring, MD 301-598-5792 btr.wr@verizon.net	N	0
126	People-4-People: Employment Assistance Program - Resurrection Baptist Church Silver Spring, MD 301-421-1155 rheubott@msn.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
127	People-4-People: Employment Assistance Program - The Lutheran Church of St. Andrew Silver Spring, MD 301-384-4394 gregtwombly@hotmail.com	N	0
128	People-4-People: Employment Assistance Program - The People's Community Baptist Church Silver Spring, MD 301-384-2601 jacky327@cs.com jimlockhart1@aol.com	N	0
129	Montgomery County Circuit Court 50 Maryland Avenue Rockville, MD 20850 jo'rourke@mcccourt.com	N	0
130	Arlington Employment Center 2100 Washington Boulevard Arlington, VA 22204 703-228-1400 hfeldstein@arlingtonva.us ktela@arlingtonva.us	N	0
131	City of Alexandria Workforce Development Center 1900 North Beauregard Street, Suite 300 Alexandria, VA 22311 703-838-4316 joblink@alexandriava.gov wdc@alexandriava.gov	N	0
132	Falls Church SkillSource Center 6245 Leesburg Pike Falls Church, VA 22044 703-533-5400 marsha.enkerud@fairfaxcounty.gov	N	0
133	Fairfax SkillSource Center Alexandria 8350 Richmond Highway, Suite 327 Alexandria, VA 22309 703-704-6286 attia.mahmood@fairfaxcounty.gov maloul@fairfaxcounty.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
134	Prince William SkillSource Center 13370 Minnieville Road Woodbridge, VA 22192 703-897-0407 edward.dupass@vec.virginia.gov kristi.sargent@myskillsourcesource.org	N	0
135	Virginia Employment Commission - Alexandria Workforce Center 5520 Cherokee Avenue, Suite 100 Alexandria, VA 22304 703-813-1300 alexandria@vec.virginia.gov carl.floyd@vec.virginia.gov	N	0
136	Fairfax SkillSource Center - Reston 11484 Washington Plaza West, Suite 110 Reston, VA 20190 703-787-4974 attia.mahmood@fairfaxcounty.gov linda.siam@fairfaxcounty.gov	N	0
137	Virginia Workforce Center 12011 Government Center Parkway Fairfax, VA 22035 703-324-7280 attia.mahmood@fairfaxcounty.gov wendy.tetteh@fairfaxcounty.gov	N	0
138	Linden Resources 750 South 23rd Street Arlington, VA 22202 703-521-4441 dseering@linden.org	N	0
139	Fairfax SkillSource Center - Annandale 7611 Little River Turnpike Annandale, VA 22003 703-533-5400 attia.mahmood@fairfaxcounty.gov	N	0
140	Employment Resources Center 500 Lafayette Boulevard Fredericksburg, VA 22401 540-372-6710 ferguson@eri-va.com	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
141	Jobs 4 Vets Alexandria, VA 571-421-9948 pamela.romero@fairfaxcounty.gov	N	0
142	Arlington Family Education Center 3205 S. 2nd Street Arlington, VA 22204 (800) 274-8582 donnajmb@aol.com	N	0
143	Career Network Ministry/McLean Bible Church 8925 Leesburg Pike Vienna, VA 22182 (703) 887-3000 bobkorzo@gmail.com	N	0
144	Goodwill Industries of Greater Washington 10 S Glebe Road Arlington, VA 22204 (703) 769-3715 neveen.hamdy@dcgoodwill.org	N	0
145	Dept. of Community and Human Services 720 N. St. Asaph Street Alexandria, VA 22314 (703) 838-5030 kim.hurley@alexandriava.gov	N	0
146	FACETS 10640 Page Avenue Fairfax, VA 22030 (703) 352-5090 mmanuel@facetscares.org	N	0
147	Manuel Daniels Burk Intl LLC 1426 Duke Street Alexandria, VA 22314 703-299-9520 prmanuel@mdbinternational.com	N	0
148	Marymount University Counseling & Career Services - Ballston Career Center 2807 North Glebe Road Arlington, VA 22207 703-284-5961 gradcareer.ballston@marymount.edu	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
149	Service Source 6295 Edsall Road Alexandria, VA 22312 703-461-6000 lauren.goldschmidt@servicesource.org michael.costanzo@servicesource.org	N	0
150	National Society of Black Engineers 205 Daingerfield Road Alexandria, VA 22314 703-549-2207 corp_relations@nsbe.org info@nsbe.org	N	0
151	USO (Vet Center) 2111 Wilson Blvd., Suite 1200 Arlington, VA 22201 703-908-6415 elappat@uso.org kdurant@uso.org	N	0
152	Employer Support of The Guard & Reserve (ESGR) 4800 Mark Center Drive, Suite 03E25 Alexandria, VA 22311 tom.bullock@osd.mil	N	0
153	Beltway Job Search Partners McLean, VA 703-937-1897 info@bridgepointconnections.org	N	0
154	Department for the blind and vision impaired 11150 Fairfax Boulevard, Ste. 502 Fairfax, VA 22030 703-359-1100 diane.mcbride@dbvi.virginia.gov	N	0
155	Department for Aging and Rehabilitative Services (DARS) 11150 Fairfax Boulevard, Suite 300 Fairfax, VA 22030 703-359-1124 leanne.rerko@dars.virginia.gov sharon.gottovi@ssa.gov	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
156	Department for Aging and Rehabilitative Services (DARS) 5904 Old Richmond Highway, Suite 410 Alexandria, VA 22303 703-960-3411 karen.brown@dars.virginia.gov	N	0
157	Hero 2 Hired Washington WA tamie.j.clark.ctr@mail.mil	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			2

**WMAL-FM and WSNB(AM)
EEO PUBLIC FILE REPORT
June 1, 2022 – May 31, 2023**

III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Management-level training regarding Diversity, Equity, and Inclusion	During the month of August 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a ThinkZoom course on-line which included five separate segments dealing with Anti-Racism entitled: the Anti-Racism Continuum; Color-Blindness and Why it Doesn't Work; Calling In vs. Calling Out People; Learning to Listen and Listening to Learn; and, Keeping the Momentum going. Each session is designed to offer specific ways every individual can contribute to the ongoing fight against racism.
2	Management-level training regarding Diversity, Equity, and Inclusion	During the months of November/December 2022, this SEU participated in Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Business Manager—as well as the entire staff were required to complete a Think Mineral course on-line titled: <i>Your Role in Workplace Diversity</i> . The training reinforced the many personal and professional benefits of working in a diverse and inclusive workforce and introduced the key concepts of allyship and how to advocate for diversity, equity, and inclusion.
3	Management-level training concerning methods of ensuring equal employment opportunity and preventing discrimination	On January 26, 2023, our SEU's Market Manager participated in a facilitated session and presentation conducted by a Diversity, Equity, and Inclusion ("DEI") advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions</i> . This session was a re-fresher which reinforced and built upon the concepts of what Diversity, Equity, and Inclusion are as well as a re-cap regarding Anti-Racism and Bias & Microaggressions, which were addressed through our initial facilitated sessions and our subsequent video trainings.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
4	Management-level training regarding methods of ensuring equal employment opportunity and prevention of discrimination and harassment	During the months of March and April of 2023, our SEU participated in harassment prevention training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete a series of sessions prepared by the Health & Safety Institute (HIS) entitled, “Understanding Harassment” and “Anti-Harassment – Managers” (6 sessions for staff and 9 for managers). The sessions explained what harassment is, provided tips to help understand offenders and targets; offered bystander training; described warning signs, and instructed viewers about how to create a healthy workplace culture. There was additional training for managers about supervisory responsibilities and how to conduct investigations regarding claims of harassment. In order to obtain a certificate of participation, all employees were required to take a quiz following their completion of each session.
5	Management-level training regarding Diversity, Equity, and Inclusion	During the months of March and April of 2023, this SEU participated in additional Diversity, Equity, and Inclusion training. All hiring managers—Market Manager, Operations Manager, and Hiring Managers—as well as the entire staff were required to complete the Health & Safety Institute (HIS) on-line course presented in two segments entitled, “Microaggressions” and “Tokenism.” The segments defined these terms, explained how they originated, and provided methods to overcome these behaviors.
6	Management-level training regarding Diversity, Equity, and Inclusion	On April 21, 2023, our SEU’s Market Manager participated in another facilitated session and presentation conducted by the Diversity, Equity, and Inclusion (“DEI”) advisory firm, H3C, entitled, <i>Cumulus Media Interactive Leadership DEI Sessions</i> . This session included group discussions, activities, new tools/techniques for everyday interpersonal behaviors that support DEI, and a “DEI Practice Lab” that focused on Bias and Barriers.
7	Participate in Virtual Job Fair	On April 5, 2023, our SEU participated in the Virtual Career Fair, sponsored by City Career Fair. The Fair brought together DC’s major employers, which included many qualified and diverse professionals. The aim of this event was not only to recruit, but to promote and reaffirm their commitment to diversity in the workplace. As a media partner, this event was promoted on our Stations.