

**WBTJ, WRNL, WRVA, WRVQ, WRXL, WTVR-FM**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2016 - May 31, 2017**

**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
Paid Internship	2-4, 7-11, 13-20, 22	7
Paid Internship	2-4, 7-11, 13-20, 22	15
Account Executive	1-5, 8-9, 11-20, 22	5
Account Executive	1-5, 8-9, 11-20, 22	5
Producer (F/T)	2-4, 8-11, 14-20	15
Program Director	2-4, 6, 8-11, 14, 16-20	6
Account Executive / Outside Sales	1-5, 8-11, 14, 16-20	5
Account Executive / Outside Sales	1-5, 8-11, 14, 16-20	5
Account Executive / Outside Sales	1-5, 8-11, 14, 16-20	1
Account Executive / Outside Sales	2-4, 8-9, 11, 14, 16-21	21

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Employee Referral	N	3
2	Hampton University 114 Wigwam Bldg. Hampton, Virginia 23668 Email : careercenter@hamptonu.edu Fax : 1-757-727-5935 LaShel Wilson	Y	0
3	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
4	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
5	Indeed.com	N	11
6	Internal Candidate	N	1
7	Internship Program	N	1
8	National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : www.najb.org Fax : 1-301-314-1714 Ryan Williams	Y	0
9	National Society of Black Engineers 1454 Duke Street Alexandria, Virginia 22314 Phone : (703) 549-2207 Url : www.nsbe.org Email : info@nsbe.org Fax : 1-703-683-5312 Director of Placement n/a	N	0

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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
10	Norfolk State University 700 Park Avenue Norfolk, Virginia 23504 Email : pcopeland@nsu.edu Patricia Copeland	N	0
11	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-8462 Email : careerservices@nsu.edu Pamela Saunders	Y	0
12	Radio Recruitment Ad	N	1
13	Resource/Capital Region Workforce Partnership 1001 N Laburnum AVenue Suite B Henrico, Virginia 23223 Phone : 8045551212 Email : ain001@henrico.us Felicia Ainsa  Prong 2 Ended Date: 6/6/2016 Prong 2 Ended Date: 6/6/2016	N	0
14	Robert T. Robertson School of Media and Culture at VCU 901 W Main Street Richmond, Virginia 23284 Phone : 804-828-1100 Email : mcdearmonme@vcu.edu Maggie McDearmon	Y	0
15	Station Website	N	3
16	Station Website (One or More SEU Stations) www.1065TheBeat.com www.mix981richmond.iheart.com www.1140WRVA.com, Virginia 23228 Url : www.xl102richmond.com www.foxsportsrichmond.iheart.com www.q94radio.com Manual Posting	N	0
17	Virginia Association of Broadcasters 250 Main St. Suite 100 Charlottesville, Virginia 22902 Phone : 434.977.3716 Url : www.vabonline.com Email : kristin.joseph@easterassociates.com Fax : 1-434-979-2439 Kristin Joseph	N	0

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
18	Virginia Employment Commission 703 E. Main St. Richmond, Virginia 23218 Phone : 804.663.5386 Email : richmond@vec.virginia.gov Fax : 1-804-254-4159 Dennis Woodard	N	0
19	Virginia Employment Commission 703 E. Main St. Richmond, Virginia 23219 Phone : 804-663-5386 Fax : 1-804-254-4159 Dennis Woodard	N	0
20	Virginia Workforce Connection 703 East Main Street Richmond, Virginia 23219 Url : www.vawc.virginia.gov Teresa Bishop Manual Posting	N	0
21	Word of Mouth Referral	N	1
22	www.RichmondHelpWanted.com Virginia Career Services Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>21</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	6/6/2016	Establishment of an intern program designed to assist members of the community	Spring 2016: Our SEU hosted 2 interns; 1 from Virginia Commonwealth University and one from Old Dominion University. The interns worked closely with SEU staff to learn the intricacies of operating a radio station. During the internship, the students worked closely with our promotions and programming departments and were exposed to the daily functions of our SEU. They also had the opportunity to see career advice and ask questions regarding jobs in broadcasting.	3	Promotions Director Promotions Director On-air personality Sales Assistant/Graphics
2	9/27/2016	Hosting of Job Fair	Our SEU organized and hosted the Diversity Career Fair & Connections Expo at the Science Museum of Virginia in Richmond. Stations participants included the Promotions Director and Promotions Coordinator	1	Promotions Director
3	2/27/2017	Co Sponsoring Job Fair	Our SEU organized and hosted the Diversity Career Fair and Connections Expo in Richmond, VA. Station participants included our Director of Marketing and Promotions and Promotions Coordinators.	2	Promotions Director Promotions Coordinator