

WACL, WAZR, WKCI, WKCY, WKCY-FM, WKDW, WSVO**EEO PUBLIC FILE REPORT****June 1, 2018 - May 31, 2019****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
Sales Support	1-2, 4-6, 9	2
Outside Account Executive	1, 3-9	6

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information ¹	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Direct Employer Association, Inc(<i>association distributing job postings to state job banks</i>) 9002 N. Purdue Road Suite 100 Indianapolis, Indiana 46268 AJ Selvey Manual Posting	N	0
2	Employee Referral	N	1
3	Former Employee Referral	N	1
4	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
5	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	1
6	Indeed.com	N	5
7	Linked In	N	1
8	On Air Recruitment Ad (<i>one or more SEU stations</i>)	N	2
9	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			11

¹Entitled sources Norfolk State U., Bridgewater College, Eastern Mennonite U., Mary Baldwin College, Virginia Western Community College and Virginia Employment Commission also part of SEU's MRSL. SEU has retrieved updated contact information and made other technical updates to ensure future notifications.

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/14/2018	Establishment of training programs for station personnel	The VNN / DIGITAL Training Seminar was hosted by the Regional President of IHM. The training seminar focused on the Virginia News Network and Digital Revenue opportunities. The Account Executive, as well as the local management team, were trained on several high level sessions on marketing in the digital space and VNN. The training helped the account executive and others recognize areas of growth and opportunities to advance their careers.	5	Regiona President Area President Local Sales Manager Senior Account Executive
2	4/2/2019	Establishment of training programs for station personnel	The Digital Summit Training Program offered an advanced level digital training for all sales leaders and current account executives. The topic of the meeting was to empower current employees to have a better understanding of digital capabilities and potentially advance their career into a digital based platform.	5	Division President Area President Local Sales Manager Senior Account Executive
3	5/1/2019	Establishment of training programs for station personnel	The Digital Local Lock Sales Training Webcast was a digital webinar hosted by the VP of Digital. The webinar focused on helping current employees gain a better understanding of how Google ratings and reputation management works. Expert training, in the digital field, offered the attendees knowledge to expand their current position and increase their potential to further their career in the area of Digital Sales.	5	Vice President of Digital Area President Local Sales Manager Senior Account Executive