

**WJJS, WJXX, WROV-FM, WSNV, WYYD<sup>1</sup>****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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Outside Sales Account Executive	1, 3-16	7
Market President	1-6, 8-10, 12-16	2
Sales Assistant	1, 3-10, 12-17	7

<sup>1</sup>On May 1, 2019, WJJS(FM), Roanoke, VA (Facility ID # 64082) changed its call sign to WSTV(FM), and WSNV(FM), Salem, VA (Facility ID # 73956) changed to WJJS(FM).

**WJJS, WJJX, WROV-FM, WSNV, WYYD****EEO PUBLIC FILE REPORT**

June 1, 2018 - May 31, 2019

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

<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	All Access.com 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Phone : 310-457-6616 Url : <a href="http://www.allaccess.com">http://www.allaccess.com</a> Career Services Manual Posting	N	0
2	Current Employee - Transfer/Promotion	N	1
3	Hampton University Huntington Bldg. Hampton, Virginia 23668 Phone : 757-727-5405 Fax : 1-757-728-6011 Personnel Director Personnel Director	N	0
4	Hollins College Roanoke, Virginia Phone : 540-362-6364 Email : <a href="mailto:cburnette@hollins.edu">cburnette@hollins.edu</a> Carolyn Burnette	N	0
5	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0
6	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0
7	Indeed.com	N	5
8	Liberty University Lynchburg, Virginia Phone : 434-592-4109 Clint Meton Manual Posting	N	0

**WJJS, WJJX, WROV-FM, WSNV, WYYD****EEO PUBLIC FILE REPORT**

June 1, 2018 - May 31, 2019

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

<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>
9	Lynchburg News & Advance Lynchburg, Virginia Phone : 434-385-5500 Career Services Manual Posting	N	0
10	National Society of Black Engineers 1454 Duke Street Alexandria, Virginia 22314 Phone : (703) 549-2207 Url : www.nsbe.org Email : info@nsbe.org Fax : (703) 683-5312 Director of Placement	N	0
11	On-Air Announcement (One or More SEU Stations)	N	1
12	Roanoke Times Roanoke, Virginia Phone : 540-981-3441 Liz Mitchell Manual Posting	N	0
13	VA Dept for Aging & Rehabilitative Services 2947 Peters Creek Rd Roanoke, Virginia 24019 Phone : 540-204-9725 Url : http://www.vdars.org/ Email : Sarah.Storck@dars.virginia.gov Sarah Storck	Y	0
14	Virginia Employment Commission 5060 Valley View Blvd NW Roanoke, Virginia Url : www.vec.state.va.us Career Services Manual Posting	N	0
15	Virginia Tech Blacksburg, Virginia Phone : 540-231-8089 Donna Weikel Manual Posting	N	0
16	Virginia Western Community College Roanoke, Virginia Phone : 540-857-7298 Career Services-Renee Rice Manual Posting	N	0

**WJJS, WJXX, WROV-FM, WSNV, WYYD****EEO PUBLIC FILE REPORT**

June 1, 2018 - May 31, 2019

**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>
17	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>7</b>

**WJJS, WJJX, WROV-FM, WSNV, WYYD****EEO PUBLIC FILE REPORT****June 1, 2018 - May 31, 2019****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	7/18/2018	Participation in Job Fairs	Norcraft/Masterbrand Lynchburg Job Fair-Our SEU participated in the Norcraft/Masterbrand Lynchburg Job Fair in Lynchburg, VA. Station participant discussed careers in radio/career paths in the broadcasting field and reviewed typical employment opportunities in broadcasting generally at our stations.	1	Account Executive
2	8/5/2018	Participation in Job Fairs	Norcraft/Masterbrand Lynchburg Job Fair-Our SEU participated in the Norcraft/Masterbrand Lynchburg Job Fair in Lynchburg, VA. Station participant discussed careers in radio/career paths in the broadcasting field and reviewed typical employment opportunities in broadcasting generally at our stations.	1	Account Executive
3	9/27/2018	Participation in events sponsored by community groups	Bedford Business Expo-Our SEU participated in the Bedford Business Expo in Bedford, VA. Station participants discussed careers in radio with interested attendees.	6	Market President Account Executive Account Executive Promotions Director
4	10/29/2018	Participation in Job Fairs	Blue Ridge Regional Jail Job Fair-Our SEU participated in the Blue Ridge Regional Jail Job Fair in Lynchburg, VA. Station participants discussed careers in radio with interested attendees.	1	Account Executive
5	11/4/2018	Participation in Job Fairs	Concentrix Job Fair-Our SEU participated in the Concentrix Job Fair in Lynchburg, VA. Station participants discussed careers in radio with interested attendees.	1	Account Executive
6	2/7/2019	Participation in Job Fairs	Concentrix Job Fair-Our SEU participated in the Concentrix Job Fair in Lynchburg, VA. Station participant discussed careers in radio with interested attendees.	1	Account Executive
7	5/14/2019	Participation in Job Fairs	Bedford Cty Chamber Job Fair-Our SEU participated in the Bedford Cty Chamber Job Fair in Bedford, VA. Station participant discussed careers in radio with interested attendees.	1	Account Executive

**WJJS, WJJX, WROV-FM, WSNV, WYYD****EEO PUBLIC FILE REPORT**

June 1, 2018 - May 31, 2019

**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>
8	5/31/2019	Provision of training to management	SEU Market President took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	Market President