

WBTJ, WRNL, WRVA, WRVQ, WRXL, WTVR-FM
EEO PUBLIC FILE REPORT
June 1, 2015 - May 31, 2016

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRS�") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	7, 9-10, 12-13, 15-17, 19-20, 23-24, 26, 29-32	12
Account Executive	7, 9-10, 12-13, 15-17, 19-20, 23-24, 26, 29-32	12
Account Executive	7, 9-10, 12-13, 15-17, 19-20, 23-24, 26, 29-32	13
Accountant/Business Manager	2-3, 5-6, 8-12, 16-29, 32-34	22
Account Executive	9-10, 12, 14, 16-17, 19-20, 23-24, 26- 32, 34	12
Morning Show Host	4, 9-10, 16-17, 19-20, 23-24, 26-32, 34	4
Morning Show Co-Host	1, 9-10, 16-17, 19-20, 23-24, 26-32, 34	1
Business Manager	7, 9-10, 12, 14, 16-17, 19-20, 23-24, 26 -32, 34	14

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access Virginia Career Services	N	1
2	Broadcasting & Cable Magazine Virginia Email : yatsumi@reedbusiness.com Yuki Atsumi	N	0
3	Consultant Referral	N	1
4	Current Employee	N	1
5	GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Online Source Manual Posting	N	0
6	Hampton University Huntington Bldg. Hampton, Virginia 23668 Phone : 757-727-5405 Fax : 1-757-728-6011 Personnel Director Personnel Director	N	0
7	Hampton University 114 Wigwam Bldg. Hampton, Virginia 23668 Email : careercenter@hamptonu.edu Fax : 1-757-727-5661 Vivian Wrenn	Y	0
8	Harrisonburg Daily News Record 231 South Liberty St Harrisonburg, Virginia 22801 Email : sturner@dnronline.com Steve Turner	N	0
9	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	1

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10	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
11	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source Manual Posting	N	0
12	Indeed.com	N	8
13	Job posting on internet	N	2
14	Linked In	N	2
15	NAMME-National Association of Minority Media Executives 1921 Gallows Road, Suite 600 Vienna, Virginia 22182 Phone : (703) 893-9622 Email : nosborn@namme.org Fax : 1-703-893-2414 Nancy Osborn	N	0
16	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
17	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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18	New Journal and Guide Virginia Email : advertising@njournalg.com Martha Pritchard	N	0
19	Norfolk State University 700 Park Avenue Norfolk, Virginia 23504 Email : pcopeland@nsu.edu Patricia Copeland	N	0
20	Norfolk State University 2401 Corprew St Norfolk, Virginia 23504 Phone : 757-823-8462 Email : careerservices@nsu.edu Benjamin Ellis, Jr.	Y	0
21	Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Online Source Manual Posting	N	0
22	Recruiter	N	3
23	Resource/Capital Region Workforce Partnership 1001 N Laburnum AVenue Suite B Henrico, Virginia 23223 Email : ain001@henrico.us Felicia Ainsa	Y	0
24	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
25	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com Online Source Manual Posting	N	0

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26	Station Website www.1065TheBeat.com www.Lite98.com www.1140WRVA.com, Virginia 23228 Url : www.xl102richmond.com www.sportsradio.com www.q94radio.com Manual Posting	N	0
27	Virginia Association of Broadcasters 630 Country Green Lane Charlottesville, Virginia 22902 Phone : 434-977-3716 Email : amy@easterassociates.com Fax : 1-434-979-2439 Amy Payne-Whitehead	Y	0
28	Virginia Association of Broadcasters 600 Peter Jefferson Parkway Suite 300 Charlottesville, Virginia 22911 Phone : 434.977.3716 Url : www.vabonline.com Email : derek.breen@easterassociates.com Fax : 1-434-977-3716 Derek Breen	N	0
29	Virginia Association of Broadcasters 600 Peter Jefferson Parkway Suite 300 Charlottesville, Virginia 22911 Phone : 434.977.3716 Url : www.vabonline.com Email : Amanda.Snyder@easterassociates.com Fax : 1-434-979-2439 Amanda Snyder	N	0
30	Virginia Employment Commission 6705 Warwick Road Richmond, Virginia 23225 Phone : 804-674-2756 Email : richmondsouth@vec.state.va.us Fax : 1-804-254-4159 Teresa Bishop	Y	0
31	Virginia Employment Commission 5211 W. Broad Street Richmond, Virginia 23230 Phone : 804-662-9599 Fax : 1-804-254-4159 Career Services	Y	0

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32	Virginia Workforce Connection 703 East Main Street Richmond, Virginia 23219 Url : www.vawc.virginia.gov Teresa Bishop Manual Posting	N	0
33	West Virginia University PI Reed School of Journalism WVU Morgantown Virginia 26506 Email : mreed@wvu.edu Maryanne Reed	N	0
34	www.RichmondHelpWanted.com Virginia Career Services Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			19

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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	6/1/2015	Participation in events sponsored by community groups	Summer intern acquired through VAB program received hands-on experience with our promotions and programming department as well as exposure to the ins and outs of how a station functions. During the spring semester of this reporting period, we hosted two interns. Our interns hailed from Virginia Commonwealth University in Richmond, Virginia.	1	On Air Personality
2	7/30/2015	Participation in events sponsored by community groups	Two highschool student tours for Y-CAPP, station tour, interaction with programming staff including Mike Street Promotions Director for WBTJ. Students learned about broadcast careers, station operations and potential opportunities in the industry.	2	Promotions Director Program Director
3	11/4/2015	Participation in events or programs sponsored by educational institutions	<p>Participation in VCU job Fair targeting communications, media and creative careers.</p> <p>VCU Career Services invites you to attend our third annual Communications, Media, + Creative Career Fair. Opportunity to network with several hundred students interested in pursuing careers and internships in:</p> <ul style="list-style-type: none"> . Advertising . Broadcast and print journalism . Corporate communication . Communication arts . Creative marketing . Event planning . Graphic design . Public relations . Printing . Social media management 	2	Sr. VP of Sales Regional Market President

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4	1/1/2016	Establishment of an intern program designed to assist members of the community	WINTER 2016: Our SEU hosted student from a local university in cooperation from the Virginia Association of Broadcasters in our ongoing internship program. The intern received hands-on experience with our promotions and programming departments as well as exposure to the ins and out of how a station functions. During the winter semester of this reporting period, we hosted a student from Virginia Commonwealth University in Richmond, Virginia	2	On- air Host Promotions Director
5	2/16/2016	Hosting of Job Fair	iHeartMedia Diversity Job Fair Job Fair targeted to seekers of all backgrounds. Fair provided opportunity to meet face-to-face with over 40 employers and organizations that are either minority owned businesses, advocate for diversity in hiring, or are seeking to hire a more diverse workforce in 2016. This first-time event is free to the public and no pre-registration is needed.	4	Director of Marketing and Promotions Director Promotions Promotions Coordinator Promotions Coordinator
6	3/1/2016	Participation in events sponsored by community groups	Station tour for YMCA youth group to learn more about broadcasting careers, operations and meet employees from different areas of operation for the station. Tour included meet and greet with On Air personality, Producer and Sales Office.	3	Sr. VP of Sales On Air Personality Promotions Director
7	3/1/2016	Establishment of an intern program designed to assist members of the community	SPRING 2016: Our SEU hosted a student from a local university in our ongoing internship program. The intern received hands-on experience with our promotions and programming department as well as exposure to the ins and outs of how a station functions. During the spring semester of this reporting period we hosted one intern who hailed from Virginia Tech University	2	on-Air Host on-Ari Host
8	3/14/2016	Participation in events or programs sponsored by educational institutions	Participation in career fair at Brookland Middle School, providing education around broadcasting careers and mass communications.	2	Promotions Director Promotions Coordinator