

WALC, WAZR, WKCI, WKCY, WKCY-FM, WKDW, WSVO**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
Outside Account Executive	2-11, 13-17, 19-22	5
Associate Account Executive	3, 6, 10-11, 13-14, 17-18, 20-21	18
Associate Account Executive	3, 6, 10-14, 17, 20-21	11
Associate Account Executive	1, 3, 6-7, 10-11, 13, 17, 19-21, 23	11
Associate Account Executive	1, 3, 6-7, 10-11, 13, 17, 19-21, 23	11
Associate Account Executive	1, 3, 6-7, 10-11, 13, 17, 19-21, 23	11

WALC, WAZR, WKCI, WKCY, WKCY-FM, WKDW, WSVO

EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

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	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Phone : 310-457-6616 Url : http://www.allaccess.com Career Services Manual Posting	N	0
2	American Women in Radio & Television 8405 Greensboro Drive Ste 800 McLean, Virginia 22102 Phone : 703/506/3290 Url : www.awrt.org Fax : 1-703-506-3266 dontknow dontknow	N	0
3	Bridgewater College 402 E College St Bridgewater, Virginia 22812 Phone : 540-282-5369 Url : http://www.collegecentral.com/bridgewater/ Sherry Talbott Manual Posting	Y	0
4	Broadcasting & Cable Magazine Virginia Email : yatsumi@reedbusiness.com Yuki Atsumi	N	0
5	Bulletin Board	N	1
6	Eastern Mennonite University 1200 Park Rd Harrisonburg, Virginia 22802 Phone : 540-432-4131 Url : http://www.emu.edu/ Career Services Manual Posting	Y	0
7	Goods Entertainment Virginia Phone : 203-341-0111 Career Services Manual Posting	N	0

WALC, WAZR, WKCI, WKCY, WKCY-FM, WKDW, WSVO

EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

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
8	Hampton University Huntington Bldg. Hampton, Virginia 23668 Phone : 757-727-5405 Fax : 1-757-728-6011 Personnel Director Personnel Director	N	0
9	Harrisonburg Daily News Record 231 South Liberty St Harrisonburg, Virginia 22801 Email : sturner@dnronline.com Steve Turner	N	0
10	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
11	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	15
12	Indeed.com	N	2
13	James Madison University Career and Academic Planning Harrisonburg, Virginia 22801 Phone : (540) 568-6229 Denise Meadow Manual Posting	N	0
14	Mary Baldwin College Rose Marie Sena Center Staunton, Virginia 24402 Phone : 540-887-7221 Url : http://www.mbc.edu/ Email : sena@mbc.edu Diane Kent	Y	0

WALC, WAZR, WKCI, WKCY, WKCY-FM, WKDW, WSVO

EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

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
15	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
16	New Journal and Guide Virginia Email : advertising@njournalg.com Martha Pritchard	N	0
17	Norfolk State University Career Service 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-8462 Url : http://nsu.edu/careerservices/ Email : pcopeland@nsu.edu Patricia Copeland	Y	0
18	Other Source	N	1
19	Virginia Association of Broadcasters 630 Country Green Lane Charlottesville, Virginia 22902 Phone : 434-977-3716 Url : http://vabonline.com/ Amanda J Snyder Manual Posting Prong 2 Ended Date: 8/4/2016	N	0
20	Virginia Employment Commission P O Box 351 Harrisonburg, Virginia 22803 Phone : 540-434-2513 Url : https://www.vawc.virginia.gov Taylor Howell Manual Posting	Y	0

WALC, WAZR, WKCI, WKCY, WKCY-FM, WKDW, WSVO**EEO PUBLIC FILE REPORT**

June 1, 2016 - May 31, 2017

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
21	Virginia Western Community College Career & Placement Services P O Box 14007 Roanoke, Virginia 24038 Phone : 540-857-7298 Url : http://www.viriniawestern.edu/career_center Gary Adkins Manual Posting	Y	0
22	West Virginia University PI Reed School of Journalism WVU Morgantown Virginia 26506 Email : mreed@wvu.edu Maryanne Reed	N	0
23	www.VARTV.com Virginia Url : www.VARTV.com Robert Corbin Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			19

WALC, WAZR, WKCI, WKCY, WKCY-FM, WKDW, WSVO

EEO PUBLIC FILE REPORT

June 1, 2016 - May 31, 2017

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	1/13/2017	Establishment of training programs for station personnel	Seminar was three - One hour sessions that was hosted by the Chamber of Commerce. the seminar focused on leading employees to their fullest potential and helping their peers. The seminar was not only designed for managers, but also Veteran and Senior staff as well. The Seminar address how they can be important role models and enhanced their leadership skills to the new staff and help prepare them for advancement.	3	Sales Manager Senior Account Executive Senior Account Executive
2	1/18/2017	Establishment of a mentoring program	Sales Manager attended a seminar on Live to Lead your employees. It was a seminar that revolved around managing your employees and mentoring them to improve their skills to qualify them for internal and external higher employment positions and opportunities.	1	Sales Manager
3	5/8/2017	Hosting of Job Fair	Heart-Harrisonburg hosted a Virtual Career Fair. We organized a outreach opportunity hiring business in our local market as well as for ourselves. The Virtual Career Fair lasted for 14 days, from May 8th through the 21st.	1	Sales Manager