

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	3, 5, 8-10, 12, 18, 21-22	10
Account Executive	3, 5, 8-10, 12, 18, 21-22	10
Account Executive	3, 5, 8-10, 12, 18, 21-22	10
Accountant/Business Manager	2-3, 5-10, 12-23, 25	13
Account Executive	3, 8-9, 11-15, 17, 19-20, 22-24	11
Morning Show Host	4	4
Morning Show Co-Host	1, 3, 8-9, 14-15, 17, 19-20, 22-24	1
Business Manager	3, 6, 8-9, 11-15, 17, 19-20, 22-24	13

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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
1	All Access Virginia Career Services	N	1
2	Broadcasting & Cable Magazine Virginia Email : yatsumi@reedbusiness.com Yuki Atsumi	N	0
3	Directemployers.org <small>(association distributing job postings to state workforce agencies throughout the US and diversity oriented job boards)</small> 9002 N. Purdue Rd. Ste. 100 Indianapolis, Indiana 46268 Phone : 317-874-9055 AJ Slevey Manual Posting	N	0
4	Exigent Circumstances	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 114 Wigwam Bldg. Hampton, Virginia 23668 Email : careercenter@hamptonu.edu Fax : 1-757-727-5935 LaShel Wilson	Y	0
7	Harrisonburg Daily News Record 231 South Liberty St Harrisonburg, Virginia 22801 Email : sturner@dnronline.com Steve Turner	N	0
8	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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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
9	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
10	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com Online Source Manual Posting	N	10
11	Indeed.com - Not Directly Contacted by SEU	N	3
12	Job Fair (See Section III) Richmond, Virginia Manual Posting	N	0
13	Linked In	N	3
14	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
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 : 1-703-683-5312 Director of Placement n/a	N	0
16	New Journal and Guide Virginia Email : advertising@njournalg.com Martha Pritchard	N	0

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17	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-8462 Email : careerservices@nsu.edu Pamela Saunders	Y	0
18	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
19	Resource/Capital Region Workforce Partnership 1001 N Laburnum AVenue Suite B Henrico, Virginia 23223 Phone : 8045551212 Email : ain001@henrico.us Felicia Ainsa	Y	0
20	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
21	SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com Online Source Manual Posting	N	0
22	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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
23	Virginia Association of Broadcasters 250 Main Street Suite 100 Charlottesville, Virginia 22902 Phone : 434-977-3716 Email : kristin.joseph@easterassociates.com Fax : 1-434-979-2439 Kristin Joseph	Y	0
24	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
25	West Virginia University PI Reed School of Journalism WVU Morgantown Virginia 26506 Email : mreed@wvu.edu Maryanne Reed	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	Establishment of an intern program designed to assist members of the community	Summer 2015: Our SEU hosted 4 interns; 2 from Virginia Commonwealth University; 1 from Virginia Tech & 1 from The Collegiate School. The intern worked closely with SEU staff to learn the "behind-the-scenes" functioning of a radio station. During the internship, the students worked closely with our promotions and programming departments, and were exposed to the ins and outs of our SEU. They also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.	1	On Air Personality
2	7/30/2015	Participation in events sponsored by community groups	Our SEU hosted two station tours for two high school students from Y-CAPP. The students toured our facilities and participated in a meet & greet with management, sales, and on-air staff including, the SEU's Director of Urban Programming for Richmond & Norfolk, VA. 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	Our SEU participated the Virginia Commonwealth University Communications, Media and Creative Career Fair in Richmond, VA. Station participants included our Regional Market President and Sr. VP of Sales. They discussed career & internship opportunities at iHeartMedia, accepted resumes and conducted preliminary candidate screenings..	2	Sr. VP of Sales Regional Market President
4	1/1/2016	Establishment of an intern program designed to assist members of the community	Winter 2016: Our SEU hosted an intern from Virginia Commonwealth University. The intern worked closely with SEU staff to learn the "behind-the-scenes" functioning of a radio station. During the internship, the student worked closely with our promotions and programming departments, and were exposed to the ins and outs of our SEU. They also had the opportunity to seek career advice and ask questions related to jobs in broadcasting.	2	on-Air Host on-Ari Host

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
5	2/16/2016	Hosting of 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, Director of Promotions, and Promotions Coordinators.	4	Director of Marketing and Promotions Director Promotions Promotions Coordinator Promotions Coordinator
6	3/11/2016	Participation in events sponsored by community groups	Our SEU hosted a station tour for a resident of Virginia Home. The resident toured our facilities and had the opportunity to meet SEU staff. The resident learned about broadcast careers, station operations, and potential opportunities in the industry.	4	Promotions Director Director of Programming On-air On-air
7	3/14/2016	Participation in events or programs sponsored by educational institutions	Our SEU participated in the Brookland Middle School's Career Fair in Henrico, VA. Station participants included our Promotions Director and Promotions Coordinator, who discussed careers om broadcasting and mass communications.	2	Promotions Director Promotions Coordinator
8	3/18/2016	Participation in events or programs sponsored by educational institutions	Our SEU hosted a station tour for a group of students from the Hip Hop As A Fine Art elective course at Church Hill Academy. The students toured our facilities and had the opportunity to meet with and ask questions to SEU staff. The students learned about broadcast careers, station operations, and potential opportunities in the industry.	3	Director of Programming Promotions Director On Air