

**WFLS-FM, WWUZ(FM), WVBX(FM), WNTX(AM)**  
**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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1, 7-11, 13-14, 16, 19	14
Account Executive	1-2, 7-11, 13-14, 17, 19	17
Account Executive	1-2, 7-11, 13-14, 17, 19	2

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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	<b>Station Website Postings</b> <i>(one or more SEU stations)</i> Contact: Ralph Salierno 616 Amelia Street Fredericksburg, VA 22401 540-374-5474	No	0
2	<b>On-Air Announcements</b> <i>(one or more SEU stations)</i> Contact: Ralph Salierno 616 Amelia Street Fredericksburg, VA 22401 540-374-5474	No	3
3	<b>DC/MD/VA/DE Radio TV Media News Website</b> <a href="http://www.dcrtv.com">www.dcrtv.com</a> Contact: Dave Hughes 1981-B Villaridge Drive Reston, VA 20191 703-620-9466	No	0
4	<b>JobFetch.com</b> Sales Department 616 Amelia Street Fredericksburg, VA 22401 540-374-5000 <a href="mailto:acasler@freelancestar.com">acasler@freelancestar.com</a>	No	0
5	<b>All Access Music Group</b> Contact: Joel Denver 28955 Pacific Coast Hwy., Ste. #210-5 Malibu, CA 90265 310-457-6616 <a href="http://www.allaccess.com">www.allaccess.com</a>	No	0
6	<b>Corporation for Public Broadcasting</b> Contact: Carla Dalrymple 401 Ninth St., NW Washington, DC 20004-2129 202-879-9727	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	<p><b>Emma L. Bowen Foundation</b>  Contact: Sandra Dorsey Rice  524 West 57<sup>th</sup> Street  New York, NY 10019  212-664-3486</p>	No	0
8	<p><b>Illinois Center for Broadcasting</b>  Contact: Don Clark  601 South LaSalle Street  Chicago, IL 60605  312-884-8000  <a href="mailto:dclark@beonair.com">dclark@beonair.com</a></p>	No	0
9	<p><b>Maynard Institute for Journalism Education</b>  Contact: Elizabeth Pinio  1211 Preservation Park Way  Oakland, CA 94612  510-891-9202  Fax 510-891-9565</p>	No	0
10	<p><b>National Association of Black Colleges</b>  Contact: Lo Jelks  P. O. Box 3191  Atlanta, GA 30302  404-523-6136  <a href="mailto:lojelk@aol.com">lojelk@aol.com</a></p>	No	0
11	<p><b>National Lesbian &amp; Gay Journalism Association</b>  1420 K Street, NW, Ste. 910  Washington, DC 20005  202-588-9888 x10  <a href="mailto:Info@nlgja.org">Info@nlgja.org</a></p>	No	0
12	<p><b>Virginia Association of Broadcasters</b>  Contact: Kurt Pfund  250 West Main Street, Ste. 100  Charlottesville, VA 22920  434-977-3716</p>	No	0
13	<p><b>Virginia Radio &amp; Television</b>  Contact: Bob Corbin  757-427-2317  <a href="mailto:editor@vartv.com">editor@vartv.com</a>  <a href="http://www.vartvb.com">www.vartvb.com</a></p>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	<b>Indeed Website</b> Customer Service 470 W. Avenue Stamford, CT 203-564-2418 <a href="http://www.indeed.com">www.indeed.com</a>	No	7
15	<b>University of Mary Washington</b> 1301 College Avenue Fredericksburg, VA 22401 540-654-1000 <a href="http://www.umw.edu/careercenter">www.umw.edu/careercenter</a>	No	0
16	<b>LinkedIn Website</b> Mountain View, CA <a href="http://www.linkedin.com">www.linkedin.com</a>	No	1
17	<b>Word-of-Mouth Referral</b>	No	2
18	<b>SEU Job Fairs</b> ( <i>see Section III</i> )	No	0
19	<b>Alpha Media Career Website</b> <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			13

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On February 6, 2017, our SEU's Marketing, Promotions & Events Director and one of our on-air personalities visited the Rappahannock Juvenile Detention Center, affiliated with Spotsylvania County Public Schools, to conduct a presentation about radio broadcasting for a group of students. Their presentation included information about how radio stations operate as well as the various career opportunities available in the industry. The students were especially interested when our on-air personality shared stories about his personal experiences in the business and entertained questions from the students.
<b>2</b>	Participate in event sponsored by or on behalf of an educational institution relating to careers in broadcasting	On February 24, 2017, our SEU participated in Career Day at Salem Elementary School. Our WFLS morning show on-air personalities spoke with various groups of students about how radio stations operate, what their job entails, the education/training necessary to become an on-air personality and other career opportunities available in radio. A question-and-answer session followed each presentation.