

**WFLS-FM, WWUZ(FM), WVBX(FM), WNTX(AM)**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2021 – May 31, 2022**

**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>
Market Manager	11, 14, 16, 19	14
Business Manager	1, 11, 14, 16, 17	11
Promotions Director	1, 4, 10, 11, 16	4

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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	<p><b>On-Air Announcements</b> <i>(one or more SEU stations)</i>                      Contact: Sandy Ridgeway                      10333 Southpoint Landing Blvd., Suite 215                      Fredericksburg, VA 22407                      540-374-5474</p>	No	1
2	<p><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</p>	No	0
3	<p><b>The Free Lance-Star Newspaper</b>                      Sales Department                      Carl D. Silver Parkway                      Fredericksburg, VA 22401                      540-374-5000  <a href="mailto:acasler@freelancestar.com">acasler@freelancestar.com</a></p>	No	0
4	<p><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></p>	No	7
5	<p><b>Commonwealth of Virginia                      Virginia Workforce Connection</b>                      10304 Spotsylvania Ave., Ste 100                      Fredericksburg, VA 22408  <a href="http://www.vawc.virginia.gov">www.vawc.virginia.gov</a>                      540-322-5768</p>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	<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>	No	0
7	<b>Columbia School of Broadcasting</b> 3947 University Drive, 2 <sup>nd</sup> Floor Fairfax, VA 22030 Bill Butler 703-591-6000 <a href="mailto:djtrain@columbiaschoolbroadcas.com">djtrain@columbiaschoolbroadcas.com</a>	No	0
8	<b>Hampton University</b> 2 Frissell Street Hampton, VA 23668 757-727-5331 <a href="http://Hampton-csm.symplicity.com">Hampton-csm.symplicity.com</a>	No	0
9	<b>Germanna Community College</b> 10000 Germanna Point Drive Fredericksburg, VA 22408 540-710-2025 <a href="mailto:mhawley@germanna.edu">mhawley@germanna.edu</a>	No	0
10	<b>Virginia Association of Broadcasters</b> 250 West Main Street, Ste. 100 Charlottesville, VA 22920 434-977-3716 <a href="http://www.vabonline.com">www.vabonline.com</a>	No	0
11	<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	1
12	<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> <a href="http://www.handshake.com">www.handshake.com</a>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	<b>LinkedIn Website</b> Mountain View, CA <a href="http://www.linkedin.com">www.linkedin.com</a>	No	0
14	<b>Zip Recruiter</b>	No	0
15	<b>Word-of-Mouth Referral</b>	No	4
16	<b>SEU Job Fairs</b> ( <i>see Section III</i> )	No	0
17	<b>Alpha Media Career Website</b> <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	No	1
18	<b>Internal Posting/Candidate</b>	No	0
19	<b>Internal Transfer/Promotion</b>	No	0
20	<b>Walk-In/Self-Referral</b>	No	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			15

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Mentoring/training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.	<p>Beginning May 2021, Our SEU’s Traffic Coordinator/Continuity Assistant began working with our SEU’s Part-time Street Team member to mentor her in our Traffic Coordinator/Continuity role. The program includes traffic training using WideOrbit Software, VCreative Software and AIM Software. The mentorship is designed to enhance her skills to advance her position in assisting with our Network/Barter commercial contracts.</p> <p>Starting October 2021, our SEU’s Programming Director and one On-Air Talent began working with a SEU Part-Time Street Team employee to mentor her in potential on-air programming within the SEU.</p> <p>Beginning November 2021, our SEU’s Market Manager mentored/trained our Promotions Director in radio sales so that he can contribute to our sales team.</p>
<b>2</b>	Job Fairs	<p>On 4/26/22, our SEU attended an Intern Expo sponsored by the Fredericksburg Chamber of Commerce at the Fredericksburg Expo &amp; Conference Center. Both the SEU’s Market Manager and Promotions Director manned our booth there.</p> <p>On 4/27/22, our SEU attended a Hospitality Industry job fair sponsored by the Fredericksburg Regional Hospitality Council at the Fredericksburg Expo Center. Our SEU also ran digital ads and aired commercials promoting the event.</p>
<b>3</b>	Management-level training addressing equal employment opportunity and preventing discrimination.	<p>In August 2021, the SEU’s Market Manager completed “Alpha 2020 Copyright” training.</p> <p>In October and November 2021, the SEU’s Programming Director, Promotions Director and Promotions Coordinator completed “A Manager’s Guide to Diversity, Inclusion and Accommodation” training.</p> <p>In 2021, the SEU’s Market Manager, Programming</p>

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
		<p>Director, Promotions Director and Promotions Coordinator completed “Harassment Prevention for US Managers” training.</p> <p>In 2021, the SEU’s Market Manager, Business Manager, Promotions Director and Promotions Coordinator completed “Preventing Bullying and Violence” training.</p> <p>In April 2022, the SEU’s Business Manager completed “EEO and Lawful Hiring” training.</p>