

**Monticello Media (WBRW-FM, WPSK-FM, WRAD-AM/FM, WVHK-FM)****EEO PUBLIC FILE REPORT****December 1, 2018 - May 31, 2019****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>
Advertising Sales Representative Open Date: 4/18/2019 Hire Date: 5/7/2019	3-4, 6-7, 9, 11-13, 15-17, 19-22	9
Multi-Media Account Manager (Outside Sales) Open Date: 2/19/2019 Hire Date: 5/7/2019	3-13, 15, 17-22	13
On-Air Talent (Country) Open Date: 12/17/2018 Hire Date: 1/7/2019	1-3, 11-14, 17-18	2
On-Air Talent (Rock) & Website Manager Open Date: 12/17/2018 Hire Date: 1/7/2019	1-3, 11-14, 17-18	2

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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	AllAccess.com 1222 16th Avenue South Suite 25 Nashville, Tennessee 37212 Phone : 615-252-6400 Url : <a href="https://www.allaccess.com">https://www.allaccess.com</a> Matt Shapo Manual Posting	N	8
2	Current Employee/Internal Promotion	N	2
3	Emory & Henry College P.O. Box 947 Emory, Virginia 24327 Phone : 276-944-6922 Url : <a href="http://www.ehc.edu">http://www.ehc.edu</a> Email : <a href="mailto:agardner@ehc.edu">agardner@ehc.edu</a> Amanda Gardner	N	0
4	Ferrum College P.O. Box 1000 Ferrum, Virginia 24088 Phone : 540-365-4460 Url : <a href="http://www.ferrum.edu/career/">http://www.ferrum.edu/career/</a> Email : <a href="mailto:lholden@ferrum.edu">lholden@ferrum.edu</a> Leslie Holden	N	0
5	Hollins University 7916 Williamson Road Roanoke, Virginia 24020 Phone : 540-362-6364 Url : <a href="https://www.hollins.edu/offices-and-services/career">https://www.hollins.edu/offices-and-services/career</a> Email : <a href="mailto:careercenter@hollins.edu">careercenter@hollins.edu</a> Karen Cardozo	N	0
6	Indeed.com 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 540-731-6000 Url : <a href="http://www.indeed.com">www.indeed.com</a> Cindy Rollison Manual Posting	N	7

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7	King University Bristol Hall 109 Bristol, Tennessee 37620 Phone : 423-652-4752 Url : <a href="http://www.king.edu/careers/default.aspx">http://www.king.edu/careers/default.aspx</a> Email : <a href="mailto:dhfelty@king.edu">dhfelty@king.edu</a> Donna Felty	N	0
8	LinkedIn 2029 Stierlin Court Suite 200 Mountain View, California 94043 Phone : 5407316000 Url : <a href="http://www.linkedin.com">www.linkedin.com</a> Angie Rivers Manual Posting	N	0
9	Montgomery County Chamber of Commerce 1520 N. Franklin St. Christiansburg, Virginia 24073 Phone : 540-382-3020 Url : <a href="http://www.montgomerycc.org/newriverradiogroup.com">http://www.montgomerycc.org/newriverradiogroup.com</a> Jenna Phillips Manual Posting	N	1
10	NAACP - Professional Diversity Network 801 W. Adams St. Suite 600 Chicago, Illinois 60607 Phone : 617-244-9446 Url : <a href="http://ihispano.com">http://ihispano.com</a> Email : <a href="mailto:Kkirsch@ProDivNet.com">Kkirsch@ProDivNet.com</a> Kimberly Kirsch	Y	0
11	NAACP-Montgomery, Radford, Floyd PO Box 6044 Christiansburg, Virginia 24068 Phone : 540-382-6751 Url : <a href="https://mrfnaacp.org">https://mrfnaacp.org</a> Email : <a href="mailto:info@mrfnaacp.org">info@mrfnaacp.org</a> Deborah Travis	Y	0
12	New River Community College Rooker Hall Advising Center 5251 College Dr. Dublin, Virginia 24084 Phone : 540-674-3600 Url : <a href="https://www.nr.edu/careerservices/">https://www.nr.edu/careerservices/</a> Email : <a href="mailto:kmatthews@nr.edu">kmatthews@nr.edu</a> Kim Matthews	N	0

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13	On-Air Announcements (One or More SEU stations) 7080 Lee Hwy Radford, Virginia 24073 Phone : 540-731-6000 Cindy Rollison Manual Posting	N	1
14	Radford University Career Services Radford University Russell 331 Radford, Virginia Phone : 540-831-5373 Url : <a href="https://www.radford.edu/content/career-services">https://www.radford.edu/content/career-services</a> Carolyn Sutphin Manual Posting	N	0
15	Roanoke College 221 College Lane Salem, Virginia 24153 Phone : 540-375-2303 Url : <a href="https://www.roanoke.edu/inside/a-z_index/career_se">https://www.roanoke.edu/inside/a-z_index/career_se</a> Email : <a href="mailto:mclawhorn@roanoke.edu">mclawhorn@roanoke.edu</a> Toni McLawhorn McLawhorn	N	0
16	Station Website Posting(s) (One or more SEU stations) 7080 Lee Hwy Radford, Virginia 24141 Phone : 540-731-6000 Cindy Rollison Manual Posting	N	0
17	Virginia Association of Broadcasters 250 West Main Street Suite 100 Charlottesville, Virginia 22902 Phone : 434-977-3716 Url : <a href="https://www.vabonline.com/careers">https://www.vabonline.com/careers</a> Christina Sandridge Manual Posting	N	0
18	Virginia Tech Career Services 870 Washington St. SW (Virginia Tech) Blacksburg, Virginia 24060 Phone : 540-231-8875 Url : <a href="https://career.vt.edu">https://career.vt.edu</a> Email : <a href="mailto:hireahokie@vt.edu">hireahokie@vt.edu</a> Lisa Boothe	N	0

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19	Virginia Workforce Connection 6226 University Park Dr Suite 1300 Radford, Virginia 24141 Phone : 540-831-5980 Url : <a href="http://www.vec.virginia.gov/virginia-workforce-con">http://www.vec.virginia.gov/virginia-workforce-con</a> Email : <a href="mailto:radford@vec.virginia.gov">radford@vec.virginia.gov</a> Career Services	N	0
20	Western Virginia Community College 3094 Colonial Avenue Roanoke, Virginia 24015 Phone : 540-857-6279 Url : <a href="http://www.virginiawestern.edu/workforce/index.php">http://www.virginiawestern.edu/workforce/index.php</a> Email : <a href="mailto:careernavigators@virginiawestern.edu">careernavigators@virginiawestern.edu</a> Amanda Decker Decker	N	0
21	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
22	Wytheville Community College 1000 East Main Street Wytheville, Virginia 24382 Phone : 276-223-4717 Url : <a href="https://www.wcc.vccs.edu/employer-services">https://www.wcc.vccs.edu/employer-services</a> Email : <a href="mailto:vmarrs@wcc.vccs.edu">vmarrs@wcc.vccs.edu</a> Vickie Mars Mars	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>19</b>

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### III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	4/4/2019	Participation in Job Fairs	On April 4th, 2019, our SEU's Operations Manager, Program Director and Sports Director participated in a Job Fair at Christiansburg High School that was coordinated by the DECA CTE and Work-Based Learning team at CHS. They shared their experiences and information about career opportunities in radio, answered questions and allowed student to perform mock board op and live recording of promos and breaks.	4	James Forrest Operations Manager Curtis Crowder Program Director Michael Swink-A.K.A. DreZ Program Director Tim Donnelly Sports Director	0.25
2	5/18/2019	Establishment of an intern program designed to assist members of the community	During the Spring Semester in 2019, The Programming Department hosted (1) intern from Radford University The intern assisted with production, dubbing, and live broadcasts as well as social media and performed board-op duties for events and producer duties for local sports show.	4	Jamie Forrest Operations Manager Tim Donnelly Sports Director Nathan Sparks On-Air Talent & Digital ContentManager Logan Brown Board-Op/On-Air	1.00
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>1.25</b>