

WNIS, WNOB, WROX-FM, WTAR, WUSH
EEO PUBLIC FILE REPORT
June 1, 2019 - May 31, 2020

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
Account Executive	1-18	10

WNIS, WNOB, WROX-FM, WTAR, WUSH

EEO PUBLIC FILE REPORT

June 1, 2019 - May 31, 2020

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	Christopher Newport University Center for Career Planning 1 University Place Newport News, Virginia 23606-2998 Phone : 757-594-7345 Url : http://www.tvb.org/ Email : libby.westley@cnu.edu Fax : 1-757-594-8765 Libby Westley	N	0
2	College Broadcasters, Inc. 6100 Main St Mail Stop 506 Houston, Texas 77005 Phone : (713) 348-2935 Email : willr@rice.edu Will Robedee	Y	0
3	ECPI 5555 Greenwich Rd Virginia Beach, Virginia 23462 Phone : (757) 490-9090 Email : pmirani@ecpi.edu Pat Mirani	N	0
4	FMQB.com Executive Mews, F-36 1930 East Marlton Pike Cherry Hill, New Jersey 08003 Phone : (856) 424-9114 Url : www.fmqb.com Email : jodorisio@fmqb.com Fax : 1-856-424-6943 Joey Odorisio	N	0
5	Hampton Roads Black Media Professionals P.O. Box 2622 Norfolk, Virginia 23501 Url : http://www.hrbmp.us Email : robkdrx3@gmail.com John Robinson	N	0
6	Hampton University Career Counselling & Planning Centre 2 Frissell Street Hampton, Virginia 23669 Phone : (757) 727-5331 Email : careercenter@hamptonu.edu Fax : 1-757-727-5935 Andre Ledoux	N	0

WNIS, WNOB, WROX-FM, WTAR, WUSH

EEO PUBLIC FILE REPORT

June 1, 2019 - May 31, 2020

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
7	Peninsula Work Link 600 Butler Farm Rd Rm 1014 Hampton, Virginia 23669 Phone : (757) 766-4900 Email : Lisa.z@drs.virginia.gov Fax : 1-757-766-4939 Lisa Wornom-Zahraiddin	N	0
8	Regent University 1000 Regent University Dr Student Center 241 Virginia Beach, Virginia 23464 Phone : (757) 352-4106 Email : swilliams@regent.edu Fax : 1-757-352-4100 Saranette Williams	N	0
9	Sinclair Communications (At Work Posting) 999 Waterside Drive Suite 500 Norfolk, Virginia 23510 Phone : (757) 222-2944 Email : dave@wnis.com David Morgan	N	0
10	Sinclair Communications (Facebook) 999 Waterside Drive Suite 500 Norfolk, Virginia 23510 Phone : (757) 222-2935 Email : afabijan@sinclairstations.com Allen Fabijan	N	3

WNIS, WNOB, WROX-FM, WTAR, WUSH**EEO PUBLIC FILE REPORT****June 1, 2019 - May 31, 2020****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
11	Sinclair Communications (Radio Spots) 999 Waterside Drive Suite 500 Norfolk, Virginia 23510 Phone : (757) 222-2944 Email : dmorgan@sinclairstations.com David Morgan	N	2
12	Sinclair Communications (Websites) 999 Waterside Dr Suite 500 Norfolk, Virginia 23510 Phone : (757) 640-8500 Email : dthompson@sinclairstations.com David Thompson	N	3
13	Thomas Nelson Community College Career Services Center 99 Thomas Nelson Dr Hampton, Virginia 23669 Phone : (757) 865-5870 Email : bluel@tncc.edu LaShania Blue	N	0
14	Tidewater Community College 1700 College Crescent Virginia Beach, Virginia 23453 Phone : (757) 822-7228 Email : bbrock@tcc.edu Fax : 1-757-822-7232 Babi Brock	N	0
15	Urban League of Hampton Roads 3225 High Street Portsmouth, Virginia 23707 Phone : (757) 627-0864 Fax : 1-757-966-9613 Gwendolyn Mack	N	0
16	VARTV 1725 Live Oak Trl Virginia Beach, Virginia 23456 Phone : (757) 427-2317 Email : editor@vartv.com Fax : 1-757-427-2317 Robert Corbin	N	0

**WNIS, WNOB, WROX-FM, WTAR, WUSH
EEO PUBLIC FILE REPORT**

June 1, 2019 - May 31, 2020

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
17	Virginia Association of Broadcasters 250 West Main Street Suite 100 Charlottesville, Virginia 22902 Phone : (434) 977-3716 Email : marci.malinowski@easterassociates.com Fax : 1-434-979-2439 Marci Malinowski	N	0
18	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING			8

WNIS, WNOB, WROX-FM, WTAR, WUSH**EEO PUBLIC FILE REPORT****June 1, 2019 - May 31, 2020****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participant	Participant Title
1	6/20/2019	Establishment of training programs -for station personnel	Motivational and confidence-building session for radio sales account executives and other station employees at the Virginia Association of Broadcasters 2019 Summer Convention, Virginia Beach, Va.: "The Game-Changing Power of Confidence," presented by Heather Monahan, Author, Entrepreneur, Professional Speaker and Confidence Expert	8	General Sales Manager General Sales Manager Account Executive Account Executive
2	6/24/2019	Establishment of an intern program designed to assist members of the community	Hosted a University of Hartford (Conn.) student, who is from Norfolk, Va., for an 8-week paid summer internship through the auspices of the Virginia Association of Broadcasters. The internship introduced the student to many facets of radio station operation and significant "hands-on" experience.	3	Director of Engineering Promotions Director Intern
3	9/26/2019	Participation in Job Fairs	Hampton University Career Fair, Hampton, Va.	1	Sales Manager/WNIS Program Director
4	10/8/2019	Establishment of training programs -for station personnel	Webinar from the Virginia, North Carolina, Maryland/D.C./Delaware and Ohio Associations of Broadcasters (and attorneys from the law firm of Brooks, Pierce, McLendon, Humphrey and Leonard, L.L.P.) regarding current issues in political broadcasting (including record keeping obligations for the political file portion of the online public file) and a review of the basic do's and don'ts stations need to keep in mind as they receive requests for advertising time from-and sell time to-candidates and issue advertisers.	3	General Sales Manager General Sales Manager Account Executive

WNIS, WNOB, WROX-FM, WTAR, WUSH

EEO PUBLIC FILE REPORT

June 1, 2019 - May 31, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participant	Participant Title
5	11/18/2019	Participation in events or programs sponsored by educational institutions	"Chase your Dreams" presentation by WNOB(FM) morning announcer and nationally distributed commercial voice-over artist, Eric Worden, to students at Landstown High School, Virginia Beach, Va. during the institution's "Heritage Week" entrepreneurship symposium regarding working in broadcasting and voice-over production. Mr. Worden has more than 45 years of radio broadcasting experience, having started as a teenager, and he is a prominent voice of radio and television commercials that are aired all over the country.	1	WNOB Morning Announcer
6	1/15/2020	Establishment of training programs -for station personnel	Webinar from the Virginia, North Carolina, Maryland and Ohio Associations of Broadcasters (and attorneys from the law firm of Brooks, Pierce, McLendon, Humphrey and Leonard, L.L.P.), which provided guidance about the scope and implications of the F.C.C.'s most recent orders and pronouncements relating to political file record keeping for Online Public Inspection Files.	4	Director of Engineering General Sales Manager/WNIS P.D. General Sales Manager Traffic Manager
7	2/12/2020	Establishment of training programs -for station personnel	All-day hands-on soldering workshop at PriestCain Electronics, Norfolk, Va. teaching proper techniques and best practices for repairing and constructing equipment and cables that are used in radio broadcasting. Covered areas included laboratory safety, soldering tools and uses, and solder chemistry. The class also provided hands-on soldering projects for attendees to gain technical experience.	2	Director of Information Technology Engineering Assistant
8	2/26/2020	Participation in events or programs sponsored by educational institutions	Job shadowing by a student from Kellam High School, Virginia Beach, Va., with a WNOB(FM) station announcer/sales account executive.	2	WNOB Program Director WNOB Announcer/Account Executive

WNIS, WNOB, WROX-FM, WTAR, WUSH
EEO PUBLIC FILE REPORT
June 1, 2019 - May 31, 2020

III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participant	Participant Title
9	3/25/2020	Establishment of training programs -for station personnel	Ongoing series of Radio Advertising Bureau training webinars for sales professionals, including: 3/25/2020: How To Talk with your advertisers Now 4/1/2020: How to craft your messaging 4/6/2020: Solution Selling Promotions 4/15/2020: Leading for Success 4/29/2020: Open For Business 5/6/2020: Are you ready for the Grand Reopening 5/12/2020: Creating Audience Engagement 5/20/2020: Engaging Local Clients	8	General Sales Manager General Sales Manager/WNIS P.D. Account Executive Account Executive
10	3/25/2020	Establishment of training programs -for station personnel	Virginia Association of Broadcasters webinar regarding COVID-19 and certain impacts on the radio industry: 1. Employment-related issues, including workplace COVID-19 response plans, guidance from the E.E.O.C., and more 2. Business-related topics, including the Small Business Administration Economic Injury Disaster Loan program 3. F.C.C.-related matters, including deadlines, L.U.C., and the like	4	Director of Engineering General Sales Manager/WNIS P.D. General Sales Manager General Manager
11	5/20/2020	Establishment of a mentoring program	Year-long engineering mentorship in conjunction with the Society of Broadcast Engineers. Mentor: Director of Engineering, who has more than 35 years of radio industry experience in numerous facets; Mentee: Engineering Assistant who is a recent college graduate (2019)	2	Director of Engineering Engineering Assistant
12	5/22/2020	Participation in other activities designed by the station employment unit	Daily "Junior BOB-Casters" program on WNOB(FM) for kids to broadcast on the radio station with morning announcer Eric Worden during the COVID-19 pandemic until the end of the 2019-2020 school year, bringing cheer to them and the community, as well as hopefully inspiring them and other young people to explore careers in	2	WNOB Announcer WNOB Program Director