

WNIS, WNOB, WROX-FM, WTAR, WUSH
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

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Sales & Traffic Assistant	1-15	9

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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	E.C.P.I. University 5555 Greenwich Rd Virginia Beach, Virginia 23462 Phone : (757) 490-9090 Email : pmirani@ecpi.edu Pat Mirani	N	0

4	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
5	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-Zahraddin	N	0

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6	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
7	Sinclair Communications (At Work Posting) 999 Waterside Drive Suite 500 Norfolk, Virginia 23510 Phone : (757) 222-2944 David Morgan Manual Posting	N	0
8	Sinclair Communications (Facebook) 999 Waterside Drive Suite 500 Norfolk, Virginia 23510 Phone : (757) 222-2935 Allen Fabijan Manual Posting	N	1
9	Sinclair Communications (Radio Spots) 999 Waterside Drive Suite 500 Norfolk, Virginia 23510 Phone : (757) 222-2944 David Morgan Manual Posting	N	3
10	Sinclair Communications (Websites) 999 Waterside Dr Suite 500 Norfolk, Virginia 23510 Phone : (757) 640-8500 David Thompson Manual Posting	N	1
11	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

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12	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
13	Urban League of Hampton Roads 7300 Newport Avenue Suite 500 Norfolk, Virginia 23505 Phone : (757) 627-0864 Fax : 1-757-966-9613 Gwendolyn Mack	N	0
14	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
15	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			5

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participant	Participant Title
1	6/1/2021	Establishment of an intern program designed to assist members of the community	Internships for college credit (unpaid), one in Summer 2021 (Regent University student) and another in Winter/Spring 2022 (Virginia Wesleyan University student). Students learned about the business and operational aspects of radio broadcasting from the noted participants.	3	Promotions Director Promotions Coordinator WTAR Talk Show Host
2	6/1/2021	Establishment of an intern program designed to assist members of the community	Paid, eight-week summer internship for a Virginia Wesleyan University student in conjunction with the Virginia Association of Broadcasters. Student learned about the business and operational aspects of radio broadcasting from the noted participants, and was able to apply some of her skills as she assisted managers and staff.	4	Director of Engineering Promotions Director Sales Manager Sales Manager/WNIS Program Director
3	6/1/2021	Establishment of a mentoring program	Mentorship of an aspiring broadcast engineer under the auspices of the Society of Broadcast Engineers, continued from May 2021.	1	Director of Engineering
4	Ongoing Event	Establishment of training programs for station personnel	P1 Learning Online Business Skills Training in conjunction with the Virginia Association of Broadcasters	10	Sales Manager Sales Manager Account Executive Account Executive
5	6/8/2021	Participation in Job Fairs	Locals Helping Locals 757 Job Fair, Pembroke Mall, Virginia Beach, Va. 11a.m.-2p.m. on 6/8/2021. Discussed radio broadcasting careers in general, as well as current, specific openings (Account Executive F/T and Promotions Assistants P/T).	2	Promotions Director Promotions Coordinator
6	9/21/2021	Establishment of training programs for station personnel	Sales Training & Self-Improvement seminars for the entire Sales staff at the annual Virginia Association of Broadcasters Convention, Virginia Beach, Va. (9/21/2021-9/22/2021)	10	Sales Manager Sales Manager Account Executive Account Executive
7	10/26/2021	Participation in events or programs sponsored by educational institutions	Presentation to students at Landstown High School, Virginia Beach, Va. regarding careers in broadcasting.	1	Morning Announcer

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8	3/10/2022	Participation in Job Fairs	Virginia Wesleyan University Virtual job fair via the Handshake online service for the purpose of generally discussing careers in broadcasting (there were no full-time openings at the time).	1	Director of Engineering
9	3/29/2022	Participation in Job Fairs	Regent University, Virginia Beach, Va. Virtual Job Fair via the Handshake online service for the purpose of generally discussing careers in broadcasting (there were no full-time openings at the time).	1	Director of Engineering
10	4/18/2022	Participation in events or programs sponsored by educational institutions	Job shadowing by a student from Salem High School, Virginia Beach, Va. with WNOB Morning Announcer Eric Worden.	1	WNOB Morning Announcer
11	4/19/2022	Participation in events or programs sponsored by educational institutions	Presentations to students during Career Exploration Day at Bayside Middle School, Virginia Beach, Va. Five Employment Unit staffers participated, including two managers with hiring authority, discussing their respective roles at the Employment Unit and histories in the industry.	5	Director of Engineering Sales Manager/WNIS & WTAR P.D. F.M. Production Director WNOB Morning Announcer
12	4/23/2022	Participation in events or programs sponsored by educational institutions	Job shadowing across five days (4/23/2022-4/28/2022) by a student from the New Community School, Richmond, Va. (for students with dyslexia) with WUSH Announcer & Employment Unit social media coordinator Emily Sanford and five other staffers.	6	WUSH Announcer/Social Media WTAR Talk Show Host/Account Executive WNIS Talk Show Host WNOB Morning Announcer