

**WNIS, WNOB, WROX-FM, WTAR, WUSH**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2020 - May 31, 2021**

**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>
Sales Assistant	1-20	13

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

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Phone : (757) 823-8462 Url : <a href="http://www.nsu.edu/career_services">http://www.nsu.edu/career services</a> James Tallmadge Manual Posting	N	0
9	Old Dominion University Career Management/College of Business 2202 Webb Center North Norfolk, Virginia 23529 Phone : (757) 683-4388 Penny Pickle Manual Posting	N	0
10	Peninsula Work Link 600 Butler Farm Rd Rm 1014 Hampton, Virginia 23669 Phone : (757) 766-4900 Email : <a href="mailto:Lisa.z@drs.virginia.gov">Lisa.z@drs.virginia.gov</a> Fax : 1-757-766-4939 Lisa Wornom-Zahraddin	N	0
11	Regent University 1000 Regent University Dr Student Center 241 Virginia Beach, Virginia 23464 Phone : (757) 352-4106 Email : <a href="mailto:swilliams@regent.edu">swilliams@regent.edu</a> Fax : 1-757-352-4100 Saranette Williams	N	0
12	Sinclair Communications (At Work Posting) 999 Waterside Drive Suite 500 Norfolk, Virginia 23510 Phone : (757) 222-2944 Email : <a href="mailto:dave@wnis.com">dave@wnis.com</a> David Morgan	N	0
13	Sinclair Communications (Facebook) 999 Waterside Drive Suite 500 Norfolk, Virginia 23510 Phone : (757) 222-2935 Email : <a href="mailto:afabijan@sinclairstations.com">afabijan@sinclairstations.com</a> Allen Fabijan	N	4

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14	Sinclair Communications (Radio Spots) 999 Waterside Drive Suite 500 Norfolk, Virginia 23510 Phone : (757) 222-2944 Email : dmorgan@sinclairstations.com David Morgan	N	0
15	Sinclair Communications (Websites) 999 Waterside Dr Suite 500 Norfolk, Virginia 23510 Phone : (757) 222-2933 Email : emily@sinclairstations.com Emily Arthur	N	0
16	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
17	Urban League of Hampton Roads 3225 High Street Portsmouth, Virginia 23707 Phone : (757) 627-0864 Fax : 1-757-966-9613 Gwendolyn Mack	N	0
18	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
19	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

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20	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>6</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
1	Ongoing Event	Establishment of a mentoring program	Mentorship of novice broadcast engineers through the Society of Broadcast Engineers (S.B.E.): Continued mentorship from the previous reporting period of a recent college graduate (Barton College, Wilson, N.C.) and the addition of a self-educating broadcast engineering student in Monterey, Calif., selected and assigned to the S.E.U.'s Director of Engineering by the S.B.E.'s national headquarters.	1	Director of Engineering
2	6/1/2020	Participation in other activities designed by the station employment unit	Week of 6/1/2020: 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, bringing cheer to them and the community, as well as hopefully inspiring them and other young people to explore and consider careers in broadcasting.	2	Morning Announcer Program Director
3	6/8/2020	Participation in other activities designed by the station employment unit	Week of 6/8/2020: 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, bringing cheer to them and the community, as well as hopefully inspiring them and other young people to explore and consider careers in broadcasting. (Concluded with the end of the school year on 6/12/2020).	2	Morning Announcer Program Director
4	9/30/2020	Participation in Job Fairs	Tidewater Community College I.T. & Business Virtual Job Fair (via Zoom): S.E.U.'s Director of Engineering and a station announcer spoke with students/attendees about career opportunities in radio broadcasting, job openings and internships within the S.E.U.	2	Director of Engineering Announcer
5	3/3/2021	Participation in Job Fairs	Virginia Wesleyan University Virtual Job Fair via the online "Handshake" service. S.E.U.'s Director of Engineering spoke with students/attendees about career opportunities in radio broadcasting, job openings and internships within the S.E.U.	1	Director of Engineering

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
6	3/10/2021	Participation in Job Fairs	Christopher Newport University Virtual Job Fair: S.E.U.'s Director of Engineering spoke with students/attendees about career opportunities in radio broadcasting, job openings and internships within the S.E.U.	1	Director of Engineering
7	3/19/2021	Listing of each upper-level category opening in a job bank or newsletter	Virginia Association of Broadcasters Online Job Bank	4	Director of Engineering Promotions Director Sales Manager Sales Manager
8	3/25/2021	Participation in Job Fairs	Regent University Virtual Job Fair: S.E.U.'s Director of Engineering spoke with students/attendees about career opportunities in radio broadcasting, job openings and internships within the S.E.U.	1	Director of Engineering
9	5/10/2021	Establishment of an intern program designed to assist members of the community	Virginia Association of Broadcasters Summer Internship Program. S.E.U. is hosting a student from Virginia Wesleyan University, Virginia Beach, Va. She is being introduced to the full spectrum of departments and day-to-day operations, and she is being given the opportunity for "hands-on," in-person learning, including helping the S.E.U. improve its compliance efforts with regard to Political Files in the Online Public Inspection Files.	4	Director of Engineering Promotions Director Sales Manager Sales Manager