

**WNIS, WNOB, WROX-FM, WTAR, WUSH**  
**EEO PUBLIC FILE REPORT**  
**May 23, 2016 - May 22, 2017**

**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>
Account Executive	1-20	12
Account Executive	1-20	3

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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	Former Employee	N	1
7	Goods Entertainment PO Box 1266 Weston, Connecticut 06883 Email : <a href="mailto:adam@goodsentertainment.com">adam@goodsentertainment.com</a> Adam Goodman	Y	0
8	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

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9	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
10	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Phone : (757) 823-8462 Url : <a href="http://www.nsu.edu/career%20services">http://www.nsu.edu/career services</a> James Tallmadge Manual Posting	N	0
11	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
12	On Air Recruitment Ad	N	6
13	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
14	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
15	Sinclair Communications (Facebook) 999 Waterside Drive Suite 500 Norfolk, Virginia 23510 Phone : (757) 222-2935 Email : afabijan@sinclairstations.com Allen Fabijan	N	0

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
16	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
17	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
18	Urban League of Hampton Roads 3225 High Street Portsmouth, Virginia 23707 Phone : (757) 627-0864 Fax : 1-757-966-9613 Gwendolyn Mack	N	0
19	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
20	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
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>9</b>

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**III. RECRUITMENT INITIATIVES**

	<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>
1	6/1/2016	Establishment of an intern program designed to assist members of the community	Annual Virginia Association of Broadcasters Summer Internship Program	4	General Manager Local Sales Manager Local Sales Manager Local Sales Manager
2	6/1/2016	Establishment of a mentoring program	In-House mentoring program	1	Business Manager
3	8/10/2016	Co Sponsoring Job Fair	Virginian-Pilot's Diversity Career Event at the Ted Constant Convocation Centre in Norfolk.	3	Local Sales Manager Announcer/Promotions Assistant Promotions Assistant
4	9/20/2016	Participation in Job Fairs	Old Dominion University Job Fair	1	Director of Engineering
5	11/15/2016	Participation in events or programs sponsored by educational institutions	Presentation to Great Bridge High School	1	Director of Engineering
6	3/29/2017	Participation in Job Fairs	Spring Career Fair at Tidewater Community College-Portsmouth Campus	3	Director of Engineering Announcer/Promotions Assistant Promotions Assistant