

WBTJ-FM, WRNL-AM, WRVA-AM, WRVQ-FM, WRXL-FM, WTVR-FM**EEO PUBLIC FILE REPORT****June 1, 2014 - May 31, 2015****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 |
|------------------------------------|--|-------------------------------|
| Director of Information Technology | 1-30, 33-34, 37, 39-40, 42 | 14 |
| Account Executive | 1-2, 4-6, 8-9, 11-13, 15, 17-23, 25, 27-30, 34-41, 43-44 | 35 |
| Account Executive | 1-2, 4-6, 8-9, 11-13, 15, 17-23, 25, 27-30, 34-41, 43-44 | 35 |
| Account Executive | 1-2, 4-6, 8-9, 11-13, 15, 17-23, 25, 27-30, 34-41, 43-44 | 43 |
| Account Executive | 1-2, 4-6, 8-9, 11-13, 15, 17-23, 25, 27-30, 34-41, 43-44 | 35 |
| General Sales Manager | 1-6, 9-12, 15-25, 27-29, 31-32, 34, 37-40, 42-43 | 15 |

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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 | African American Media Incubator Pearl Murphy 2164 Wisconsin Ave., NW Washington, District of Columbia Url : http://www.vc4africa.com/group/africanorthamerica Career Services Manual Posting | N | 0 |
| 2 | All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : http://www.allaccess.com Career Services Manual Posting | N | 0 |
| 3 | American Women in Radio & Television 8405 Greensboro Drive Ste 800 McLean, Virginia 22102 Phone : 703/506/3290 Url : www.awrt.org Fax : 1-703-506-3266 dontknow dontknow | N | 0 |
| 4 | Association for Women in Communications 780 Ritchie Highway S28 Severna Park, Maryland 21146 Career Services Manual Posting | N | 0 |
| 5 | Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.amfmjobs.com Fax : 1-760-754-2115 Mark Holloway Manual Posting | N | 0 |
| 6 | Bureau of Indian Affairs 4149 Hightower Blvd Ste 380 Oklahoma City, Oklahoma 73108 Phone : 405-605-6051 Fax : 1-405-605-6057 Joy Martin | N | 0 |

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|------------------|---|--|---|
| 7 | Career Page Website Texas Url : www.careerpage.org Career Services Manual Posting | N | 0 |
| 8 | GlassDoor 1 Harbor Dr Ste 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com OpenHire Source Manual Posting | N | 0 |
| 9 | Hampton University 114 Wigwam Bldg. Hampton, Virginia 23668 Fax : 1-757-727-5661 Vivian Wrenn Prong 2 Start Date: 1/30/2015 | Y | 0 |
| 10 | Harrisonburg Daily News Record 231 South Liberty St Harrisonburg, Virginia 22801 Email : sturner@dnronline.com Steve Turner | N | 0 |
| 11 | iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting | N | 0 |
| 12 | iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting | N | 0 |

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|------------------|---|--|---|
| 13 | Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com OpenHire Source Manual Posting | N | 3 |
| 14 | Internal Transfer/Promotion | N | 1 |
| 15 | Media Recruiter Centennial, Colorado 80016 Phone : 303-400-5150 Url : http://www.mediarecruiter.com Email : art@mediarecruiter.com Art Scott | N | 1 |
| 16 | Mediajobz.com PO Box 2083 Roanoke Roanoke, Virginia 76262 Phone : 866-821-8233 Email : support@mediajobz.com | N | 0 |
| 17 | Monster 5 Clock Tower Place Ste 500 Maynard, Massachusetts 1754 Phone : 402-472-3522 Url : http://www.monster.com Fax : 1-402-472-8675 Brendan McCauley | N | 0 |
| 18 | My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell Prong 2 Ended Date: 4/9/2015 | N | 0 |

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|------------------|---|--|---|
| 19 | National Association of Black Journalists 1100 Knight Hall, Suite 3100 College Park, Maryland 20742 Phone : 301-405-0248 Url : www.najb.org Fax : 1-301-314-1714 Ryan Williams Prong 2 Start Date: 6/15/2005 | Y | 0 |
| 20 | National Hispanic Media Coalition 55 S Grand Avenue Pasadena, California Phone : (626) 792-NHMC Email : info@nhmc.org Alex Nogales | N | 0 |
| 21 | National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, District of Columbia 20005 Email : info@nljga.org Fax : 1-202-588-1818 Career Services | N | 0 |
| 22 | National Society of Black Engineers 1454 Duke Street Alexandria, Virginia 22314 Phone : (703) 549-2207 Url : www.nsbe.org Email : info@nsbe.org Fax : (703) 683-5312 Director of Placement | N | 0 |
| 23 | Native American Public Telecommunications Frank Blythe PO Box 23111 Lincoln, Nebraska Url : http://www.nativetelecom.org/ Email : native@unl.edu Frank Blythe | N | 0 |
| 24 | New Journal and Guide Virginia Email : advertising@njournalg.com Martha Pritchard | N | 0 |

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|------------------|---|--|---|
| 25 | Norfolk State University 2401 Corprew St Norfolk, Virginia 23504 Phone : 757-823-8462 Email : careerservices@nsu.edu Benjamin Ellis, Jr. Prong 2 Start Date: 8/15/2012 | Y | 0 |
| 26 | Ohio Center for Broadcasting Virginia Phone : 216-447-9117 Email : Gary@beonair.com Gary James | N | 0 |
| 27 | Radio & Records 2049 Century Park East Los Angeles, California 90067 Phone : 310-553-4330 Url : www.radioandrecords.com Email : elsalopez@clearchannel.com Fax : 1-831-796-4181 Lisa Deary | N | 0 |
| 28 | Radio 1 Broadcast School 700 3rd Street N. LL7 La Crosse, Wisconsin 54601 Phone : 800-889-2221 Email : director@radio1school.com Joe Deschler | N | 0 |
| 29 | Radio Online 3500 Tripp Avenue Amarillo, Texas 79121 Url : www.radio-online.com Career Services Manual Posting | N | 0 |
| 30 | Recruit.net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net OpenHire Source Manual Posting | N | 0 |

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|------------------|---|--|---|
| 31 | Resource/Capital Region Workforce Partnership 1001 N Laburnum AVenue Suite B Henrico, Virginia 23223 Email : ain001@henrico.us Felicia Ainsa Prong 2 Start Date: 1/26/2015 | Y | 0 |
| 32 | Self Referral | N | 1 |
| 33 | SimplyHired 2513 Charleston Rd #200 Mountain View, California 94043 Phone : 650-254-9000 Url : http://www.simplyhired.com OpenHire Source Manual Posting | N | 0 |
| 34 | St. Paul's College 115 College Dr. Lawrenceville, Virginia 23868 Fax : 1-434-848-3111 Tammy Jolley Prong 2 Start Date: 1/30/2015 | Y | 0 |
| 35 | Station On-Air Advertisement | N | 3 |
| 36 | Station Website www.1065TheBeat.com www.Lite98.com www.1140WRVA.com, Virginia 23228 Url : www.xl102richmond.com www.sportsradio.com www.q94radio.com Manual Posting | N | 0 |
| 37 | The Freeform Radio Initiative 411 Walnut Street #5561 Green Cove Springs, Florida 32043 Phone : 305-982-7233 Email : leads@freeformradio.org Scott McWilliams Prong 2 Start Date: 6/15/2011 | Y | 0 |
| 38 | Unknown (source not adequately identified upon inquiry by SEU) | N | 2 |

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|--|---|--|---|
| 39 | Virginia Association of Broadcasters 630 Country Green Lane Charlottesville, Virginia 22902 Phone : 434-977-3716 Email : amy@easterassociates.com Fax : 1-434-979-2439 Amy Payne-Whitehead Prong 2 Start Date: 2/18/2005 | Y | 0 |
| 40 | Virginia Employment Commission 3751 Nine Mile Road Richmond, Virginia 23223 Phone : 804-236-3503 Email : richmondeast@vec.state.va.us Fax : 1-804-674-3749 Cheryl Pearson | Y | 0 |
| 41 | Virginia Workforce Connection 703 East Main Street Richmond, Virginia 23219 Url : www.vawc.virginia.gov Teresa Bishop Manual Posting | N | 0 |
| 42 | West Virginia University PI Reed School of Journalism WVU Morgantown Virginia 26506 Email : mreed@wvu.edu Maryanne Reed | N | 0 |
| 43 | Word of Mouth Referral | N | 4 |
| 44 | www.RichmondHelpWanted.com Virginia Career Services Manual Posting | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 15 |

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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 | 6/20/2014 | Establishment of an intern program designed to assist members of the community | SUMMER 2014: Our SEU hosted students from local colleges and universities in our ongoing internship program. The interns received hands-on experience with our promotions and programming department as well as exposure to the ins and outs of how a station functions. During the summer semester of this reporting period, we hosted six interns. Our interns hailed from Elon University, Virginia Commonwealth University, Virginia State University and University of Richmond. | 4 | On-Air Host On-Air Host Program Director Promotions and Marketing Manager |
| 2 | 9/3/2014 | Participation in Job Fairs | Our SEU participated in the Virginia Commonwealth University's part-time job fair held at the VCU Student Commons, Monroe Park Campus in Richmond, Virginia | 2 | Promotions and Marketing Manager Operations Manager |
| 3 | 9/15/2014 | Establishment of an intern program designed to assist members of the community | FALL 2014: Our SEU hosted students from local colleges and universities in our ongoing internship program. Interns received hands-on experience with our promotions and programming department as well as exposure to the ins and outs of how a station functions. During the fall semester of this reporting period, we hosted six interns. Our interns hailed from University of Michigan, Virginia State University and University of Richmond. | 5 | On-Air Host On-Air Host Program Director Program Director |
| 4 | 9/24/2014 | Participation in Job Fairs | Our SEU participated in the Virginia State University's Mass Communications, Sport & Hospitality Management Career Expo held at the Gateway Dining & Event Center in Petersburg, Virginia | 3 | General Sales Manager Program Director Promotion Director |

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| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title |
|---|-------------|--|---|-------------------------------------|--|
| 5 | 1/15/2015 | Establishment of an intern program designed to assist members of the community | SPRING 2015: Our SEU hosted students from a local university in our ongoing internship program. The interns received hands-on experience with our promotions and programming department as well as exposure to the ins and outs of how a station functions. During the spring semester of this reporting period, we hosted two interns. Our interns hailed from Virginia Commonwealth University in Richmond, Virginia. | 2 | On-Air Host On-Air Host |
| 6 | 4/15/2015 | Participation in Job Fairs | Our SEU participated in the Virginia Commonwealth University's Just-In-Time Career Fair highlighting Media & Creative Marketing careers. The event was held at the Virginia Commonwealth University Student Commons, Monroe Park Campus in Richmond, Virginia. | 2 | Director of Sales Promotions and Marketing Manager |