

**WBTL – Highland Springs, Virginia
WULT – Sandston, Virginia
WVNZ – Richmond, Virginia
WTOX- Glen Allen, Virginia**

**EEO Public File Report
June 1, 2022 – May 31, 2023**

I. VACANCY LIST

See Section II “Master Recruitment Source List” for recruitment source data

Job Title	Recruitment Sources (“RS”) # used to fill vacancy (see Pg 2)	RS that referred hiree
[Licensee of WBTL/WULT/WVNZ/WTOX has fewer than 5 full time employees]		

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II. MASTER RECRUITMENT SOURCE LIST (MRS�)

RS Number	RS Information	Source entitled to vacancy information (Y/N)	No. of Interviewees Referred by RS over reporting period
1	National Association of Broadcasters – Career Center 1771 N Street, NW Washington, DC 20036 202.429.4199 (Fax)	Y	0
2	Virginia Broadcasters Association – Job Bank 250 West Main Street Charlottesville, VA 22902 434-979-2439 (Fax)	Y	0
3	Internal referral	Y	0
4	University of Richmond Career Development Center Career Services, Tyler Haynes Commons 28 Westhampton Way University of Richmond, VA 23173 804-289-8547 (Tel)	Y	0
5	Virginia Resource Workforce Center 203 East Cary Street Richmond, VA 23219 804-344-8060 (Tel)	Y	0
6	Virginia Commonwealth University – Career Services 907 Floyd Avenue, Room 143 P.O. Box 842007 Richmond, Virginia 23284-2007 804-828-2060 (Fax)	Y	0
7	On-Line Advertising (Craigslist etc.)	N	0
8	Newspapers (Richmond Free Press/Style Weekly)	N	0
9	Broadcast (on-air) announcements	N	0

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (Menu Selection)	Brief Description of Activity
1	The WBTL/WVNZ/WTOX/WULT employment unit has fewer than 5 full time employees and is therefore exempt from the recruitment initiatives requirements of the FCC’s EEO Rules.	
2		
3		
4		