

EEO PUBLIC FILE REPORT

WFLS/WWUZ/WVBX/WNTX-AM

Fredericksburg, Virginia

June 1, 2012 – May 31, 2013

VACANCY LIST:

During the period June 1, 2012 – May 31, 2012, the stations filled the following full-time vacancies:

Job Title	Date Filled:	Recruitment Sources Used to Fill Vacancy *	Recruitment Source Referring Hiree
Director of Sales	6/27/12	7, 21, 30	30 – Employee Referral
General Manager	12/16/12	1, 2, 3, 4, 7, 11, 12, 13, 14, 16, 18, 19, 20, 21, 22, 24, 25, 31	14 – Inside Radio
Radio Marketing Consultant	2/18/13	1, 2, 3, 4, 7, 8, 10, 15, 16, 18, 19, 24, 25, 27	1 – The Free Lance-Star
Radio Marketing Consultant	2/25/13	1, 2, 3, 4, 7, 8, 10, 15, 16, 18, 19, 24, 25, 27	27 – WFLS/WWUZ/WVBX/ WNTX On-Air

RECRUITMENT SOURCE LIST:

Source #	Recruitment Source Information	# of Interviewees Referred	# of Hired Persons Referred
1	The Free Lance–Star Amanda Casler/Gayle Yanez 616 Amelia Street Fredericksburg, VA 22401 540/374-5018 acasler@freelancestar.com	4	1
2	Internal Posting The Free Lance–Star Publishing Co Gayle Yanez 616 Amelia Street Fredericksburg, VA 22401	2	0
3	fredericksburg.com Gayle Yanez 616 Amelia Street Fredericksburg, VA 22401 jobs@freelancestar.com	2	0
4	JobFetch.com Amanda Casler 616 Amelia Street Fredericksburg, VA 22401 540/374-5018 acasler@freelancestar.com	0	0
5	Air Talents 7851 South Memorial, Ste 7104 Tulsa, OK 74133 chris@airtalents.com www.airtalents.com	0	0

6	All About Country webmaster@allaboutcountry.com 800/310-9702 www.allaboutcountry.com	0	0
7	All Access Music Group Joel Denver 28955 Pacific Coast Hwy, St # 210-5 Malibu, CA 90265 www.allaccess.com	1	0
8 **	Asian American Journalists Association (AAJA) Attn: Marcia Vantillan 5 Third St. Suite 1108 San Francisco, CA 94103 415-346-2051 EXT 107	0	0
9	Consultant: Mike O'Malley Albright and O'Malley Media Group 9 Desmet Avenue Milltown, NJ 08850 732-937-5757 www.allbrightandomalley.com	0	0
10 **	Corporation for Public Broadcasting Attn: Carla Dalrymple 401 Ninth St. NW Washington DC 20004-2129 202-879-9727	0	0
11	DCRTV.com Dave Hughes 1981-B Villaridge Dr. Reston, VA 20191 dcrtv@hotmail.com www.dcrtv.com	0	0
12	Fredericksburg Chamber of Commerce <i>Susan Spears</i> 2300 Fall Hill Ave Suite 240 Fredericksburg, VA 22401 540-373-9400 www.fredericksburgchamber.org	0	0
13 **	Illinois Center for Broadcasting Bob Hillman/Don Clark 601 South LaSalle St. Chicago, IL 60605 312-884-8000 dclark@BEOnAir.com	0	0
14	Inside Radio Gene McKay 800-248-4242x711 genemckay@insideradio.com	2	1
15	Linked-In Chris Muldrow 616 Amelia St. Fredericksburg, VA 22401 540-374-5006 cmuldrow@freelancestar.com	0	0

16 **	<p>Maynard Institute for Journalism Education Attn: Elizabeth Pinio 1211 Preservation Park Way Oakland, CA 94612 (510) 891-9202 Fax: (510) 891-9565 Email: mije@maynardije.org www.maynardije.org</p>	0	0
17	<p>Music Jobs USA 714 N. La Brea Hollywood, CA 90038 (323) 284-5589 http://us.music-jobs.com</p>	0	0
18 **	<p>National Association of Black Colleges – Lo Jelks P.O. Box 3191 Atlanta, GA 30302 404-523-6136 lojelks@aol.com</p>	0	0
19	<p>National Association of Broadcasters Isabelle Tilghman 1771 N. Street, NW Washington, DC 20036-2800 202/429-5497 www.nab.org/Itilghman@nab.org</p>	0	0
20 **	<p>National Lesbian & Gay Journalism Association – Bach Polakowski 1420 K Street, NW, Ste 910 Washington, DC 20005 202/588-9888 x 10 info@nlgja.org</p>	0	0
21	<p>Radio Ink Tom Elmo 224 Datura Street, Ste. 1015 West Palm Beach, FL 33401 561-655-8778x10 www.radioink.com</p>	1	0
22	<p>Radio Online 3500 Tripp Ave. Amarillo, TX 79121 806/352-7503 www.radio-online.com</p>	0	0
23	<p>TV and Radio Jobs h9k@tvandradiojobs.com www.tvandradiojobs.com</p>	0	0
24	<p>Virginia Association of Broadcasters Kurt Pfund 250 West Main St. Suite 100 Charlottesville, VA 22920 434/977-3716 www.vabonline.com</p>	0	0
25	<p>Virginia Radio & Television Bob Corbin editor@vartv.com www.vartv.com</p>	0	0

26	http://www.wfls.com/ http://www.993thevibe.com/ http://www.969therock.com/	0	0
27	WFLS/WWUZ/WVBX/WNTX On-Air – Shelly Bynum 616 Amelia St. Fredericksburg, VA 22401 540-374-5000	7	0
28	WFLS/WWUZ/WVBX/WNTX-AM John Moen/Mark Bass 616 Amelia St. Fredericksburg, VA 22401 540/374-5505 mbass@starradiogroup.com	0	1
29	Word of Mouth	1	0
30	Employee Referral	4	1
31	Job Fairs	0	0

**** Requested to be informed of all job openings
Total Number of persons interviewed for
all full-time vacancies filled during the reporting period: 24**

OUTREACH ACTIVITIES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participation in Career Fairs/Networking Event	The GM actively recruited for all radio vacancies at the NABEF Career Fair in Las Vegas, NV April 14-19, 2012. The GM also actively recruited for all radio vacancies at the NABEF Career Fair in Dallas, TX September 18, 2012.
2	Internship Program	WFLS/WWUZ/WVBX/WNTX-AM Radio hosted two college students in the summer internship program May-Aug 2012, three college students for the fall internship program Sept-Dec 2012 and two college students for the spring internship Jan-May 2013. WFLS/WWUZ/WVBX/WNTX-AM Radio also recruited for the 2012 summer, fall and 2013 spring radio internships in April, July & November 2012 which included job postings at University of Mary Washington Career Center and at umw.edu, at Germanna Community College and advertisements in The Free Lance-Star and Fredericksburg.com

3	Program/Events for Career Opportunities.	Employment Coordinator participated in Speed Networking Event at the University of Mary Washington on February 5, 2013 and at the Career Expo '13 at Germanna Community College on April 2, 2013
4	Recruitment Outreach efforts	WFLS/WWUZ/WVBX/WNTX-AM Radio participates in broad outreach efforts by such means as job banks, Internet programs, relationships with college career service centers and college career expos, and mailings/facsimiles to community organizations to recruit for all job vacancies.

**WFLS/WWUZ/WVBX/WYSK-AM Radio
Hire Schedule**

Position: Director of Sales	# of Openings: 1	<input type="checkbox"/> PT
Date: 9 April 2012 ~ Filled 27 June 2012		<input checked="" type="checkbox"/> FT
Confirmed by: John Moen, General Manager		

Recruitment/Referral Sources:

Dates	Source	Contact Person	Address	Tel #
4/10/12- 5/10/12	All Access Music Group www.allaccess.com *Ran as Blind box ad	Joel Denver	28955 Pacific Coast Hwy Suite 210-5 Malibu, CA 90265	310-457-6616
1/19/12- 4/09/12	Employee Referral	John Moen	616 Amelia St Fredericksburg, VA 22401	540-374-5000 Ext 5505
4/26/12- 5/26/12	Radio Ink (radioink.com) *Ran as Blind box ad	Tom Elmo	224 Datura Street, Ste. 1015 West Palm Beach, FL 33401	561-655-8778 ext. 205

Persons Interviewed:

Date	Name	Source
4/10/12 & 4/11/12	Ralph Salierno	Employee referral

New Hire:

Date Offer Made	Date Person Starts Work	Name	Source
5/22/12	6/27/12	Ralph Salierno	Employee Referral

Date Letters Sent: N/A

* Position was run as a blind box ad on radioink.com and allaccess.com

**WFLS/WWUZ/WVBX/WNTX-AM Radio
Hire Schedule**

Position: General Manager	# of Openings: 1	<input type="checkbox"/> PT
Date: Approved ~ 09/18/12~Filled 12/16/12		<input checked="" type="checkbox"/> FT
Confirmed by: Florence Barnick, Associate Publisher		

Recruitment/Referral Sources:

Dates	Source	Contact Person	Address	Tel #
9/27/12-10/15/12	The Free Lance-Star Internal Posting & Receptionist Desk	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540.374.5483
9/27/12-10/15/12	The Free Lance-Star Intranet	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540.374.5483
9/27/12-10/15/12	The Free Lance-Star	Amanda Casler/Staci Hibner-Noakes	616 Amelia Street Fredericksburg, VA 22401	540.374.5000
9/27/12-10/15/12	Fredericksburg.com	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540.374.5483
10/1/12-10/31/12	All Access	Joel Denver	28955 Pacific Coast Hwy, #210-5 Malibu, CA 90265	310-457-6616
9/27/12-10/15/12	JobFetch.com	Amanda Casler	616 Amelia Street Fredericksburg, VA 22401	540.374.5000
10/2/12-11/2/12	DCRTV.com	Dave Hughes	1981- B Villaridge Dr. Reston, VA 20191 dcrtv@hotmail.com	N/A
10/18/12-11/18/12	Fredericksburg Chamber of Commerce	Bob Hagan	2300 Fall Hill Ave Suite 240 Fredericksburg, VA 22401	540.373.9400
10/02/12-11/2/12	Inside Radio	Gene McKay	Genemckay @insideradio.com	800-248-4242x711
10/15/12 Emailed	Maynard Institute for Journalism Education	Elisabeth Pino	663 13 th St., Ste 200 Oakland, CA 34612 epinio@mije.org	510-891-9202
9/18/2012	NABEF Career Fair	Isabelle Tilghman	ltilghman@nab.org	202-429-5428
10/01/12-11/01/12	Radioink.com	Tom Elmo	224 Datura St., Ste 1015 West Palm Beach, FL 33401	561-655-8778 EXT 205
10/3/12-10/18/12	Radio-Online	Steven Struble	3500 Tripp Ave Amarillo, Texas 79121	806-352-7503
10/1/12-10/31/12	Virginia Association of Broadcasters	Kurt Pfund	250 West Main St. Suite 100 Charlottesville, VA 22902 www.vabonline.com	434.977.3716
10/1/12-10/31/12	VARTV.com	Bob Corbin	ads@vartv.com	N/A
10/20/11 Emailed	Illinois Center for Broadcasting	Bob Hillman	601 South LaSalle St. Chicago, IL 60605 bhillman@BeOnAir.com	312.884.8000
10/20/11 Emailed	National Association of Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302 lojelks@aol.com	404.523.6136
Emailed 10/20/11	National Lesbian/Gay Journalist Assoc.	Bach Polakowski	info@nlgja.org	202.588.9898

WFLS/WWUZ/WVBX/WNTX-AM Radio Hire Schedule

Persons Interviewed:

Date	Name	Source
10/31/12	Howard Tuuri – Phone Interview	Inside Radio
10/31/12	Mark Thomas – Phone Interview	Radio Ink
11/01/12	Mark Bass – Phone Interview	Inside Radio
11/01/12	Chris Fleming – Phone Interview	Allaccess.com
11/01/12	Mike Krupa – Phone Interview	Fredericksburg.com
11/01/12	Edward “Tex” Meyer – Phone interview	Word of mouth
11/05/12	Linda Forem – Phone Interview	Employee referral
11/5/12	Reggie Jordan – Phone Interview	Employee referral
11/13/12	Paul Johnson	Internal posting
11/13/12	Ralph Salierno	Internal posting
11/27/12	“Tex” Meyer – In house interview	Word of mouth
11/28/12	Howard Tuuri – In house interview	Inside Radio
11/29/12	Mark Bass – In house Interview	Inside Radio
12/05/12	Ralph Salierno – second interview	Internal posting
12/06/12	Mark Bass – 2nd In house Interview	Inside Radio

Date Offer Made	Date Person Starts Work	Name	Source
12/07/2012	12/16/12	Mark Bass	Inside Radio

Position: Radio Marketing Consultant	# of Openings: 2	<input type="checkbox"/> PT
Date: 5 September 2012 ~ 25 February 2013		<input checked="" type="checkbox"/> FT
Confirmed by: John Moen/Mark Bass, General Manager		

Recruitment/Referral Sources:

Dates	Source	Contact Person	Address	Tel #
12/17/12-1/7/12	The Free Lance-Star Internal Posting & Receptionist Desk	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540.374.5483
12/18/12-1/7/12	The Free Lance-Star Intranet	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540.374.5483
12/17/12-1/6/12	The Free Lance-Star Classified	Simone Fewell/Staci Hibner-Noakes	616 Amelia Street Fredericksburg, VA 22401	540.374.5000
9/5/12-9/19/12 & 12/17/12-1/6/12	On-Air WFLS/WWUZ/WVBX /WNTX	Shelly Bynum	616 Amelia Street Fredericksburg, VA 22401	540-374-5000
9/5/12-9/30/12 & 12/17/12-1/6/13	Fredericksburg.com	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540.374.5483
9/5/12-9/30/12 & 12/17/12-1/6/12	All Access	Joel Denver	28955 Pacific Coast Hwy, #210-5 Malibu, CA 90265	310-457-6616
Faxed 12/17/12	Asian American Journalist Association	Marcia Vantillan	5 Third St. Suite 1108 San Francisco, CA 94103	415-346-2051 x107 Fax: 415-346-6343
Faxed 12/17/12	Corporation for Public Broadcasting	Carla Dalrymple	401 Ninth St. NW Washington DC 20004-2129	202-879-9727 Fax: 202-879-9768
9/27/12-10/15/12	JobFetch.com	Simone Fewell	616 Amelia Street Fredericksburg, VA 22401	540.374.5000
1/4/13-1/6/13	Linked-In	Chris Muldrow	616 Amelia Street Fredericksburg, VA 22401	540-374-5000
Emailed 12/17/12	Maynard Institute for Journalism Education	Elisabeth Pino	663 13 th St., Ste 200 Oakland, CA 34612 epinio@mije.org	510-891-9202
Emailed 12/17/12	National Association of Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302 lojelks@aol.com	404.523.6136
Emailed 12/17/12	National Lesbian/Gay Journalist Assoc.	Bach Polakowski	info@nlgja.org	202.588.9898
9/5/12-9/30/12 & 12/17/12-1/6/12	Virginia Association of Broadcasters	Kurt Pfund	250 West Main St. Suite 100 Charlottesville, VA 22902 www.vabonline.com	434.977.3716
9/5/12-9/30/12 & 12/17/12-1/6/12	VARTV.com	Bob Corbin	ads@vartv.com	N/A

