

EEO PUBLIC FILE REPORT

**WFLS/WWUZ/WVBX/WNTX AM/FM
Fredericksburg, Virginia**

June 1, 2014– May 31, 2015

VACANCY LIST:

During the period June 1, 2014– May 31, 2015 the stations filled the following full-time vacancies:

Job Title	Date Filled:	Recruitment Sources Used to Fill Vacancy *	Recruitment Source Referring Hiree
Radio Marketing Consultant	8/4/14	1,2,3,4,5,6,8,9,10,11,12,13,14, 15, 19	19 – Employee Referral
Radio Marketing Consultant	8/18/14	1,2,3,4,5,6,8,9,10,11,12,13,14, 15,	1 – The Free Lance-Star
Radio Marketing Consultant	8/25/14	1,2,3,4,5,6,8,9,10,11,12,13,14, 15, 19	19 – Employee Referral
Radio General Manager	9/12/14	17	17 – Publisher/CEO FLS
Traffic/Continuity Assistant	11/3/14	1,2,3,4,6,8,9,10,11,12	3 – Fredericksburg.com
Radio Marketing Consultant	4/20/15	1,2,3,5,6,8,9,10,11,12,13,14, 15, 19	1 – The Free Lance-Star

RECRUITMENT SOURCE LIST:

Source #	Recruitment Source Information	# of Interviewees Referred	# of Hired Persons Referred
1	The Free Lance–Star Simone Fewell/Melissa Sheets/Staci Hibner Noakes/Gayle Yanez 616 Amelia Street Fredericksburg, VA 22401 540/374-5000 classified@freelancestar.com	4	2
2	Internal Posting The Free Lance–Star Publishing Co Gayle Yanez 616 Amelia Street Fredericksburg, VA 2240 540.374.5000 jobs@freelancestar.com	0	0
3	fredericksburg.com Gayle Yanez 616 Amelia Street Fredericksburg, VA 22401 540.374.5000 jobs@freelancestar.com	4	1
4	JobFetch.com Staci Hibner-Noakes 616 Amelia Street Fredericksburg, VA 22401 540/374-5000 acasler@freelancestar.com	0	0

5	All Access Music Group Joel Denver 28955 Pacific Coast Hwy, St # 210-5 Malibu, CA 90265 www.allaccess.com	0	0
6 **	Corporation for Public Broadcasting Attn: Carla Dalrymple 401 Ninth St. NW Washington DC 20004-2129 202-879-9727	0	0
7 **	Emma L. Bowen Foundation Attn: Sandra Dorsey Rice 524 West 57 th St. New York, NY 10019 202-879-9727 Fax: 202-975-6014	0	0
8 **	Illinois Center for Broadcasting Don Clark 601 South LaSalle St. Chicago, IL 60605 312-884-8000 dclark@beonair.com	0	0
9 **	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	0	0
10 **	National Association of Black Colleges – Lo Jelks P.O. Box 3191 Atlanta, GA 30302 404-523-6136 lojelks@aol.com	0	0
11 **	National Lesbian & Gay Journalism Association – Bach Polakowski 1420 K Street, NW, Ste 910 Washington, DC 20005 202/588-9888 x 10 info@nljga.org	0	0
12	Virginia Association of Broadcasters Kurt Pfund 250 West Main St. Suite 100 Charlottesville, VA 22920 434/977-3716 www.vabonline.com	0	0
13	Virginia Radio & Television Bob Corbin editor@vartv.com www.vartv.com	0	0
14	http://www.wfls.com/ http://www.993thevibe.com/ http://www.969therock.com/	0	0

15	WFLS/WWUZ/WVBX/WNTX On-Air – Shelly Bynum 616 Amelia St. Fredericksburg, VA 22401 540-374-5000	1	0
16	WFLS/WWUZ/WVBX/WNTX-AM Paul Johnson/Ralph Salierno, General Manager 616 Amelia St. Fredericksburg, VA 22401 540/374-5474 rsalierno@starradiogroup.com	0	0
17	Publisher/CEO Free Lance-Star Publishing, LLC – Gene Carr 540-374-5000 gcarr@freelancestar.com	1	1
18	Word of Mouth	1	0
19	Employee Referral	4	2
20	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: 15

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 VAB Annual Summer Convention June 19-21, 2014 in Virginia Beach, VA.
2	Internship Program	WFLS/WWUZ/WVBX/WNTX-AM Radio recruited for the 2014 summer internship in April 2014 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. Radio hosted one college student in the summer internship program May-Aug 2014
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.

Position: Radio Marketing Consultant	# of Openings: 3	<input type="checkbox"/> PT
Date: 15 May 2014 ~ Filled 25 August 2014		<input checked="" type="checkbox"/> FT
Confirmed by: Paul Johnson, General Manager		

Recruitment/Referral Sources:

Dates	Source	Contact Person	Address	Tel #
5/19/14 – 6/30/14	The Free Lance-Star Internal Posting & Receptionist Desk	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540.374.5483
5/19/14 – 6/30/14	The Free Lance-Star Classified	Melissa Sheets/Staci Hibner-Noakes	616 Amelia Street Fredericksburg, VA 22401	540.374.5000
5/19/14 – 6/30/14	Fredericksburg.com	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540-374-5483
5/19/14 – 6/19/14	On-Air WFLS/WWUZ/WVBX/ WNTX	Shelly Bynum	616 Amelia Street Fredericksburg, VA 22401	540-374-5524
5/19/14 – 6/30/14	WFLS.com/WWUZ.com WVBX.com	Sharon Colleluore	616 Amelia Street Fredericksburg, VA 22401	540-374-5522
5/19/14 – 6/30/14	All Access Music Group www1.allaccess.com	Joel Denver	28955 Pacific Coast Hwy Suite 210-5 Malibu, CA 90265	310-457-6616
Faxed 5/19/14	Corporation for Public Broadcasting	Carla Dalrymple	401 Ninth St. NW Washington DC 20004- 2129	202-879-9727 Fax: 202-879-9768
Emailed 5/19/14	Illinois Center for Broadcasting	Don Clark dclark@beonair.com	601 South LaSalle St. Chicago, IL 60605	312-884-8000 Ext 6124
5/19/14 – 6/30/14	Job Fetch.com	Simone Fewell/Staci Hibner-Noakes	616 Amelia Street Fredericksburg, VA 22401	540.374.5000
Emailed 5/19/14	Maynard Institute for Journalism Education	Elisabeth Pino epinio@mije.org	663 13 th St., Ste 200 Oakland, CA 34612 epinio@mije.org	510-891-9202
Emailed 5/19/14	National Association of Black College Radio	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302 lojelks@aol.com	404.523.6136
5/19/14 – 6/19/14	Virginia Association of Broadcasters	Kurt Phund	630 Country Green Ln Charlottesville, VA 22920 www.vabonline.com	434-977-3716
5/21/14 – 6/21/14	VARTV.com	Bob Corbin	ads@vartv.com	N/A
Emailed	National Lesbian & Gay	Bach Polakowski	1420 K Street, NW Ste	202-588-9888

5/19/14	Journalism Association	910 Washington DC 20005 info@nlgja.org
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Persons Interviewed:

Date	Name	Source
7/8/14	Keith Marine	Employee Referral
7/8/14	Rachel Bernet	Word of Mouth
7/8/14	Nick Rudasill	The Free Lance-Star
7/10/14	Alex Cooper	Fredericksburg.com
7/10/14	Chase Greenlee	Fredericksburg.com
7/10/14	Nicole Selli	Employee Referral
7/15/14	William 'Luke' Parker	The Free Lance-Star
7/15/14	Debbie Morgan	The Free Lance-Star
7/15/14	Kathy Campbell	WFLS/WWUZ/WVBX/WNTX-AM
7/25/14	Meaghan Jenkins	Employee referral

Date Offer Made	Date Person Starts Work	Name	Source
7/21/14	8/4/14	Nicole Selli	Employee referral
7/31/14	8/18/14	William 'Luke' Parker	The Free Lance-Star
8/13/14	8/25/14	Meaghan Jenkins	Employee referral

Date Letters/emails Sent: Ongoing during interview process

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

Position: Radio General Manager - Interim	# of Openings: 1	<input type="checkbox"/> PT
Date: Approved ~ 9/12/14~Filled 9/12/14		<input checked="" type="checkbox"/> FT
Confirmed by: Gene Carr, Publisher/CEO Free Lance-Star Publishing, LLC		

Recruitment/Referral Sources:

Dates	Source	Contact Person	Address	Tel #
9/12/14	Publisher/CEO Free Lance-Star Publishing, LLC	Gene Carr	616 Amelia Street Fredericksburg, VA 22401	540.374.5000

Persons Interviewed:

Date	Name	Source
N/A		

Date Offer Made	Date Person Starts Work	Name	Source
9/12/14	9/12/14	Ralph Salierno	Publisher/CEO Free Lance-Star Publishing, LLC

WFLS/WWUZ/WVBX Radio Hire Schedule

Position: Traffic/Continuity/Admin Assistant	# of Openings: 1	<input type="checkbox"/> PT
Date: Approved ~ 17 July 2014~Filled 3 November 2014		<input checked="" type="checkbox"/> FT
Confirmed by: Paul Johnson/Ralph Salierno, General Managers		

Recruitment/Referral Sources:

Dates	Source	Contact Person	Address	Tel #
9/15/14- 9/29/14	The Free Lance-Star Internal Posting	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540.374.5483
9/15/14- 9/29/14	Free Lance-Star	Melissa Sheets/Staci Hibner-Noakes	616 Amelia Street Fredericksburg, VA 22401	540.374.5483
9/15/14- 9/29/14	Fredericksburg.com	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540.374.5483
Faxed 5/19/14	Corporation for Public Broadcasting	Carla Dalrymple	401 Ninth St. NW Washington DC 20004-2129	202-879-9727 Fax: 202-879-9768
Emailed 5/19/14	Illinois Center for Broadcasting	Don Clark dclark@beonair.com	601 South LaSalle St. Chicago, IL 60605	312-884-8000 Ext 6124
9/15/14- 9/29/14	Job Fetch.com	Melissa Sheets/Staci Hibner-Noakes	616 Amelia Street Fredericksburg, VA 22401	540.374.5000
Emailed 5/19/14	Maynard Institute for Journalism Education	Elisabeth Pino epinio@mije.org	663 13 th St., Ste 200 Oakland, CA 34612 epinio@mije.org	510-891-9202
Emailed 9/15/14	National Association of Black College Radio	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302 lojelks@aol.com	404.523.6136
Emailed 9/15/14	National Lesbian & Gay Journalism Association	Bach Polakowski	info@nlgia.org	202.588.9898
5/19/14 – 6/19/14	Virginia Association of Broadcasters	Kurt Phund	630 Country Green Ln Charlottesville, VA 22920 www.vabonline.com	434-977-3716

Persons Interviewed:

Date	Name	Source
9/25/14	Hope Rowlett	Fredericksburg.com

New Hire:

Date Offer Made	Date Person Starts Work	Name	Source
9/29/14	11/03/14	Hope Rowlett	Fredericksburg.com

Position: Radio Marketing Consultant	# of Openings: 1	<input type="checkbox"/> PT
Date: 5 March 2015 ~ Filled 20 April 2015		<input checked="" type="checkbox"/> FT
Confirmed by: Ralph Salierno, General Manager		

Recruitment/Referral Sources:

Dates	Source	Contact Person	Address	Tel #
3/10/15 – 3/31/15	The Free Lance-Star Internal Posting & Receptionist Desk	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540.374.5483
3/06/15 – 3/31/15	The Free Lance-Star Classified	Simone Fewell/Staci Hibner-Noakes	616 Amelia Street Fredericksburg, VA 22401	540.374.5000
3/05/15 – 4/06/15	Fredericksburg.com	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540-374-5483
3/09/15 – 3/30/15	On-Air WFLS/WWUZ/WVBX/ WNTX	Shelly Bynum	616 Amelia Street Fredericksburg, VA 22401	540-374-5524
3/09/15 – 3/30/15	WFLS.com/WWUZ.com WVBX.com	Sharon Colleluore	616 Amelia Street Fredericksburg, VA 22401	540-374-5522
3/06/15 – 4/05/15	All Access Music Group www1.allaccess.com	Joel Denver	28955 Pacific Coast Hwy Suite 210-5 Malibu, CA 90265	310-457-6616
Faxed 3/06/15	Corporation for Public Broadcasting	Carla Dalrymple	401 Ninth St. NW Washington DC 20004- 2129	202-879-9727 Fax: 202-879-9768
Emailed 3/06/15	Illinois Center for Broadcasting	Don Clark dclark@beonair.com	601 South LaSalle St. Chicago, IL 60605	312-884-8000 Ext 6124
Emailed 3/06/15	Maynard Institute for Journalism Education	Elisabeth Pino epinio@mije.org	663 13 th St., Ste 200 Oakland, CA 34612 epinio@mije.org	510-891-9202
Emailed 3/06/15	National Association of Black College Radio	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302 lojelks@aol.com	404.523.6136
Emailed 3/06/15	National Lesbian & Gay Journalism Association	Bach Polakowski	1420 K Street, NW Ste 910 Washington DC 20005 info@nljga.org	202-588-9888
3/06/15 – 4/05/15	Virginia Association of Broadcasters	Kurt Phund	630 Country Green Ln Charlottesville, VA 22920 www.vabonline.com	434-977-3716
3/06/15 – 4/05/15	VARTV.com	Bob Corbin	ads@vartv.com	N/A

