

EEO PUBLIC FILE REPORT

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

June 1, 2013 – May 31, 2014

VACANCY LIST:

During the period June 1, 2013 – May 31, 2014 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	9/30/13	1, 2, 3, 4, 5, 6, 7, 9, 11, 12, 13, 15, 16, 17	1 – The Free Lance-Star
Radio Marketing Consultant	11/19/13	1, 2, 3, 4, 5, 6, 7, 9, 11, 12, 13, 15, 16, 17	23 – Employee Referral
Chief Engineer	12/30/13	1, 2, 3, 4, 5, 6, 7, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 22	22 – Word of Mouth
Radio General Manager	1/05/14	21	21 – Executive Publishers The Free Lance-Star
Radio Announcer/On-Air Personality	1/15/14	1, 2, 3, 4, 5, 6, 7, 8, 9, 12, 13, 15, 16, 17, 18	5 – All Access

RECRUITMENT SOURCE LIST:

Source #	Recruitment Source Information	# of Interviewees Referred	# of Hired Persons Referred
1	The Free Lance-Star Simone Fewell/Staci Hibner Noakes/Leigh Goodwin 616 Amelia Street Fredericksburg, VA 22401 540/374-5018 classified@freelancestar.com	2	0
2	Internal Posting The Free Lance-Star Publishing Co Gayle Yanez 616 Amelia Street Fredericksburg, VA 22401	1	0
3	fredericksburg.com Gayle Yanez 616 Amelia Street Fredericksburg, VA 22401 jobs@freelancestar.com	2	0
4	JobFetch.com Simone Fewell 616 Amelia Street Fredericksburg, VA 22401 540/374-5018 classified@freelancestar.com	0	0

5	All Access Music Group Joel Denver 28955 Pacific Coast Hwy, St # 210-5 Malibu, CA 90265 www.allaccess.com	5	1
6 **	Asian American Journalists Association (AAJA) Attn: Marcia Vantillan 5 Third St. Suite 1108 San Francisco, CA 94103 415-346-2051 EXT 107	0	0
7 **	Corporation for Public Broadcasting Attn: Carla Dalrymple 401 Ninth St. NW Washington DC 20004-2129 202-879-9727	0	0
8	DCRTV.com Dave Hughes 1981-B Villaridge Dr. Reston, VA 20191 dcrtv@hotmail.com www.dcrtv.com	0	0
9 **	Illinois Center for Broadcasting Bob Hillman/Don Clark 601 South LaSalle St. Chicago, IL 60605 312-884-8000 dclark@BEOnAir.com	0	0
10	Inside Radio Gene McKay 800-248-4242x711 genemckay@insideradio.com	0	0
11	Linked-In Chris Muldrow 616 Amelia St. Fredericksburg, VA 22401 540-374-5006 cmuldrow@freelancestar.com	0	0
12 **	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
13 **	National Association of Black Colleges – Lo Jelks P.O. Box 3191 Atlanta, GA 30302 404-523-6136 lojelks@aol.com	0	0

14	National Association of Broadcasters Isabelle Tilghman 1771 N. Street, NW Washington, DC 20036-2800 202/429-5497 www.nab.org / Itilghman@nab.org	0	0
15 **	National Lesbian & Gay Journalism Association – Bach Polakowski 1420 K Street, NW, Ste 910 Washington, DC 20005 202/588-9888 x 10 info@nlgja.org	0	0
16	Virginia Association of Broadcasters Kurt Pfund 250 West Main St. Suite 100 Charlottesville, VA 22920 434/977-3716 www.vabonline.com	0	0
17	Virginia Radio & Television Bob Corbin editor@vartv.com www.vartv.com	0	0
18	http://www.wfls.com/ http://www.993thevibe.com/ http://www.969therock.com/	0	0
19	WFLS/WWUZ/WVBX/WNTX On- Air – Shelly Bynum 616 Amelia St. Fredericksburg, VA 22401 540-374-5000	0	0
20	WFLS/WWUZ/WVBX/WNTX- AM/fredFM Mark Bass/Paul Johnson 616 Amelia St. Fredericksburg, VA 22401 540/374-5505 pjohnson@starradiogroup.com	0	0
21	Executive Publishers The Free Lance-Star Publishing Co. Nick Cadwallender/Flo Barnick 540-374-5000 fbarnick@freelancestar.com	1	1
22	Word of Mouth	1	1
23	Employee Referral	2	2
24	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: 14

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.

Position: Radio Marketing Consultant	# of Openings: 2	<input type="checkbox"/> PT
Date: 15 August 2013 ~30 September 2013 & 19 November 2013		<input checked="" type="checkbox"/> FT
Confirmed by: Mark Bass, General Manager		

Recruitment/Referral Sources:

Dates	Source	Contact Person	Address	Tel #
8/15/13 – 9/02/13	The Free Lance-Star Internal Posting & Receptionist Desk	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540.374.5483
8/15/13 – 9/02/13	The Free Lance-Star Classified	Simone Fewell/Staci Hibner-Noakes	616 Amelia Street Fredericksburg, VA 22401	540.374.5000
8/15/13 – 9/01/13	Fredericksburg.com	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540-374-5483
8/15/13 – 9/01/13	On-Air WFLS/WWUZ/WVBX/ WNTX/Fred.fm	Shelly Bynum	616 Amelia Street Fredericksburg, VA 22401	540-374-5000
8/15/13 – 9/01/13	All Access Music Group www1.allaccess.com	Joel Denver	28955 Pacific Coast Hwy Suite 210-5 Malibu, CA 90265	310-457-6616
Faxed 6/12/2013 & 8/15/13	Asian American Journalist Association	Marcia Vantillan	5 Third St. Suite 1108 San Francisco, CA 94103	415-346-2051 x107 Fax: 415-346-6343
Faxed 6/12/2013 & 8/15/13	Corporation for Public Broadcasting	Carla Dalrymple	401 Ninth St. NW Washington DC 20004- 2129	202-879-9727 Fax: 202-879-9768
Emailed 6/12/2013 & 8/15/13	Illinois Center for Broadcasting	Don Clark dclark@beonair.com	601 South LaSalle St. Chicago, IL 60605	312-884-8000 Ext 6124
8/15/13 – 9/01/13	Job Fetch.com	Simone Fewell/Staci Hibner-Noakes	616 Amelia Street Fredericksburg, VA 22401	540.374.5000
8/15/13 – 9/01/13	Linked-In	Chris Muldrow	616 Amelia Street Fredericksburg, VA 22401	540-374-5000
Emailed 6/12/2013 & 8/15/13	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 6/12/2013 & 8/15/13	National Association of Black College Radio	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302 lojelks@aol.com	404.523.6136
8/15/13 – 9/01/13	Virginia Association of Broadcasters	Kurt Phund	630 Country Green Ln Charlottesville, VA 22920 www.vabonline.com	434-977-3716

8/20/13 – 9/01/13	VARTV.com	Bob Corbin	ads@vartv.com	
Emailed 6/12/2013 & 8/15/13	National Lesbian & Gay Journalism Association	Bach Polakowski	1420 K Street, NW Ste 910 Washington DC 20005 info@nlgja.org	202-588-9888

Persons Interviewed:

Date	Name	Source
9/12/13 & 9/16/13	Taryn Clay	The Free Lance-Star
9/13/13	Keisha Freeman	The Free Lance-Star
9/13/13	Steve Smith	Fredericksburg.com
9/16/13	Whitney Wilson	Fredericksburg.com
9/23/13	Chris Harris	Allaccess.com
10/03/13 & 10/7/13	Evelyn Endler	Employee Referral
11/4/13	Donald Bowler	Employee Referral

Date Offer Made	Date Person Starts Work	Name	Source
9/16/13	9/30/13	Taryn Clay	The Free Lance-Star
11/06/13	11/19/13	Donald Bowler	Employee Referral

Date Letters Sent: Ongoing during interview process

Position: Radio Marketing Consultant	# of Openings: 3	<input type="checkbox"/> PT
Date: 19 Feb 2014 ~ 26 March 2014 *Not filled during this recruitment		<input checked="" type="checkbox"/> FT
Confirmed by: Paul Johnson, General Manager		

Recruitment/Referral Sources:

Dates	Source	Contact Person	Address	Tel #
2/13/14 – 3/15/14	The Free Lance-Star Internal Posting & Receptionist Desk	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540.374.5483
2/13/14 – 3/15/14	The Free Lance-Star Classified	Melissa Sheets/Staci Hibner-Noakes	616 Amelia Street Fredericksburg, VA 22401	540.374.5000
2/13/14 – 3/15/14	Fredericksburg.com	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540-374-5483
2/08/14 – 2/23/14	On-Air WFLS/WWUZ/WVBX/ WNTX	Shelly Bynum	616 Amelia Street Fredericksburg, VA 22401	540-374-5524
2/08/14 – 2/23/14	WFLS.com/WWUZ.com WVBX.com	Sharon Colleluore	616 Amelia Street Fredericksburg, VA 22401	540-374-5522
2/12/14 – 3/26/14	All Access Music Group www1.allaccess.com	Joel Denver	28955 Pacific Coast Hwy Suite 210-5 Malibu, CA 90265	310-457-6616
Faxed 2/19/2014	Asian American Journalist Association	Marcia Vantillan	5 Third St. Suite 1108 San Francisco, CA 94103	415-346-2051 x107 Fax: 415-346-6343
Faxed 2/19/2014	Corporation for Public Broadcasting	Carla Dalrymple	401 Ninth St. NW Washington DC 20004- 2129	202-879-9727 Fax: 202-879-9768
Emailed 2/13/14	Illinois Center for Broadcasting	Don Clark dclark@beonair.com	601 South LaSalle St. Chicago, IL 60605	312-884-8000 Ext 6124
2/13/14 – 3/15/14	Job Fetch.com	Simone Fewell/Staci Hibner-Noakes	616 Amelia Street Fredericksburg, VA 22401	540.374.5000
Emailed 2/13/14	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 2/13/14	National Association of Black College Radio	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302 lojelks@aol.com	404.523.6136
2/12/14 – 3/24/14	Virginia Association of Broadcasters	Kurt Phund	630 Country Green Ln Charlottesville, VA 22920 www.vabonline.com	434-977-3716

2/12/14 – 3/03/14	VARTV.com	Bob Corbin	ads@vartv.com	N/A
Emailed 2/13/14	National Lesbian & Gay Journalism Association	Bach Polakowski	1420 K Street, NW Ste 910 Washington DC 20005 info@nljga.org	202-588-9888

Persons Interviewed:

Date	Name	Source
3/10/14	Michael Thorton	Allaccess.com
3/11/14	John Flanagan	Allaccess.com
3/13/14	Jael Cooper	The Free Lance-Star

Date Offer Made	Date Person Starts Work	Name	Source
No offers made			

WFLS/WYSK/WWUZ Radio Hire Schedule

Position: Chief Engineer	# of Openings: 1	<input type="checkbox"/> PT
Date: 25 October 2013 – Filled 30 December 2013		<input checked="" type="checkbox"/> FT
Confirmed by: Mark Bass – General Manager		

Recruitment/Referral Sources:

Dates	Source	Contact Person	Address	Tel #
30 Oct - 2 Dec 2013	The Free Lance-Star	Leigh Goodwin/Staci Hibner Noakes	616 Amelia Street, Fredericksburg, VA 22401	540-374-5660
30 Oct – 2 Dec 2013	Internal Posting	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540-374-5483
30 Oct – 2 Dec 2013	Fredericksburg.com	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540-374-5483
30 Oct – 2 Dec 2013	JobFetch.com	Leigh Goodwin	616 Amelia Street Fredericksburg, VA 22401	540-374-5660
10/30/13-11/12/13	All Access	Joel Denver	28955 Pacific Coast Hwy, #210-5 Malibu, CA 90265	310-457-6616
10/30/13 Faxed	Asian American Journalists Association	Marcia Vantillan	5 Third St. Suite 1108 San Francisco, CA 94103	415-346-2051 x 107 415-346-6343 (fax)
10/30/13 Faxed	Corporation for Public Broadcasting	Carla Dalrymple	401 Ninth St. Washington DC 20004	202-879-9727 202-879-9768 (fax)
10/30/13-11/30/13	DCRTV.com	Dave Hughes	1981- B Villaridge Dr. Reston, VA 20191 dcrtv@hotmail.com	N/A
10/30/13 Emailed	Illinois Center for Broadcasting	Don Clark dclark@beonair.com	601 South LaSalle St. Chicago, IL 60605	312.884.8000
10/31/13-11/12/13	Inside Radio	Gene McKay	Genemckay @insideradio.com	800-248-4242 x711
10/30/13-11/30/13	LinkedIn	Gayle Yanez	616 Amelia Street, Fredericksburg, VA 22401	540-374-5483
10/30/13 Emailed	Maynard Institute for Journalism Education	Elisabeth Pino epinio@mije.org	663 13 th St., Ste 200 Oakland, CA 34612	510-891-9202
10/30/13 Emailed	National Association of Black College Broadcasters	Lo Jelks lojelks@aol.com	P.O. Box 3191 Atlanta, GA 30302	404.523.6136
10/19/13-12/19/13	National Association of Broadcasters	Isabelle Tilghman ltilghman@nab.org	1771 N. Street NW Washington DC 20036-2800	202-429-5428
10/30/13 Emailed	National Lesbian & Gay Journalism Association	Bach Polakowski	info@nlgja.org	202.588.9898
19 Nov -16 Dec 2013	Virginia Association of Broadcasters	Kurt Pfund	250 West Main St. Suite 100 Charlottesville, VA 22902 www.vabonline.com	434-977-3716

WFLS/WYSK/WWUZ Radio Hire Schedule

10/30/13-11/30/13	VARTV.com	Bob Corbin	ads@vartv.com www.vartv.com	N/A
10/30/13-12/2/13	WFLS, WWUZ, WVBX web sites	Gayle Yanez	wfls.com, 969therock.com, 993thevibe.com	540-374-5483

Persons Interviewed:

Date	Name	Source
11/06/13	William McCarry (phone interview)	Allaccess.com
11/11/13	William McCarrey 2 nd interview/In house	Allaccess.com
11/20/13	Daryl McQuinn (phone)	Allaccess.com
11/20/13	Bob Clinton (phone)	Word of mouth
11/21/13	Bob Clinton 2 nd interview/In house	Word of mouth
11/21/13	Jeff Rosenberg Interview (phone)	Allaccess.com

Date Offer Made	Date Person Starts Work	Name	Source
12/2/13	12/30/13	Robert Clinton	Word of mouth

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

Position: General Manager (interim)	# of Openings: 1	<input type="checkbox"/> PT
Date: Approved ~ 1/03/14~Filled 1/05/14		<input checked="" type="checkbox"/> FT
Confirmed by: Florence Barnick, Associate Publisher		

Recruitment/Referral Sources:

Dates	Source	Contact Person	Address	Tel #
1/03/14	The Free Lance-Star Executive Publishers	Nicholas Cadwallender Florence Barnick	616 Amelia Street Fredericksburg, VA 22401	540.374.5000

Persons Interviewed:

Date	Name	Source
1/03/14	Paul Johnson	The Free Lance-Star Executive Publishers

Date Offer Made	Date Person Starts Work	Name	Source
1/05/14	1/05/14	Paul Johnson	The Free Lance-Star Executive Publishers

WFLS/WYSK/WWUZ Radio Hire Schedule

Position: Radio Announcer/On Air Personality	# of Openings: 1	<input type="checkbox"/> PT
Date: 7 November 2013 – Filled 15 January 2014		<input checked="" type="checkbox"/> FT
Confirmed by: Mark Bass – General Manager		

Recruitment/Referral Sources:

Dates	Source	Contact Person	Address	Tel #
9 Nov -3 Dec 2013	The Free Lance–Star	Simone Fewell/Staci Hibner Noakes	616 Amelia Street, Fredericksburg, VA 22401	540-374-5660
7-27 Nov 2013	Internal Posting/Intranet	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540-374-5483
7 Nov - 5 Dec 2013	Fredericksburg.com	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540-374-5483
9 Nov -3 Dec 2013	JobFetch.com	Leigh Goodwin	616 Amelia Street Fredericksburg, VA 22401	540-374-5660
7-26 Nov 2013	All Access	Joel Denver	28955 Pacific Coast Hwy, #210-5 Malibu, CA 90265	310-457-6616
11 Nov 13 Faxed	Asian American Journalists Association	Marcia Vantillan	5 Third St. Suite 1108 San Francisco, CA 94103	415-346-2051 x 107 415-346-6343 (fax)
11 Nov 13 Faxed	Corporation for Public Broadcasting	Carla Dalrymple	401 Ninth St. Washington DC 20004	202-879-9727 202-879-9768 (fax)
7 Nov - 7 Dec 2013	DCRTV.com	Dave Hughes	1981- B Villaridge Dr. Reston, VA 20191 dcrtv@hotmail.com	N/A
11 Nov 13 Emailed	Illinois Center for Broadcasting	Don Clark dclark@beonair.com	601 South LaSalle St. Chicago, IL 60605	312.884.8000
11 Nov 13 Emailed	Maynard Institute for Journalism Education	Elisabeth Pino epinio@mije.org	663 13 th St., Ste 200 Oakland, CA 34612	510-891-9202
11 Nov 13 Emailed	National Association of Black College Broadcasters	Lo Jelks lojelks@aol.com	P.O. Box 3191 Atlanta, GA 30302	404.523.6136
11 Nov 13 Emailed	National Lesbian & Gay Journalism Association	Bach Polakowski	info@nlgja.org	202.588.9898
11 Nov – 9 Dec 2013	Virginia Association of Broadcasters	Kurt Pfund	250 West Main St. Suite 100 Charlottesville, VA 22902 www.vabonline.com	434-977-3716
7 Nov – 7 Dec 2013	VARTV.com	Bob Corbin	ads@vartv.com www.vartv.com	N/A
7 Nov - 5 Dec 2013	WFLS, WWUZ, WVBX web sites linked to Fredericksburg.com	Gayle Yanez	wfls.com, 969therock.com, 993thevibe.com	540-374-5483

WFLS/WYSK/WWUZ Radio Hire Schedule

Persons Interviewed:

Date	Name	Source
21 Nov 2013	George Trevor Carey (phone interview)	Allaccess.com
13 Dec 2013	George Trevor Carey- 2 nd interview (in-house)	Allaccess.com
4 Dec 2014	Bonnie Miller	Internal posting

Date Offer Made	Date Person Starts Work	Name	Source
12/19/13	1/15/14	George Trevor Carey	Allaccess.com

Date Letters Sent: N/A