

**EEO PUBLIC FILE REPORT**  
**WFLS/WWUZ/WVBX/WNTX-AM**

**May 22, 2011 – May 31, 2012**

**VACANCY LIST:**

During the period May 22, 2011 – May 31, 2012, the stations filled the following full-time vacancies:

<b>Job Title</b>	<b>Date Filled:</b>	<b>Recruitment Sources Used to Fill Vacancy</b>	<b>Recruitment Source Referring Hiree</b>
On Air Personality *	5/23/2011	23	Consultant
On Air Personality	8/8/2011	2	Internal Posting
On Air Personality	9/6/2011	20	VARTV.com
Program Director	10/30/11	2	Internal Posting
Radio Marketing Consultant	10/31/11	25	Employee referral
Radio Marketing Consultant	10/31/11	1	The Free Lance-Star
Events Coordinator & Promotions Assistant	11/28/11	1	The Free Lance-Star
Traffic/Continuity/ Administrative Asst	2/01/12	1	The Free Lance-Star
Radio Marketing Consultant	4/16/12	20	VARTV.com
Promotions Coordinator	4/30/12	2	Internal Posting

**RECRUITMENT SOURCE LIST:**

<b>Source #</b>	<b>Recruitment Source Information</b>	<b># of Interviewees Referred</b>	<b># of Hired Persons Referred</b>
1	The Free Lance-Star Amanda Casler/Gayle Yanez/Staci Hibner Noakes 616 Amelia Street Fredericksburg, VA 22401 540/374-5000 <a href="mailto:acasler@freelancestar.com">acasler@freelancestar.com</a>	10	3
2	Internal Posting The Free Lance-Star Publishing Co Gayle Yanez 616 Amelia Street Fredericksburg, VA 22401 540/374-5000 <a href="mailto:jobs@freelancestar.com">jobs@freelancestar.com</a>	6	3
3	fredericksburg.com (wfls.com; 969therock.com; 993thevibe.com) Gayle Yanez 616 Amelia Street Fredericksburg, VA 22401 540374-5000 <a href="mailto:jobs@freelancestar.com">jobs@freelancestar.com</a>	7	0

4	<p>JobFetch.com  Amanda Casler  616 Amelia Street  Fredericksburg, VA 22401  540/374-5018  <a href="mailto:acasler@freelancestar.com">acasler@freelancestar.com</a></p>	1	0
5	<p>Air Talents  7851 South Memorial, Ste 7104  Tulsa, OK 74133  <a href="mailto:chris@airtalents.com">chris@airtalents.com</a>  <a href="http://www.airtalents.com">www.airtalents.com</a></p>	0	0
6	<p>All About Country  <a href="mailto:webmaster@allaboutcountry.com">webmaster@allaboutcountry.com</a>  800/310-9702  <a href="http://www.allaboutcountry.com">www.allaboutcountry.com</a></p>	0	0
7	<p>All Access Music Group  Joel Denver  28955 Pacific Coast Hwy, St # 210-5  Malibu, CA 90265  <a href="http://www.allaccess.com">www.allaccess.com</a></p>	2	0
8	<p>DCRTV.com  Dave Hughes  1981-B Villaridge Dr.  Reston, VA 20191  <a href="mailto:dertv@hotmail.com">dertv@hotmail.com</a>  <a href="http://www.dcrtv.com">www.dcrtv.com</a></p>	0	0
9	<p>Fredericksburg Chamber of Commerce  Bob Hagan  2300 Fall Hill Ave Suite 240  Fredericksburg, VA 22401  540-373-9400  <a href="http://www.fredericksburgchamber.org">www.fredericksburgchamber.org</a></p>	0	0
10 **	<p>Illinois Center for Broadcasting  Bob Hillman  601 South LaSalle St.  Chicago, IL 60605  312-884-8000  <a href="mailto:bhilman@BEOnAir.com">bhilman@BEOnAir.com</a></p>	0	0
11	<p>Inside Radio  Gene McKay  800-248-4242x711  <a href="mailto:genemckay@insideradio.com">genemckay@insideradio.com</a></p>	0	0
12	<p>Music Jobs USA  714 N. La Brea  Hollywood, CA 90038  (323) 284-5589  <a href="http://us.music-jobs.com">http://us.music-jobs.com</a></p>	0	0
13 **	<p>National Association of Black  Colleges – Lo Jelks  P.O. Box 3191  Atlanta, GA 30302  404-523-6136  <a href="mailto:lojelks@aol.com">lojelks@aol.com</a></p>	0	0

14	National Association of Broadcasters Rumana Sultana/Isabelle Tilghman 1771 N. Street, NW Washington, DC 20036-2800 202/429-5497 <a href="http://www.nab.org/Itilghman@nab.org">www.nab.org/Itilghman@nab.org</a>	0	0
15 **	National Lesbian & Gay Journalism Association – Bach Polakowski 1420 K Street, NW, Ste 910 Washington, DC 20005 202/588-9888 x 10 <a href="mailto:info@nlgja.org">info@nlgja.org</a>	0	0
16	Radio Ink Tom Elmo 224 Datura Street, Ste. 1015 West Palm Beach, FL 33401 561-655-8778x10 <a href="http://www.radioink.com">www.radioink.com</a>	0	0
17	Radio Online 3500 Tripp Ave. Amarillo, TX 79121 806/352-7503 <a href="http://www.radio-online.com">www.radio-online.com</a>	0	0
18	TV and Radio Jobs <a href="mailto:h9k@tvandradiojobs.com">h9k@tvandradiojobs.com</a> <a href="http://www.tvandradiojobs.com">www.tvandradiojobs.com</a>	0	0
19	Virginia Association of Broadcasters Kurt Pfund 250 West Main St. Suite 100 Charlottesville, VA 22920 434/977-3716 <a href="http://www.vabonline.com">www.vabonline.com</a>	1	0
20	Virginia Radio & Television Bob Corbin <a href="mailto:editor@vartv.com">editor@vartv.com</a> <a href="http://www.vartv.com">www.vartv.com</a>	3	2
21	WFLS/WWUZ/WVBX/WNTX On- Air – Shelly Bynum 616 Amelia St. Fredericksburg, VA 22401 540-374-5000	0	0
22	WFLS/WWUZ/WVBX/WNTX-AM John Moen 616 Amelia St. Fredericksburg, VA 22401 540/374-5505 <a href="mailto:jmoen@wfls.com">jmoen@wfls.com</a>	0	0
23	Consultant – Mike O'Malley Albright and O'Malley Media Group 9 Desmet Avenue Milltown, NJ 08850 732-937-5757 <a href="http://www.allbrightandomalley.com">www.allbrightandomalley.com</a>	1	1
24	Word of Mouth	0	0
25	Employee Referral	4	1
26	Job Fairs	0	0



\* May, 23, 2011 On-air Personality hire included. Employee hired after initial posting of 2011-12 EEO Public File Report

\*\* Requested to be informed of all job openings

Total Number of Persons Interviewed for all positions: 35

Full-time vacancies filled during the reporting period: 10

**OUTREACH ACTIVITIES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Participation in Career Fairs/Networking Event	The General Manager participated in the NABEF Networking event in Chicago, IL 16 September 2011. The GM actively recruited for all radio vacancies at the NABEF Career Fair in Las Vegas, NV April 14-19, 2012.
2	Internship Program	WFLS/WWUZ/WVBX/WNTX Radio hosted two college students in the summer internship program May-Aug 2011, two college students for the fall internship program Sept-Dec 2011 and one college student for the spring internship which began in Jan-May 2012. WFLS/WWUZ/WVBX/WYSK-AM Radio also recruited for the 2011 summer, fall and spring radio internships in April and August 2011 which included job postings at umw.edu at their career center, and at the UMW Career Day Event Oct 2011 as well as advertisements in The Free Lance-Star and Fredericksburg.com
3	Program/Events for Career Opportunities.	Employment Coordinator participated in Career Day 2011 at University of Mary Washington on 25 October 2011
4	Recruitment Outreach efforts	WFLS/WWUZ/WVBX/WNTX Radio participates in broad outreach efforts by such means as job banks, consultants, 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 Radio  
Hire Schedule**

<b>Position:</b> WFLS Morning On-air Personality	<b># of Openings:</b> 1	<input type="checkbox"/> PT
<b>Date:</b> Approved ~ 3/24/11; Filled ~5/23/11		<input checked="" type="checkbox"/> FT
<b>Confirmed by:</b> John Moen, General Manager		

**Recruitment/Referral Sources:**

Dates	Source	Contact Person	Address	Tel #
3/30/11- 4/11/11	The Free Lance-Star	Simone Fewell/Staci Hibner-Noakes	616 Amelia Street Fredericksburg, VA 22401	540-374-5000
3/30/11- 4/11/11	JobFetch.com	Simone Fewell	616 Amelia Street Fredericksburg, VA 22401	540-374-5000
3/30/11- 4/11/11	Fredericksburg.com	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540-374-5483
3/30/11- 4/11/11	All Access www1.allaccess.com	Joel Denver	28955 Pacific Coast Hwy, #210-5 Malibu, CA 90265	310-457-6616
3/30/11- 4/11/11	Virginia Association of Broadcasters	Rose Lester www.vabonline.com	630 Country Green Ln Charlottesville, VA 22920	434-977-3716
Faxed 4/8/10	National Lesbian/Gay Journalist Assoc.	Matt Friedman	1420 K Street NW, Ste 910 Washington, DC 20005	202-588-1818
3/31/11- 4/11/11	VARTV.com	Bob Corbin	ads@vartv.com	

**Persons Interviewed:**

Date	Name	Source
3/24/11 & 3/25/11	Steve Smith (Waters)	Consultant Referral
4/1/11	Brian Egan	Allaccess.com
4/1/11	Jeff Beck	Internal Posting

**New Hire:**

Date Offer Made	Date Person Starts Work	Name	Source
4/19/11	5/23/11	Steve Smith (Waters)	ConsultantReferral

**Date Letters Sent:** 18 July 2011

## WFLS/WWUZ/WVBX Radio Hire Schedule

<b>Position:</b> WVBX On-air Personality	<b># of Openings:</b> 1	<input type="checkbox"/> PT
<b>Date:</b> Approved ~ 7/07/11; Filled ~08/08/2011		<input checked="" type="checkbox"/> FT
<b>Confirmed by:</b> John Moen, General Manager		

### Recruitment/Referral Sources:

Dates	Source	Contact Person	Address	Tel #
7/15/11-7/30/11	Virginia Association of Broadcasters	Kurt Phund	251 West Main St. Suite 100 Charlottesville, VA 22902 www.vabonline.com	434.977.3716
7/15/11-7/29/11	The Free Lance-Star Internal Posting	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540.374.5483
7/15/11-7/30/11	JobFetch.com	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540.374.5483
7/15/11-7/30/11	Fredericksburg.com	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540.374.5483
7/15/11-7/29/11	All Access www1.allaccess.com	Joel Denver	28955 Pacific Coast Hwy, #210-5 Malibu, CA 90265	310.457.6616
7/15/11-7/30/11	Air Talents www.airtalents.com	chris@airtalents.com	7851 South Memorial, Ste 7104 Tulsa, OK 74133	
7/26/11-7/30/11	Fredericksburg Chamber of Commerce	Bob Hagan	2300 Fall Hill Ave Suite 240 Fredericksburg, VA 22401	540.373.9400
7/15/11-7/30/11	National Association of Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302 lojelks@aol.com	404.523.6136
Emailed 9/15/11	National Lesbian/Gay Journalist Assoc.	Bach Polakowski	info@nlgja.org	202.588.9898
7/15/11-7/26/11	VARTV.com	Bob Corbin	ads@vartv.com	

### Persons Interviewed:

Date	Name	Source
7/15/11	Erin Puttbrese	Internal Posting

### New Hire:

Date Offer Made	Date Person Starts Work	Name	Source
7/15/11	8/8/11	Erin Puttbrese (Christal Blue)	Internal Posting



## WFLS/WWUZ/WVBX Radio Hire Schedule

<b>Position:</b> Program Director	<b># of Openings:</b> 1	<input type="checkbox"/> PT
<b>Date:</b> 26 August 2011/Filled 31 October 2011		<input checked="" type="checkbox"/> FT
<b>Confirmed by:</b> John Moen, General Manager		

### Recruitment/Referral Sources:

Dates	Source	Contact Person	Address	Tel #
8/26/11-9/4/11	The Free Lance-Star	Amanda Casler	616 Amelia Street Fredericksburg, VA 22401	540-374-5018
8/26/11-9/4/11	The Free Lance-Star Internal Posting	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540-374-5483
8/26/11-9/4/11	Fredericksburg.com	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540-374-5483
8/26/11-9/4/11	JobFetch.com	Amanda Casler	616 Amelia Street Fredericksburg, VA 22401	540-374-5018
6/17/11-7/15/11 8/26/11-9/4/11	All Access www1.allaccess.com	Joel Denver	28955 Pacific Coast Hwy, #210-5 Malibu, CA 90265	310-457-6616
Emailed 8/26/11	National Association of Black College Broadcasters/Black College Radio	Lo Jelks - Executive Director	P.O. Box 3191 Atlanta, GA 30302 <a href="mailto:lojelks@aol.com">lojelks@aol.com</a>	404/523-6136
Emailed 8/26/11	National Lesbian/Gay Journalist Assoc.	Bach Polakowski	<a href="mailto:info@nlgia.org">info@nlgia.org</a>	202.588.9898
8/26/11-9/4/11	Virginia Association of Broadcasters	Rose Lester	630 Country Green Ln Charlottesville, VA 22920 <a href="http://www.vabonline.com">www.vabonline.com</a>	434-977-3716
8/26/11-9/4/11	VARTV	Bob Corbin	<a href="mailto:ads@vartv.com">ads@vartv.com</a> <a href="http://www.vartv.com">www.vartv.com</a>	

### Persons Interviewed:

Date	Name	Source
10/20/11	Jeffrey Beck	Internal posting

### New Hire:

Date Offer Made	Date Person Starts Work	Name	Source
10/20/09	10/30/11	Jeffrey Beck	Internal Posting

**Date Letters Sent:** Ongoing emails

<b>Position:</b> Radio Marketing Consultant	<b># of Openings:</b> 2	<input checked="" type="checkbox"/> <b>PT</b>
<b>Date:</b> 31 March 2011 ~ Filled 31 October 2011		<input type="checkbox"/> <b>FT</b>
<b>Confirmed by:</b> John Moen, General Manager		

**Recruitment/Referral Sources:**

Dates	Source	Contact Person	Address	Tel #
3/31/11 - 4/11/11 8/18/11 - 9/10/11	The Free Lance-Star classified	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540-374-5483
3/31/11 - 4/11/11 8/18/11 - 9/10/11	The Free Lance-Star Internal Posting	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540-374-5483
3/31/11 - 4/11/11 8/18/11 - 9/11/11	On-Air WFLS/WWUZ/WVBX	Shelly Bynum	616 Amelia Street Fredericksburg, VA 22401	540-374-5000
3/31/11 - 4/11/11 8/18/11 - 9/10/11	Jobfetch.com	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540-374-5483
3/31/11 - 4/11/11 8/18/11 - 9/10/11	Fredericksburg.com	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540-374-5483
3/31/11 - 4/11/11 8/16/11 - 9/10/11	Fredericksburg Chamber of Commerce	Bob Hagan	2300 Fall Hill Ave Suite 240 Fredericksburg, VA 22401	540.373.9400
4/8/11 8/16/11 Emailed	National Association of Black College Radio	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302 <a href="mailto:lojelks@aol.com">lojelks@aol.com</a>	404.523.6136
4/8/11 8/16/11 Emailed	National Lesbian & Gay Journalism Association	Matt Friedman Bach Polakowski	1420 K Street, NW Ste 910 Washington DC 20005 <a href="mailto:info@nljja.org">info@nljja.org</a>	202-588-9888
3/31/11 - 4/11/11 8/16/11 - 9/10/11	VARTV.com	Bob Corbin	<a href="mailto:ads@vartv.com">ads@vartv.com</a>	
3/31/11 - 4/11/11 8/16/11 - 9/10/11	Virginia Association of Broadcasters	Rose Lester	630 Country Green Ln Charlottesville, VA 22920 <a href="http://www.vabonline.com">www.vabonline.com</a>	434-977-3716
3/31/11 - 4/11/11 8/16/11 - 9/10/11	All Access Music Group <a href="http://www1.allaccess.com">www1.allaccess.com</a>	Joel Denver	28955 Pacific Coast Hwy Suite 210-5 Malibu, CA 90265	310-457-6616



**Persons Interviewed:**

Date	Name	Source
23 Feb 2011 & 5 May 2011	Libby Vogel	VARTV
25 May 2011	Josie Strycharz	Internal Posting
24 Feb 2011 & 3 June 2011	Barbie Babcock	The Free Lance-Star
3 June 2011	Christine Green	Fredericksburg.com
6 June 2011	Carolann Lotsey	The Free Lance-Star
7 June 2011	Jeffrey Baggett	Fredericksburg.com
7 June 2011	Rich Rice	The Free Lance-Star
10 June 2011	Josie Strycharz	Internal Posting
13 Sept 2011	Holly Rose Kiss	The Free Lance-Star
14 Sept 2011	Matthew Ruggieri	Employee Referral
15 September	Percy Jackson Kelly Heflin	Fredericksburg.com VAB online
21 Sept 2011	Melissa Hall	The Free Lance-Star
22 Sept 2011	Chad Wesgate	Fredericksburg.com
23 Sept 2011	Kagen Balco	Employee Referral
30 Sept 2011	Laura Locke	The Free Lance-Star
10 October 2011	Laura Locke, 2 <sup>nd</sup> Interview	The Free Lance-Star
11 Oct 2011	Matthew Ruggieri, 2 <sup>nd</sup> Interview	Employee Referral

\*Internal Candidate Josie Strycharz offered position (6/12/11); she declines (6/24/11)

\*Position put on hold until August 14, 2011

\*Highlighted info is a continuation for new openings in which Matt Ruggieri and Laura Locke were selected.

Date Offer Made	Date Person Starts Work	Name	Source
26 October 2011	31 Oct 2011	Matthew Ruggieri	Employee Referral
26 October 2011	31 Oct 2011	Laura Locke	The Free Lance-Star

Date Letters Sent: \_\_\_\_\_

## WFLS/WWUZ/WVBX Radio Hire Schedule

<b>Position:</b> Events Coordinator/Promotions Asst.	<b># of Openings:</b> 1	<input type="checkbox"/> PT
<b>Date:</b> Approved ~ 10/17/11~Filled 11/28/11		<input checked="" type="checkbox"/> FT
<b>Confirmed by:</b> John Moen, General Manager		

### Recruitment/Referral Sources:

Dates	Source	Contact Person	Address	Tel #
10/20/11-10/27/11	The Free Lance-Star Internal Posting	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540.374.5483
10/21/11-10/29/11	JobFetch.com	Amanda Casler	616 Amelia Street Fredericksburg, VA 22401	540.374.5000
10/21/11-10/31/11	The Free Lance-Star	Amanda Casler/Staci Hibner-Noakes	616 Amelia Street Fredericksburg, VA 22401	540.374.5000
10/20/11-10/31/11	Fredericksburg.com	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540.374.5483
10/20/11-10/31/11	All Access www1.allaccess.com	Joel Denver	28955 Pacific Coast Hwy, #210-5 Malibu, CA 90265	310.457.6616
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@nljja.org	202.588.9898
10/20/11-10/31/11	Virginia Association of Broadcasters	Kurt Pfund	250 West Main St. Suite 100 Charlottesville, VA 22902 www.vabonline.com	434.977.3716
10/20/11-10/31/11	VARTV.com	Bob Corbin	ads@vartv.com	

### Persons Interviewed:

Date	Name	Source
11/7/11	Bree Willging	Internal posting
11/08/11	Allan Collier Jr. (phone)	The Free Lance-Star
11/09/11	Natasha Kelly (phone)	All Access
11/10/11	Allan Collier Jr.	The Free Lance-Star

### New Hire:

Date Person Starts Work	Name	Source
11/28/11	Allan Collier Jr.	The Free Lance-Star

## WFLS/WWUZ/WVBX Radio Hire Schedule

<b>Position:</b> Traffic/Continuity/Admin Assistant	<b># of Openings:</b> 1	<input type="checkbox"/> PT
<b>Date:</b> Approved ~ 12/12/11~Filled 2/01/12		<input checked="" type="checkbox"/> FT
<b>Confirmed by:</b> John Moen, General Manager		

### Recruitment/Referral Sources:

Dates	Source	Contact Person	Address	Tel #
12/21/11-12/29/11	The Free Lance-Star Internal Posting	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540.374.5483
12/22/11-01/08/12	JobFetch.com	Amanda Casler	616 Amelia Street Fredericksburg, VA 22401	540.374.5483
12/22/11-01/08/12	Free Lance-Star	Amanda Casler/Staci Hibner-Noakes	616 Amelia Street Fredericksburg, VA 22401	540.374.5483
12/20/11-01/09/12	Fredericksburg.com	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540.374.5483
12/28/11-01/09/12	All Access www1.allaccess.com	Joel Denver	28955 Pacific Coast Hwy, #210-5 Malibu, CA 90265	310.457.6616
Emailed 12/28/11	Illinois Center for Broadcasting	Bob Hillman	601 South LaSalle St. Chicago, IL 60605 bhillman@BeOnAir.com	312.884.8000
Emailed 12/28/11	National Association of Black College Broadcasters	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302 lojelks@aol.com	404.523.6136
Emailed 12/28/11	National Lesbian/Gay Journalist Assoc.	Bach Polakowski	info@nlgja.org	202.588.9898
12/28/11-01/09/12	Virginia Association of Broadcasters	Kurt Pfund	250 West Main St. Suite 100 Charlottesville, VA 22902 www.vabonline.com	434.977.3716
12/27/11-01/09/12	VARTV.com	Bob Corbin	ads@vartv.com	

### Persons Interviewed:

Date	Name	Source
01/12/12	Rachel Ott	The Free Lance-Star Classified
01/16/12	Rachel Ott, 2 <sup>nd</sup> interview	The Free Lance-Star Classified
01/24/12	Jennifer Upshaw	The Free Lance-Star Classified

### New Hire:

Date Offer Made	Date Person Starts Work	Name	Source
01/25/12	2/01/12	Jennifer Upshaw	The Free Lance-Star Classified

**Date Letters Sent:** 2/01/2012



<b>Position:</b> Radio Marketing Consultant	<b># of Openings:</b> 1	<input checked="" type="checkbox"/> PT
<b>Date:</b> 21 December 2011 ~ 16 April 2012		<input type="checkbox"/> FT
<b>Confirmed by:</b> John Moen, General Manager		

**Recruitment/Referral Sources:**

Dates	Source	Contact Person	Address	Tel #
1/23/11 – 1/30/12	The Free Lance-Star Internal Posting , Intranet	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540-374-5483
1/21/12 – 2/6/12	The Free Lance–Star classified	Gail Haynes/Staci Hibner- Noakes	616 Amelia Street Fredericksburg, VA 22401	540-374-5000
1/21/12 – 2/6/12	Fredericksburg.com	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540-374-5483
1/21/12 – 2/6/12	Jobfetch.com	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540-374-5483
2/08/12 – 2/14/12 & 3/20/12 – 4/2/2012	On-Air WFLS/WWUZ/WVBX/ WNTX	Shelly Bynum	616 Amelia Street Fredericksburg, VA 22401	540-374-5000
1/23/12 – 2/6/12	All Access Music Group www1.allaccess.com	Joel Denver	28955 Pacific Coast Hwy Suite 210-5 Malibu, CA 90265	310-457-6616
1/23/12 – 2/6/12	DCRTV.com	Dave Hughes	1981-B Villaridge Dr Reston, VA 20191	
1/23/12 Emailed	Illinois Center for Broadcasting	Bob Hillman	601 South LaSalle St. Chicago, IL 60605	312-884-8000 Ext 6124
1/23/12 Emailed	National Association of Black College Radio	Lo Jelks	P.O. Box 3191 Atlanta, GA 30302 <a href="mailto:lojelks@aol.com">lojelks@aol.com</a>	404.523.6136
1/23/12 Emailed	National Lesbian & Gay Journalism Association	Bach Polakowski	1420 K Street, NW Ste 910 Washington DC 20005 <a href="mailto:info@nlgia.org">info@nlgia.org</a>	202-588-9888
2/2/12 – 3/2/12	TV and Radio Jobs	<a href="http://www.tvandradiojobs.com">www.tvandradiojobs.com</a>	H9k <a href="mailto:@tvandradiojobs.com">@tvandradiojobs.com</a>	
1/23/12 – 2/6/12	VARTV.com	Bob Corbin	<a href="mailto:ads@vartv.com">ads@vartv.com</a>	
1/23/12 – 2/6/12	Virginia Association of Broadcasters	Rose Lester	630 Country Green Ln Charlottesville, VA 22920 <a href="http://www.vabonline.com">www.vabonline.com</a>	434-977-3716

**Persons Interviewed:**

Date	Name	Source
6 February 2012	Lance Carmine	VARTV.com
7 February 2012	Kristi Suddeth	WFLS.com
8 February 2012	Alex Hearn (phone)	WFLS.com
23 FEB 2012	Ralph DiDomenico	Employee Referral
24 FEB 2012	Second interviews: Kristi Suddeth Lance Carmine	WFLS.com VARTV.com

Date Offer Made	Date Person Starts Work	Name	Source
28 FEB 2012	Declines offer	Ralph DiDomenico	Employee referral
23 Mar 2012	16 April 2012	Lance Carmine	VARTV.com

**Date Letters Sent:** \_\_\_\_\_

## WFLS/WWUZ/WVBX Radio Hire Schedule

<b>Position:</b> Promotions Coordinator	<b># of Openings:</b> 1	<input type="checkbox"/> PT
<b>Date:</b> Approved ~ 2/21/12~Filled 4/30/12		<input checked="" type="checkbox"/> FT
<b>Confirmed by:</b> John Moen, General Manager		

### Recruitment/Referral Sources:

Dates	Source	Contact Person	Address	Tel #
2/23/12- 2/29/12	The Free Lance-Star Internal Posting & Receptionist Desk	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540.374.5483
2/23/12- 2/29/12	The Free Lance-Star Intranet	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540.374.5483
2/24/12- 3/11/12	The Free Lance-Star	Amanda Casler/Staci Hibner-Noakes	616 Amelia Street Fredericksburg, VA 22401	540.374.5000
2/23/12- 3/12/12	Fredericksburg.com	Gayle Yanez	616 Amelia Street Fredericksburg, VA 22401	540.374.5483
2/24/12- 3/11/12	JobFetch.com	Amanda Casler	616 Amelia Street Fredericksburg, VA 22401	540.374.5000
2/23/12- 3/12/12	All Access www1.allaccess.com	Joel Denver	28955 Pacific Coast Hwy, #210-5 Malibu, CA 90265	310.457.6616
2/23/12- 3/12/12	TV and Radio Jobs	www.tvandradiojobs.com	H9k @tvandradiojobs.com	
2/23/12- 3/12/12	Virginia Association of Broadcasters	Kurt Pfund	250 West Main St. Suite 100 Charlottesville, VA 22902 www.vabonline.com	434.977.3716
2/23/12- 3/12/12	VARTV.com	Bob Corbin	ads@vartv.com	
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@nlgia.org	202.588.9898

### Persons Interviewed:

Date	Name	Source
3/19/12	Nicholas Swan (phone)	Jobfetch.com
3/19/12	Katie Hodge O'Mara	Employee Referral
3/19/12	Lezlie Cheryl	The Free Lance-Star
3/20/12	Scott Fitch (phone)	Fredericksburg.com
3/21/12	Marion Weatherington	Internal Posting
4/03/12	Marion Weatherington (2 <sup>nd</sup> interview)	Internal Posting
4/04/12	Katie Hodge O'Mara	Employee Referral

Date Offer Made	Date Person Starts Work	Name	Source
4/09/12	4/30/12	Marion Weatherington	Internal Posting



