

EEO PUBLIC FILE REPORT

FOR

STATIONS

WWWV / WCVL / WINA / WQMZ / WVAX / WCNR

Charlottesville, Virginia

The EEO Public File Report

Covers the one-year period

June 1, 2017 through May 31, 2018

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in the Station WWWV, WCVL, WINA, WQMZ, WVAX and WCNR's public file pursuant to Section 73.2080(c)(6) of the Federal Communications commission's ("FCC") rules.

During the dates of June 1, 2017 and May 31, 2018, the station filled the following full-time vacancies:

- 1) Marketing Consultant
- 2) Promotions Director
- 3) WCVL On-Air Personality
- 4) Vice President / General Manager

The station interviewed a total of 18 people for all full-time vacancies during the period covered in this report. The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
WWWV/WCVL/WINA/WQMZ/WVAX/WCNR - Websites	6
Saga Communications Website	0
All Access Job Bank	5
Virginia Association of Broadcasters Job Bank	0
Word of Mouth	7

Attachment A contains the following information for each full-time vacancy:

- The recruitment sources(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- The recruitment source that referred the hire for each full-time vacancy;
- The total number of persons interviewed for each full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

FULL-TIME VACANCY EEO INFORMATION – FORM BP-03
(Fill out for each full-time vacancy)

Job Title of Vacancy: Marketing Consultant Recruitment Source That Referred the Hiree: Station Website

Date Vacancy Opened: 11/30/16 Total Number of Persons Interviewed for the Vacancy: 10

Date Vacancy Filled: 6/26/17

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WWV, WCVL, WINA, WQWZ, WVAX, WCNR – Website and Ads	1140 Rose Hill Drive Charlottesville, VA 22903	Jim Principi	434-220-2300	6	No
Saga Communications Website	73 Kercheval Avenue, St 201 Grosse Pointe Farms, MI 48236	Theresa Wiley	313-886-7070		No
All Access Job Bank	*****	*****	*****		No
Virginia Association of Broadcasters Job Bank	P. O. Box 7466 Charlottesville, VA 22906	Wanda Johnson	434-984-7630		No
Word of Mouth	*****	*****	*****	4	No

FULL-TIME VACANCY EEO INFORMATION – FORM BP-03

(Fill out for each full-time vacancy)

Job Title of Vacancy: Promotions Director

Recruitment Source That
Referred the Hiree: Word of Mouth

Date Vacancy Opened: 11/14/17

Total Number of Persons
Interviewed for the
Vacancy: 3

Date Vacancy Filled: 12/14/17

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WWV, WCVL, WINA, WQWZ, WVAX, WCNR – Website	1140 Rose Hill Drive Charlottesville, VA 22903	Jim Principi	434-220-2300		No
Saga Communications Website	73 Kercheval Avenue, St 201 Grosse Pointe Farms, MI 48236	Theresa Wiley	313-886-7070		No
All Access Job Bank	*****	*****	*****	1	No
Virginia Association of Broadcasters Job Bank	P. O. Box 7466 Charlottesville, VA 22906	Wanda Johnson	434-984-7630		No
Word of Mouth	*****	*****	*****	2	No

FULL-TIME VACANCY EEO INFORMATION – FORM BP-03
(Fill out for each full-time vacancy)

Job Title of Vacancy: **WCVL On-Air Personality**
 Date Vacancy Opened: **1/9/18**
 Date Vacancy Filled: **3/21/18**

Recruitment Source That
 Referred the Hiree: **All Access**

Total Number of Persons
 Interviewed for the
 Vacancy: **2**

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WWWV, WCVL, WINA, WQWZ, WVAX, WCNR – Website	1140 Rose Hill Drive Charlottesville, VA 22903	Jim Principi	434-220-2300		No
Saga Communications Website	73 Kercheval Avenue, St 201 Grosse Pointe Farms, MI 48236	Theresa Wiley	313-886-7070		No
All Access Job Bank	*****	*****	*****	2	No
Virginia Association of Broadcasters Job Bank	P. O. Box 7466 Charlottesville, VA 22906	Wanda Johnson	434-984-7630		No
Word of Mouth	*****	*****	*****		No

FULL-TIME VACANCY EEO INFORMATION – FORM BP-03

(Fill out for each full-time vacancy)

Recruitment Source That
Referred the Hiree: All Access

Job Title of Vacancy: Vice President / General Manager

Date Vacancy Opened: 3/26/18
Total Number of Persons
Interviewed for the

Date Vacancy Filled: 4/3/18
Vacancy: 3

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WWV, WCVL, WINA, WQWZ, WVAX, WCNR – Website	1140 Rose Hill Drive Charlottesville, VA 22903	Jim Principi	434-220-2300		No
Saga Communications Website	73 Kercheval Avenue, St 201 Grosse Pointe Farms, MI 48236	Theresa Wiley	313-886-7070		No
All Access Job Bank	*****	*****	*****	2	No
Virginia Association of Broadcasters Job Bank	P. O. Box 7466 Charlottesville, VA 22906	Wanda Johnson	434-984-7630		No
Word of Mouth	*****	*****	*****	1	No

MENU OPTION ACTIVITIES

WWWV, WCVL, WINA, WQMZ, WVAX and WCNR have engaged in the following outreach activities during the year covered by this report:
June 1, 2017 through May 31, 2018.

Activity Classification	Type of Activity	Brief Description
12	Listing of upper-level category opening in a job bank	Vice President / General Manager Position
1	Participated in PVCC's 34 th Annual Job Fair on March 28, 2018.	Station personnel was present during the activities.
1	Participated in the 2018 Charlottesville Community Job Fair on May 9, 2018.	Station personnel was present during the activities.
14	Management level training to ensure equal employment opportunity	Fair Employment Workshop with Vail & Botkinrose, PLC

*For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.