

WJJS, WJXX, WROV-FM, WSNV, WYYD¹**EEO PUBLIC FILE REPORT****June 1, 2018 - May 31, 2019****I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Outside Sales Account Executive	1, 3-16	7
Market President	1-6, 8-10, 12-16	2
Sales Assistant	1, 3-10, 12-17	7

¹On May 1, 2019, WJJS(FM), Roanoke, VA (Facility ID # 64082) changed its call sign to WSTV(FM), and WSNV(FM), Salem, VA (Facility ID # 73956) changed to WJJS(FM).

WJJS, WJJX, WROV-FM, WSNV, WYYD**EEO PUBLIC FILE REPORT****June 1, 2018 - May 31, 2019****II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	All Access.com 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Phone : 310-457-6616 Url : http://www.allaccess.com Career Services Manual Posting	N	0
2	Current Employee - Transfer/Promotion	N	1
3	Hampton University Huntington Bldg. Hampton, Virginia 23668 Phone : 757-727-5405 Fax : 1-757-728-6011 Personnel Director Personnel Director	N	0
4	Hollins College Roanoke, Virginia Phone : 540-362-6364 Email : cburnette@hollins.edu Carolyn Burnette	N	0
5	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.jobs Talent Acquisition Coordinator Manual Posting	N	0
6	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
7	Indeed.com	N	5
8	Liberty University Lynchburg, Virginia Phone : 434-592-4109 Clint Meton Manual Posting	N	0

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9	Lynchburg News & Advance Lynchburg, Virginia Phone : 434-385-5500 Career Services Manual Posting	N	0
10	National Society of Black Engineers 1454 Duke Street Alexandria, Virginia 22314 Phone : (703) 549-2207 Url : www.nsbe.org Email : info@nsbe.org Fax : (703) 683-5312 Director of Placement	N	0
11	On-Air Announcement (One or More SEU Stations)	N	1
12	Roanoke Times Roanoke, Virginia Phone : 540-981-3441 Liz Mitchell Manual Posting	N	0
13	VA Dept for Aging & Rehabilitative Services 2947 Peters Creek Rd Roanoke, Virginia 24019 Phone : 540-204-9725 Url : http://www.vdars.org/ Email : Sarah.Storck@dars.virginia.gov Sarah Storck	Y	0
14	Virginia Employment Commission 5060 Valley View Blvd NW Roanoke, Virginia Url : www.vec.state.va.us Career Services Manual Posting	N	0
15	Virginia Tech Blacksburg, Virginia Phone : 540-231-8089 Donna Weikel Manual Posting	N	0
16	Virginia Western Community College Roanoke, Virginia Phone : 540-857-7298 Career Services-Renee Rice Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			7

WJJS, WJJX, WROV-FM, WSNV, WYYD**EEO PUBLIC FILE REPORT****June 1, 2018 - May 31, 2019****III. RECRUITMENT INITIATIVES**

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	7/18/2018	Participation in Job Fairs	Norcraft/Masterbrand Lynchburg Job Fair-Our SEU participated in the Norcraft/Masterbrand Lynchburg Job Fair in Lynchburg, VA. Station participant discussed careers in radio/career paths in the broadcasting field and reviewed typical employment opportunities in broadcasting generally at our stations.	1	Account Executive
2	8/5/2018	Participation in Job Fairs	Norcraft/Masterbrand Lynchburg Job Fair-Our SEU participated in the Norcraft/Masterbrand Lynchburg Job Fair in Lynchburg, VA. Station participant discussed careers in radio/career paths in the broadcasting field and reviewed typical employment opportunities in broadcasting generally at our stations.	1	Account Executive
3	9/27/2018	Participation in events sponsored by community groups	Bedford Business Expo-Our SEU participated in the Bedford Business Expo in Bedford, VA. Station participants discussed careers in radio with interested attendees.	6	Market President Account Executive Account Executive Promotions Director
4	10/29/2018	Participation in Job Fairs	Blue Ridge Regional Jail Job Fair-Our SEU participated in the Blue Ridge Regional Jail Job Fair in Lynchburg, VA. Station participants discussed careers in radio with interested attendees.	1	Account Executive
5	11/4/2018	Participation in Job Fairs	Concentrix Job Fair-Our SEU participated in the Concentrix Job Fair in Lynchburg, VA. Station participants discussed careers in radio with interested attendees.	1	Account Executive
6	2/7/2019	Participation in Job Fairs	Concentrix Job Fair-Our SEU participated in the Concentrix Job Fair in Lynchburg, VA. Station participant discussed careers in radio with interested attendees.	1	Account Executive
7	5/14/2019	Participation in Job Fairs	Bedford Cty Chamber Job Fair-Our SEU participated in the Bedford Cty Chamber Job Fair in Bedford, VA. Station participant discussed careers in radio with interested attendees.	1	Account Executive

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8	5/31/2019	Provision of training to management	SEU Market President took the Valuing Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	Market President