

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).

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

| 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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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 |
|--|--|--|---|
| 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 |