

**WNIS, WNOB, WROX-FM, WTAR, WUSH**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2022 - May 31, 2023**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Morning Producer/News Presenter/Imaging Producer	1-3, 6-8, 10-24	15
Account Executive	1-24	16
Account Executive	1-24	16
Sales & Traffic Assistant	1-4, 6-10, 12-13, 15-24	15

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Call-in/Walk-in/Mail-in 999 Waterside Drive Suite 500 Norfolk, Virginia 23510 Phone : (757) 222-2983 Bob Sinclair, Jr. Manual Posting	N	1
2	Christopher Newport University (via Handshake online system) 1 Avenue of the Arts Newport News, Virginia 23606 Phone : (757) 594-8281 Url : <a href="https://www.cnu.edu/ccp">https://www.cnu.edu/ccp</a> Polly Bradie Manual Posting	N	0
3	College Broadcasters, Inc. 6100 Main St Mail Stop 506 Houston, Texas 77005 Phone : (713) 348-2935 Email : willr@rice.edu Will Robedee	Y	0
4	E.C.P.I. University (via Handshake online system) 5555 Greenwich Rd Virginia Beach, Virginia 23462 Phone : (757) 490-9090 Pat Mirani Manual Posting	N	0
5	Employee Referral	N	1
6	Goods Entertainment PO Box 1266 Weston, Connecticut 06883 Phone : (203) 341-0111 Email : agoodman@goodsentertainment.com Adam Goodman	Y	0
7	Hampton Roads Black Media Professionals P.O. Box 2622 Norfolk, Virginia 23501 Url : <a href="http://www.hrbmp.us">http://www.hrbmp.us</a> Email : robkdrx3@gmail.com John Robinson	N	0

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8	Norfolk State University (via Handshake online system) 700 Park Ave Norfolk, Virginia 23504 Phone : (757) 823-8462 Url : <a href="http://www.nsu.edu/career_services">http://www.nsu.edu/career services</a> Dr. Terri Dixon Manual Posting	N	0
9	Old Dominion University (via Handshake online system) 5115 Hampton Boulevard Norfolk, Virginia 23529 Phone : 7576836504 Url : <a href="https://odu.edu/cds">https://odu.edu/cds</a> Jhanae Williams Manual Posting	N	0
10	Peninsula Work Link 600 Butler Farm Rd Rm 1014 Hampton, Virginia 23669 Phone : (757) 766-4900 Email : <a href="mailto:Lisa.z@drs.virginia.gov">Lisa.z@drs.virginia.gov</a> Fax : 1-757-766-4939 Lisa Wornom-Zahraddin	N	0
11	Regent University 1000 Regent University Dr Student Center 241 Virginia Beach, Virginia 23464 Phone : (757) 352-4457 Tiffany Young Manual Posting	N	0
12	Regent University (via Handshake online system) 1000 Regent University Drive Communication Building Suite 250 Virginia Beach, Virginia 23464 Phone : (757) 352-4926 Amanda Ingram Manual Posting	N	0
13	Sinclair Communications (At Work Posting) 999 Waterside Drive Suite 500 Norfolk, Virginia 23510 Phone : (757) 222-2944 David Morgan Manual Posting	N	1

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14	Sinclair Communications (Facebook) 999 Waterside Drive Suite 500 Norfolk, Virginia 23510 Phone : (757) 222-2935 Allen Fabijan Manual Posting	N	1
15	Sinclair Communications (Former Employee) 999 Waterside Drive Suite 500 Norfolk, Virginia 23510 Phone : (757) 222-2983 Bob Sinclair, Jr. Manual Posting	N	2
16	Sinclair Communications (Radio Spots) 999 Waterside Drive Suite 500 Norfolk, Virginia 23510 Phone : (757) 222-2944 David Morgan Manual Posting	N	5
17	Sinclair Communications (Websites) 999 Waterside Dr Suite 500 Norfolk, Virginia 23510 Phone : (757) 640-8500 David Thompson Manual Posting	N	3
18	Tidewater Community College 1700 College Crescent Virginia Beach, Virginia 23453 Phone : (757) 822-7228 Email : bbrock@tcc.edu Fax : 1-757-822-7232 Babi Brock	N	0
19	Urban League of Hampton Roads 7300 Newport Avenue Suite 500 Norfolk, Virginia 23505 Phone : (757) 627-0864 Fax : 1-757-966-9613 Gwendolyn Mack	N	0

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20	Virginia Association of Broadcasters 250 West Main Street Suite 100 Charlottesville, Virginia 22902 Phone : (434) 977-3716 Email : marci.malinowski@easterassociates.com Fax : 1-434-979-2439 Marci Malinowski	N	0
21	Virginia Association of Broadcasters Job Bank 250 West Main Street Suite 100 Charlottesville, Virginia 22902 Phone : (434) 977-3716 Christina Sandridge Manual Posting	N	0
22	Virginia Peninsula Community College Career Services Centre 99 Thomas Nelson Dr Hampton, Virginia 23669 Phone : (757) 865-5870 Email : bluel@vpcc.edu LaShania Blue	N	0
23	Virginia Wesleyan University (via Handshake online system) 1584 Wesleyan Drive Norfolk, Virginia 23502 Phone : (757) 455-3107 Url : <a href="https://www.vwu.edu">https://www.vwu.edu</a> Alice Jones Manual Posting	N	0
24	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>14</b>

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### III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/6/2022	Establishment of an intern program designed to assist members of the community	Virginia Association of Broadcasters (Paid) Summer Internship in conjunction with Virginia Wesleyan University. Intern learned about the business and operational aspects of radio broadcasting from the noted participants and others. Departments included on-air music and talk shows, Production, Promotions, Sales, Engineering and Traffic/Billing. Intern was given some important responsibilities for Employment Unit's most important promotional event of the year.	4	Director of Engineering Promotions Director Sales Manager Sales Manager/WNIS Program Director
2	6/8/2022	Listing of each upper-level category opening in a job bank or newsletter	Listing of all full-time job openings in the Virginia Association of Broadcasters Online Job Bank (also published in the V.A.B. monthly newsletter)	1	Director of Engineering
3	6/23/2022	Establishment of training programs for station personnel	Leadership Seminars and networking with fellow professionals at the Virginia Association of Broadcasters Annual Convention, Virginia Beach, Va., June 23-24, 2022 (attended by nearly all of the Sales staff):  1) "Outstanding Leadership in the New Normal" presentation by Dr. Michelle Rozen, "The Change Doctor"  2) "How Radio and T.V. Can Use Artificial Intelligence to Compete In a Digital World" presentation by Daniel Anstandig, C.E.O. and Co-Founder, Futuri Media	9	Sales Manager/WNIS Program Director Account Executive/Station Announcer Account Executive/Station Announcer Account Executive plus 5 other Account Executives
4	11/2/2022	Participation in Job Fairs	Virginia Wesleyan University Fall 2022 In-Person Career & Internship Fair: Met with interested students in person. Discussed potential internships, part-time jobs, careers and networking.	2	Sales Manager/WNIS Program Director Station Operator Promotions Assistant
5	11/8/2022	Participation in Job Fairs	Regent University Fall 2022 Virtual Career Fair: Connected with interested students via online video chat through the college-oriented Handshake career service. Discussed potential internships, part-time jobs, careers and networking.	1	Director of Engineering

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6	Ongoing Event	Establishment of a mentoring program	Society of Broadcast Engineers (S.B.E.) Mentorship Program: Employment Unit's Director of Engineering (the Mentor), who is an S.B.E. Certified Broadcast Radio Engineer with nearly four decades of experience in various aspects of the radio broadcasting industry, meets twice monthly during a one-year term via online video connection (Google Meet, akin to Zoom) with the Mentee, who is a young radio broadcasting engineer. Mentor & Mentee were assigned to each other by the S.B.E.'s national Education Director.	1	Director of Engineering
7	2/13/2023	Participation in events or programs sponsored by educational institutions	Sports/Entertainment/Recreation symposium at Landstown High School, Virginia Beach, Va.: Two full-time staffers from the Employment Unit, one of whom is the Morning Announcer on one of the Employment Unit's stations (as well as a nationally renowned voice actor), and the other who is a Sales Account Executive and sports talk show host, were guest speakers to an audience of students regarding careers in radio broadcasting as pertains to sports and entertainment.	2	WNOB Morning Announcer Account Executive/Station Announcer
8	2/21/2023	Establishment of an intern program designed to assist members of the community	Internship for a senior (12th Grade) student from the New Community School, which is an institution for dyslexic Virginia middle and high school students in Richmond, Va. ( <a href="https://tncs.org">https://tncs.org</a> ). The intern gained hands-on experience with on-air studio operations, radio talk shows, Production, website design, social media, and he also learned about Sales, Promotions, Engineering and other facets of the operation from front-line employees.	4	Director of Engineering Announcer/Web Designer/Social Media F.M. Production Director WNOB Morning Announcer
9	3/9/2023	Participation in Job Fairs	Virginia Wesleyan University's In-Person Career, Internships & Volunteer Fair: Met with interested students in person. Discussed potential internships, part-time jobs, careers and networking.	1	Promotions Director

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10	3/16/2023	Participation in Job Fairs	Old Dominion University Virtual Spring Career & Internship Fair: Connected with interested students via online video chat through the college-oriented Handshake career service. Discussed potential internships, part-time jobs, careers and networking.	1	Director of Engineering
11	3/21/2023	Participation in Job Fairs	Regent University Virtual Job Fair: Connected with interested students via online video chat through the college-oriented Handshake career service. Discussed potential internships, part-time jobs, careers and networking.	1	Director of Engineering
12	3/21/2023	Participation in events or programs sponsored by educational institutions	Heritage Week at Landstown High School, Virginia Beach, Va.: WNOB's Morning Announcer, Eric Worden, was a guest speaker to an audience of students, discussing careers in broadcasting and voiceover acting, including his five decades in the industry, starting as an adolescent in his family's radio station in Oregon, through his current role in the Employment Unit, along with his nationally renowned and highly lucrative voice acting and production work outside of the Employment Unit.	1	WNOB Morning Announcer
13	4/13/2023	Participation in Job Fairs	Norfolk State University Mass Communications & Journalism Week Career Fair: Met with interested students & discussed potential internships, part-time jobs and careers in radio broadcasting at this H.B.C.U. One of the Employment Unit's participants is an alumnus of the university, and was able to discuss his career path.	2	Director of Engineering Account Executive/Station Announcer