

**WVNZ – Richmond, Virginia
WTOX – Glen Allen, Virginia
EEO Public File Report
June 1, 2015 – May 31, 2016***

I. VACANCY LIST

See Section II “Master Recruitment Source List” for recruitment source data

Job Title	Recruitment Sources (“RS”)# used to fill vacancy (see Pg 2)	RS that referred hiree
[Licensee of WVNZ/WTOX has fewer than 5 full time employees and is therefore exempt but is providing recruitment information for the positions that it did fill]		
*Current Licensee acquired these facilities on November 5, 2015 and thus is only reporting for that period.		
Administrative Assistant	4, 6, 7, 8 & 9	7
Sales Representative	3, 4, 6, 8 & 9	3
Board Operator	3, 4, 6, 8 & 9	3

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II. MASTER RECRUITMENT SOURCE LIST (MRS�)

RS Number	RS Information	Source entitled to vacancy information (Y/N)	No. of Interviewees Referred by RS over reporting period
1	National Association of Broadcasters – Career Center 1771 N Street, NW Washington, DC 20036 202.429.4199 (Fax)	Y	0
2	Virginia Broadcasters Association – Job Bank 250 West Main Street Charlottesville, VA 22902 434-979-2439 (Fax)	Y	0
3	Internal referral	Y	4
4	University of Richmond Career Development Center Career Services, Tyler Haynes Commons 28 Westhampton Way University of Richmond, VA 23173 804-289-8547 (Tel)	Y	1
5	Virginia Resource Workforce Center 203 East Cary Street Richmond, VA 23219 804-344-8060 (Tel)	Y	0
6	Virginia Commonwealth University – Career Services 907 Floyd Avenue, Room 143 P.O. Box 842007 Richmond, Virginia 23284-2007 804-828-2060 (Fax)	Y	1
7	On-Line Advertising (Craigslist etc.)	N	5
8	Newspapers (Richmond Free Press/Style Weekly)	N	0
9	Broadcast (on-air) announcements	N	0

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (Menu Selection)	Brief Description of Activity
1	The WVNZ & WTOX employment unit has fewer than 5 full time employees and is therefore exempt from the recruitment initiatives requirements of the FCC’s EEO Rules.	
2	Notwithstanding its exemption, Licensee sponsored and produced the 1st “Feria de Empleo de Primavera” (Spring Job Fair) on Sunday, April 10 from 12 to 4 pm at the Chesterfield Fairgrounds in Richmond, Virginia. The purpose of the Job Fair was to connect employers looking to hire workforce among the Hispanic community with potential candidates, and to create an inventory of candidates for potential future employment with Licensee.	
3		
4		