

WNIS, WNOB, WROX-FM, WTAR, WUSH
EEO PUBLIC FILE REPORT
May 24, 2014 - May 22, 2015

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
Web Site Designer	5	5
Promotions Director	1-4, 6-25	18
Business Office Assistant	1-2, 4, 6-15, 17, 19-25	21

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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	Christopher Newport University Center for Career Planning 1 University Place Newport News, Virginia 23606-2998 Phone : 757-594-7345 Url : http://www.tvb.org/ Email : libby.westley@cnu.edu Fax : 1-757-594-8765 Libby Westley	N	0
2	College Broadcasters, Inc. 6100 Main St Mail Stop 506 Houston, Texas 77005 Phone : (713) 348-2935 Email : willr@rice.edu Will Robedee	Y	0
3	Current Employee	N	1
4	ECPI 5555 Greenwich Rd Virginia Beach, Virginia 23462 Phone : (757) 490-9090 Email : pmirani@ecpi.edu Pat Mirani	N	1
5	Exigent Circumstances	N	1
6	FMQB.com Executive Mews, F-36 1930 East Marlton Pike Cherry Hill, New Jersey 08003 Phone : (856) 424-9114 Url : www.fmqb.com Email : jodorisio@fmqb.com Fax : 1-856-424-6943 Joey Odorisio	N	0
7	Goods Entertainment PO Box 1266 Weston, Connecticut 06883 Email : adam@goodsentertainment.com Adam Goodman	Y	0
8	Hampton Roads Black Media Professionals P.O. Box 2622 Norfolk, Virginia 23501 Url : http://www.hrbmp.us Email : robkdrx3@gmail.com John Robinson	N	0

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9	Hampton University Career Counselling & Planning Centre 2 Frissell Street Hampton, Virginia 23669 Phone : (757) 727-5331 Email : careercenter@hamptonu.edu Fax : 1-757-727-5935 Andre Ledoux	N	0
10	Norfolk State University 700 Park Ave Norfolk, Virginia 23504 Phone : (757) 823-8462 Url : http://www.nsu.edu/career services James Tallmadge Manual Posting	N	0
11	Old Dominion University Career Management/College of Business 2202 Webb Center North Norfolk, Virginia 23529 Phone : (757) 683-4388 Penny Pickle Manual Posting	N	0
12	Peninsula Work Link 600 Butler Farm Rd Rm 1014 Hampton, Virginia 23669 Phone : (757) 766-4900 Email : Lisa.z@drs.virginia.gov Fax : 1-757-766-4939 Lisa Wornom-Zahraiddin	N	0
13	Regent University 1000 Regent University Dr Student Center 241 Virginia Beach, Virginia 23464 Phone : (757) 352-4106 Email : swilliams@regent.edu Fax : 1-757-352-4100 Saranette Williams	N	0
14	Sinclair Communications (At Work Posting) 999 Waterside Drive Suite 500 Norfolk, Virginia 23510 Phone : (757) 222-2944 Email : dave@wnis.com David Morgan	N	0

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15	Sinclair Communications (Facebook) 999 Waterside Drive Suite 500 Norfolk, Virginia 23510 Phone : (757) 222-2935 Email : lvarverud@sinclairstations.com Allen Fabijan	N	1
16	Sinclair Communications (Former Employee) 999 Waterside Drive Suite 500 Norfolk, Virginia 23510 Phone : (757) 222-2944 David Morgan	N	1
17	Sinclair Communications (Kate) 999 Waterside Drive Suite 500 Norfolk, Virginia 23510 Phone : (757) 222-2907 Email : kskinner@sinclairstations.com Kate Skinner	N	0
18	Sinclair Communications (Radio Spots) 999 Waterside Drive Suite 500 Norfolk, Virginia 23510 Phone : (757) 222-2944 David Morgan	N	6
19	Sinclair Communications (Websites) 999 Waterside Dr Suite 500 Norfolk, Virginia 23510 Phone : (757) 222-2933 Email : lsapp@sinclairstations.com Emily Arthur	N	1
20	Thomas Nelson Community College Career Services Center 99 Thomas Nelson Dr Hampton, Virginia 23669 Phone : (757) 865-5870 Email : bluel@tncc.edu LaShania Blue	N	0
21	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	5

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
22	Urban League of Hampton Roads 3225 High Street Portsmouth, Virginia 23707 Phone : (757) 627-0864 Fax : 1-757-966-9613 Gwendolyn Mack	N	0
23	VARTV 1725 Live Oak Trl Virginia Beach, Virginia 23456 Email : editor@vartv.com Fax : 1-757-427-2317 Robert Corbin	N	0
24	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 Marc Malinowski	N	0
25	Virginia Wesleyan College Career Services Center 1584 Wesleyan Drive Norfolk, Virginia 23502 Phone : (757) 233-8713 Email : lfentress@vwc.edu Lisa Fentress	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			17

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	6/2/2014	Establishment of a mentoring program	Ongoing mentoring of minority and female employees, as well as mentoring of a high school student.	2	Business Manager Information Technology Director	1.00
2	6/2/2014	Establishment of an intern program designed to assist members of the community	Virginia Association of Broadcasters Summer Internship Program	3	General Manager Promotions Director Local Sales Manager	1.00
3	2/4/2015	Participation in Job Fairs	Christopher Newport University Job Fair	2	Director of Engineering Announcer/Promotions Assistant	0.25
4	3/11/2015	Participation in Job Fairs	ECPI University Spring Career Fair	1	Director of Engineering	0.25
5	3/18/2015	Participation in Job Fairs	Christopher Newport University Internships & Summer Jobs Fair	2	Promotions Director Announcer/Promotions Assistant	0.25
6	4/9/2015	Participation in Job Fairs	Tidewater Community College-Virginia Beach 2015 Job Fair	3	Promotions Assistant Announcer/Promotions Assistant Promotions Director	0.25
7	4/22/2015	Co Sponsoring Job Fair	Co-sponsored Pilot Media's CareerConnection Spring Career Day	2	Local Sales Manager Local Sales Manager	1.00
TOTAL POINTS OVER REPORTING PERIOD:						4.00

Exigent Circumstance:

The Employment Unit did not engage in the complete recruiting process when there was a sudden vacancy in its Web Designer position. Because this is a critical position that requires highly specialized skills and knowledge, and because no other current employee or employees could reasonably or sufficiently perform the work, an immediate replacement had to be found. The stations of the Employment Unit rely heavily on websites and social media for community relations, public service and marketing. A woman who had interned with the Employment Unit a few years prior and whose unique qualifications were known to management from that internship was hired.