

**WFLS-FM, WWUZ(FM), WVBX(FM), WNTX(AM)  
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

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-3, 15, 17-19	17
Program Director	1-3, 5, 8, 15, 17-19	19
Account Executive	1-3, 15, 17-19	17

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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	<p><b>Station Website Postings</b> (<i>navigation link to Alpha careers website on one or more SEU stations</i>)                      Contact: Sandy Ridgeway                      10333 Southpoint Landing Blvd., Suite 215                      Fredericksburg, VA 22407                      540-374-5474</p>	No	0
2	<p><b>On-Air Announcements</b> (<i>one or more SEU stations</i>)                      Contact: Sandy Ridgeway                      10333 Southpoint Landing Blvd., Suite 215                      Fredericksburg, VA 22407                      540-374-5474</p>	No	0
3	<p><b>DC/MD/VA/DE Radio TV Media News Website</b>  <a href="http://www.dcrtv.com">www.dcrtv.com</a>                      Contact: Dave Hughes                      1981-B Villaridge Drive                      Reston, VA 20191                      703-620-9466</p>	No	0
4	<p><b>JobFetch.com</b>                      Sales Department                      616 Amelia Street                      Fredericksburg, VA 22401                      540-374-5000  <a href="mailto:acasler@freelancestar.com">acasler@freelancestar.com</a></p>	No	0
5	<p><b>All Access Music Group</b>                      Contact: Joel Denver                      28955 Pacific Coast Hwy., Ste. #210-5                      Malibu, CA 90265                      310-457-6616  <a href="http://www.allaccess.com">www.allaccess.com</a></p>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
6	<b>Corporation for Public Broadcasting</b> Contact: Carla Dalrymple 401 Ninth St., NW Washington, DC 20004-2129 202-879-9727	No	0
7	<b>Emma L. Bowen Foundation</b> Contact: Sandra Dorsey Rice 524 West 57 <sup>th</sup> Street New York, NY 10019 212-664-3486	No	0
8	<b>Illinois Center for Broadcasting</b> Contact: Don Clark 601 South LaSalle Street Chicago, IL 60605 312-884-8000 <a href="mailto:dclark@beonair.com">dclark@beonair.com</a>	No	0
9	<b>Maynard Institute for Journalism Education</b> Contact: Elizabeth Pinio 1211 Preservation Park Way Oakland, CA 94612 510-891-9202 Fax 510-891-9565	No	0
10	<b>National Association of Black Colleges</b> Contact: Lo Jelks P. O. Box 3191 Atlanta, GA 30302 404-523-6136 <a href="mailto:lojelk@aol.com">lojelk@aol.com</a>	No	0
11	<b>National Lesbian &amp; Gay Journalism Association</b> 1420 K Street, NW, Ste. 910 Washington, DC 20005 202-588-9888 x10 <a href="mailto:Info@nljja.org">Info@nljja.org</a>	No	0
12	<b>Virginia Association of Broadcasters</b> Contact: Kurt Pfund 250 West Main Street, Ste. 100 Charlottesville, VA 22920 434-977-3716	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	<b>Virginia Radio &amp; Television</b> Contact: Bob Corbin 757-427-2317 <a href="mailto:editor@vartv.com">editor@vartv.com</a> <a href="http://www.vartvb.com">www.vartvb.com</a>	No	0
14	<b>Indeed Website</b> Customer Service 470 W. Avenue Stamford, CT 203-564-2418 <a href="http://www.indeed.com">www.indeed.com</a>	No	0
15	<b>University of Mary Washington</b> 1301 College Avenue Fredericksburg, VA 22401 540-654-1000 <a href="http://www.umw.edu/careercenter">www.umw.edu/careercenter</a>	No	0
16	<b>LinkedIn Website</b> Mountain View, CA <a href="http://www.linkedin.com">www.linkedin.com</a>	No	0
17	<b>Word-of-Mouth Referral</b>	No	7
18	<b>SEU Job Fairs</b> ( <i>see Section III</i> )	No	0
19	<b>Alpha Media Career Website</b> <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	No	7
20	<b>Walk-In/Self-Referral</b>	No	0
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			14

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
1	Participate in an event or program sponsored by or behalf of an educational institution relating to careers in broadcasting	On October 10, 2018, our Business Manager/Human Resources participated in the Stafford High School Career and College Day Job Fair in Falmouth, VA. She met with senior students and reviewed the different positions that are available in the radio industry and also discussed how a career in radio can open doors to community involvement and different charity organizations and events.
2	Host job fair	On May 28 and 29, 2019, our SEU hosted a virtual job fair, soliciting local businesses as exhibitors, organizing the logistics surrounding the event, promoting it on-air and online as well as participating as a local employer. The job fair was open 24 hours a day for interested attendees to “visit” the exhibitors booths and submit resumes, Our Business Manager monitored the online activity throughout the duration of the event.
3	Mentoring/training program designed to enable station personnel to acquire skills that could qualify them for higher-level positions	Over the past 12 months, the Director of Operations mentored and trained the WFLS Assistant Program Director to enhance her skills on scheduling of music, optional programs, and part-time on-air talent as well as outreach to up-and-coming artists. The training is designed to elevate her skills, specifically qualifying her for a future Director of Operations or Program Director position
4	Mentoring/training program designed to enable station personnel to acquire skills that could qualify them for higher-level positions	Shortly after her hire, our SEU’s Promotions Director showed an interest in serving as an On-Air Talent. Beginning August 2018, our SEU offered training, including bi-weekly meetings with our SEU’s Operations Director review air checks. In addition, she has been trained as a Remote Broadcast Talent, enabling her to represent the station at client remotes. The individual now holds the positions of Promotions Director and mid-day WVBX On-Air Talent.

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>5</b>	Mentoring/training program designed to enable station personnel to acquire skills that could qualify them for higher-level positions	Our SEU's Promotions Assistant showed an interest in serving as an On-Air Talent. In June 2018, our SEU began training for that individual, which includes bi-weekly air checks and weekly meetings on how to schedule music. Our SEU developed and implemented a learning system to train him as an On-Air Talent as well as teach him programming duties for WWUZ. Our SEU also recently expanded that to writing imaging for the station. The individual is now tasked with an on-air shift as well as maintaining his Promotions Assistant position.