

Monticello Media (WCHV/WCYK/WHITE/WKAV/WZGN)**EEO PUBLIC FILE REPORT****May 25, 2019 - May 31, 2020****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
Account Executive (Outside Sales) Open Date: 8/19/2019 Hire Date: 10/1/2019	1-9, 11-12, 14-19, 21-24, 26-30, 32-38, 40-48	23
Digital Sales Manager Open Date: 10/31/2019 Hire Date: 11/11/2019	1-12, 14-19, 21-35, 38-48	23
Account Executive (Outside Sales) Open Date: 11/3/2019 Hire Date: 2/1/2020	1-6, 8-35, 38-48	23

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Albemarle Career Center 1600 5th St., Ext., Suite A Charlottesville, Virginia 22902 Phone : 434-972-4010 Email : jwade@albemarle.org Fax : 1-434-972-4080 Juan Wade	Y	0
2	Albemarle County Public Schools 401 McIntire Road Charlottesville, Virginia 22901 Phone : 434-293-0288 Email : HAIRSTON@k12albemarle.org Bernard Hairston	Y	0
3	American University 4400 Mass Avenue, NW Washington, District of Columbia 20016-8017 Phone : 202-885-1804 Email : katina@american.edu Fax : 1-202-885-1861 Katina Tsangarides	Y	0
4	American Women in Radio & Television 8405 Greensboro Dr., Suite 800 McLean, Virginia 22102 Phone : 703-506-3290 Url : www.awrt.org Fax : 1-703-506-3266 Maria E Brennan	N	0
5	Appalachian State University 287 Rivers St Boone , North Carolina 28607 Phone : 828-262-2180 Url : www.appstate.edu Email : glidewellmk@appstate.edu Fax : 1-828-262-2834 Mary Kelly Glidewell	N	0
6	Carolina School of Broadcasting 3435 Performance Rd Charlotte, North Carolina 28214 Phone : 704-395-9272 Email : alyson.young@csbradiotv.edu Fax : 1-704-395-9698 Alyson Young	N	0

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7	Charlottesville Job Fair Economic Dev. Office 610 East Market St. Charlottesville, Virginia 22901 Phone : 434-970-3117 Email : leeh@charlottesville.org Fax : 1-434-970-3299 Hollie Lee	N	0
8	Duquesne University Career Services Center 600 Forbes Ave. Pittsburgh, Pennsylvania 15282 Phone : 412-396-6644 Email : skriba@duq.edu Fax : 1-412-396-6646 Sandy Skriba	N	0
9	East Stroudsburg University Career Services 200 Prospect Street East Stroudsburg, Pennsylvania 18301 Phone : 570-422-3219 Email : sjones@esu.edu Sharone Jones	N	0
10	ECPI College of Technology 5555 Greenwich Road Virginia Beach, Virginia 23462 Email : careerservices@ecpi.edu Mary Taylor	N	0
11	Elizabeth City State University Parkview Drive Elizabeth City, North Carolina 27909 Phone : 252-335-3516 Email : rmjones@mail.ecsu.edu Fax : 1-252-335-3745 Randy Jones	N	0
12	Emory & Henry College PO Box 947 Emory, Virginia 24327-0947 Phone : 276-944-6922 Url : www.ehc.edu Email : agardner@ehc.edu Amanda Gardner	N	0
13	Employee Referral	N	1

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14	Foundation for Minority Interests in Media 1299 Pennsylvania Ave Washington, District of Columbia 20004 Phone : 202-637-4494 Url : www.emmabowenfoundation.com Fax : 1-202-637-4495 Phylis A Eagle-Oldson	N	0
15	Hampton Roads Employment Weekly 5457-A Greenwich Road Virginia Beach, Virginia 23462 Phone : 757-446-2795 Email : awright@pilotonline.com Anna Wright	N	0
16	Hampton University 2 Frissel Ave Hampton, Virginia 23668 Phone : 757-727-5331 Url : www.hamptonu.edu Email : bessie.willis@hamptonu.edu Fax : 1-757-727-5935 Bessie Willis	N	0
17	Hispanic Link News Service, Inc. 1420 N. St., NW Washington, District of Columbia 20005 Phone : 202-234-0280 Email : hectorericksen@me.com Fax : 1-202-234-4090 EEO Officer	N	0
18	Howard University Office of Career Services 525 Bryant Street, NW, Suite C-220 Washington, District of Columbia 20059 Phone : 202-806-5806 Url : www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
19	Indeed.com 6433 Champion Grandview Way Austin, Texas 78750 Phone : 434-817-7606 Url : www.indeed.com Ralph Salierno Manual Posting	N	4
20	Linked In	N	1

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21	Longwood University 201 High St. Lancaster Hall G08 Farmville, Virginia 23909 Phone : 434 395-2063 Email : esteslw@longwood.edu Fax : 1-434-395-2885 Lynn Estes	Y	0
22	Michigan State University 409 Communication Arts Building East Lansing, Michigan 48824-1212 Phone : (517) 353-9753 Email : reidg@msu.edu Fax : 1-517-353-1292 Gary Reid	N	0
23	Monticello Media On Air 481 Hillsdale Dr., Suite 300 Charlottesville, Virginia 22901 Phone : 434-817-7606 Url : www.monticellomedia.com Ralph Salierno Manual Posting	N	5
24	Monticello Media Website 481 Hillsdale Dr., Suite 300 Charlottesville, Virginia 22901 Phone : 434-817-7606 Url : www.monticellomedia.com Ralph Salierno Manual Posting	N	0
25	N.C. State Career Development Center 2100 Pullen Hall 201 Dan Allen Drive Raleigh, North Carolina 27695-7314 Phone : 919-515-2396 Email : career-development@ncsu.edu Fax : 1-919-515-8078 Career Services	N	0
26	NAACP 8 West 26th Street Careers Baltimore, Maryland 21218 Phone : 410-366-3300 Email : mba@mbaweb.org Fax : 1-410-366-3304 G.I. Johnson	N	0

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27	National Association of Black Journalists 1100 Knight Hall Suite 3101 College Park, Maryland 20742 Phone : 646-792-3846 Email : eric@nabjcareers.org Fax : 1-301-314-1714 Eric Wee	N	0
28	National Society of Black Engineers 205 Daingerfield Rd Alexandria, Virginia 22314 Phone : 703-549-2207 Url : www.nsbe.org Email : mducksworth@nsbe.org Fax : 1-703-683-5312 Director of Placement n/a	N	0
29	Norfolk State University 700 Park Ave SSC Room 318 Norfolk, Virginia 23504 Phone : 757-823-8462 Email : careerservices@nsu.edu Fax : 1-757-823-2075 Michael Shackelford	N	0
30	North Carolina A&T State University 1601 East Market St. Greensboro, North Carolina 27401 Phone : 336-334-7862 Email : downingc@ncat.edu Fax : 1-336-334-7018 Cynthia Downing	N	0
31	Ohio and Illinois Centers for Broadcasting 9885 Rockside Rd Ste 160 Cleveland, Ohio 44125 Phone : 234-203-2768 Email : lleciejewski@beonair.com Fax : 1-234-203-2768 Linda Leciejewski	N	0
32	Pennsylvania State University 208 Carnegie Building University Park, Pennsylvania 16803 Phone : 814-863-6081 Email : klp5485@psu.edu Fax : 1-814-863-8044 Gary Abdullah	N	0

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33	Piedmont Virginia Community College Career Services Manager 501 College Dr. Charlottesville, Virginia 22902 Phone : 434.961.5231 Email : aluck@pvcc.edu Andre Luck	N	0
34	Radford University East Main Street Radford, Virginia 24142 Phone : 540-831-6528 Url : www.runet.edu Email : csutphin@radford.edu Carolyn Sutphin	N	0
35	Radio On-Line 3500 Tripp Avenue Amarillo, Texas 79121-1637 Phone : 806-352-7503 Url : http://www.radioonline.com Email : ronchase@radioonline.com Fax : 1-806-352-3677 Ron Chase	N	0
36	St. Pauls College 115 College Dr. Lawrenceville, Virginia 23868 Phone : 651-846-1384 Email : career.services@saintpaul.edu Fax : 1-434-848-6411 Alta Thomas	N	0
37	The Association for Women in Communications, Inc. 780 Ritchie Highway Suite 28-S Severna Park, Maryland 21146 Phone : 410-886-8606 Email : kandice@clubmanagementservices.com Fax : 1-410-544-4640 Office Manager	N	0
38	UNC School of Media and Journalism Campus Box 3345 Chapel Hill, North Carolina 27599-3365 Phone : (919) 962-5694 Email : catuggle@unc.edu Charles Tuggle	N	0

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39	University of MD 3107 Knight Hall College Park, Maryland 20740 Phone : 301-405-7247 Email : aflynn1@umd.edu Adrienne Flynn	N	0
40	VARTV.com 1725 Live Oak Trail Virginia Beach, Virginia 23456 Phone : 757-427-2317 Url : www.vartv.com Email : ads@vartv.com Robert Corbin	N	0
41	Virginia Association of Broadcasters 250 West Main St. Suite 100 Charlottesville, Virginia 22902 Phone : 434-326-9815 Url : www.vabonline.com Email : christina.sandridge@easterassociates.com Fax : 1-434-979-2439 Christina Sandridge	N	0
42	Virginia Commonwealth University General Purpose Academic Bldg 901 W Main St. Richmond, Virginia 23284 Email : careers@vcu.edu Paula Otto	N	0
43	Virginia Employment Commission 2211 Hydraulic Road Charlottesville, Virginia 22901 Phone : 434-282-2954 Donald Shotwell Manual Posting	Y	0
44	Virginia State University PO Box 9410 Petersburg, Virginia 23806 Phone : 804-524-5211 Url : www.vsu.edu Email : ichecks@vsu.edu Iris S Cheeks	N	0

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45	Virginia Workforce Development 200 Bob Morrison Blvd Bristol, Virginia 24202 Phone : 276-642-7350 Url : www.vec.virginia.gov Email : bristol@vec.virginia.gov Gerald Smith	N	0
46	Washington & Lee University Dept of Journalism & Mass Communication 204 W. Washington St Lexington, Virginia 24450-0303 Phone : 540-458-8865 Email : artwicke@wlu.edu Claudette Artwick	N	0
47	West Virginia University Reed College of Media 1511 University Ave. P.O Box 610 Morgantown, West Virginia 26506-6010 Email : mreed@wvu.edu Maryanne Reed	N	0
48	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			11

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	6/3/2019	Establishment of an intern program designed to assist members of the community	Beginning of 8-week paid summer internship program. University of Virginia student worked at stations for 8 weeks for paid intern training in on-air, promotions, and social media marketing.	3	Operations Manager Program Director Production Director
2	10/30/2019	Participation in events or programs sponsored by educational institutions	Attended the 10th Grade Career Pathways Expo (2 day event) where several local high school students learned about different career paths. We taught them about the radio industry and gave them the opportunity to "record" their own sample breaks.	1	On-air personality