

Monticello Media EEO Report 6/2016-5/2017**EEO PUBLIC FILE REPORT****June 1, 2016 - May 31, 2017****I. VACANCY LIST**

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

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hiree |
|--|--|-------------------------------|
| Account Executive Open Date: 4/1/2016 Hire Date: 7/25/2016 | 1-31 | 22 |
| Account Executive Open Date: 4/1/2016 Hire Date: 9/1/2016 | 1-31 | 9 |
| Account Executive Open Date: 4/1/2016 Hire Date: 11/1/2016 | 1-31 | 22 |
| Account Executive Open Date: 4/1/2016 Hire Date: 3/15/2017 | 1-31 | 19 |
| Account Executive Open Date: 4/1/2016 Hire Date: 5/1/2017 | 1-31 | 19 |

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II. MASTER RECRUITMENT SOURCE LIST ("MRSLS")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|-----------|---|---|--|
| 1 | African American Student Affairs 1107 Pullen Hall Raleigh, North Carolina 27695-7314 Phone : (919) 515-3835 Email : Tracey_Ray@ncsu.edu Fax : 1-919-515-8078 Tracey Ray | N | 0 |
| 2 | Albemarle Career Center Albemarle County Department of Social Services 1600 5th St., Ext., Suite A Charlottesville, Virginia 22902 Phone : 434 972-4010 Fax : 1-434-872-4506 Linda Paddock | Y | 0 |
| 3 | Albemarle County Public Schools 401 McIntire Road Charlottesville, Virginia 22901 Email : HAIRSTON@k12albemarle.org Bernard Hairston | 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 | AWC Assc. for Women in Communications, Inc. 780 Ritchie Highway Suite 28-S Severna Park, Maryland 21146 Phone : 410-544-7442 Url : www.womcom.org Fax : 1-410-544-4640 n/a n/a | N | 0 |
| 6 | Black Broadcasters Alliance 711 West 40th St. Suite 330 Baltimore, Maryland 21211 Phone : (410) 662-4536 Url : www.thebba.org Email : e-mail@thebba.org Fax : 1-410-662-0816 Director of Placement n/a | N | 0 |

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|-----------|--|---|--|
| 7 | CharlottesvilleHelpWanted.com charlottesvillehelpwanted.com Charlottesville, Virginia Phone : 1.800.365.8630 Tyler Spratt Manual Posting | N | 0 |
| 8 | E-mail Inquiry | N | 1 |
| 9 | Facebook post | N | 2 |
| 10 | 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 |
| 11 | Hampton University 114 Wigwam Bldg Hampton, Virginia 23668 Phone : 757.727.5331 Url : www.hamptonu.edu Email : careercenter@hamptonu.edu Fax : 1-757-727-5935 Vivian Wren David | N | 0 |
| 12 | Howard University School of Communications Office of Career Development 525 Bryant Street, NW, Suite C-107 Washington, District of Columbia 20059 Phone : 202-806-6100 Url : www.howard.edu Email : cdudley@howard.edu Carol Dudley | N | 0 |
| 13 | Indeed.com 6433 Champion Grandview Way Austin, Texas Url : www.indeed.com Steve Gaines Manual Posting | N | 2 |
| 14 | Linked In | N | 1 |

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|-----------|--|---|--|
| 15 | 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 |
| 16 | Media Job Line 1736 Jumpers Run Charlottesville, Virginia 22911 Email : hooscamsdad@icloud.com Steve Thomas | N | 0 |
| 17 | Monticello Media Website 1150 Pepsi Pl Ste 300 Charlottesville, Virginia 22901-2865 Phone : 434-817-7620 Url : www.monticellomedia.com Steve Gaines Manual Posting | N | 0 |
| 18 | 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 |
| 19 | Non-Employee Referral | N | 3 |
| 20 | Norfolk State University 2401 Coprew Ave. Norfolk, Virginia 23504 Phone : 757-823-8462 Email : careerservices@nsu.edu Fax : 1-757-823-2075 Benjamin Ellis, Jr. | N | 0 |
| 21 | North Carolina A&T State University 1601 East Market St. Greensboro, North Carolina 27401 Phone : 336-334-7862 Email : mahoneya@ncat.edu Fax : 1-336-334-7477 Angela Mahoney | N | 0 |

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|-----------|---|---|--|
| 22 | On-Air MonticelloMedia 1150 Pepsi Place, Suite 300 Charlottesville, Virginia 22901 Phone : 4348717620 Url : www.monticellomedia.com Steve Gaines Manual Posting | N | 6 |
| 23 | Piedmont Virginia Community College Career Services Manager 501 College Dr. Charlottesville, Virginia 22902 Email : aluck@pvcc.edu Andre Luck | N | 0 |
| 24 | Radford University East Main Street Radford, Virginia 24142 Phone : 540.831.5373 Url : www.runet.edu Email : csutphin@radford.edu Carolyn Sutphin | N | 0 |
| 25 | 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 |
| 26 | University of NC Campus Box 3345 Chapel Hill, North Carolina 27599-3365 Email : catuggle@unc.edu Charles Tuggle | N | 0 |
| 27 | 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 |

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|--|--|--|---|
| 28 | Virginia Association of Broadcasters 600 Peter Jefferson Parkway Suite 300 Charlottesville, Virginia 22911 Phone : 434.977.3716 Url : www.vabonline.com Email : Amanda.Snyder@easterassociates.com Fax : 1-434-979-2439 Amanda Snyder | N | 0 |
| 29 | Virginia Employment Commission 2211 Hydraulic Road Charlottesville, Virginia 22901 Phone : 434 295-4234 Email : Wanda.Johnson@vec.virginia.gov Fax : 1-434-295-4234 Wanda Johnson | Y | 0 |
| 30 | Virginia Workforce Development PO Box 16129 Bristol, Virginia 24209-6129 Phone : 276.642.7350 Url : www.vec.virginia.gov Email : bristol@vec.virginia.gov Gerald Smith | N | 0 |
| 31 | West Virginia University PI Reed School of Journalism WVU Morgantown Virginia 26506 Email : mreed@wvu.edu Maryanne Reed | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 15 |

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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 | 6/13/2016 | Participation in scholarship programs | 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 | General Manager Operations Manager Program Director | 1.00 |
| 2 | 10/26/2016 | Participation in Job Fairs | Attended career event at University of Virginia to promote paid summer internship program in conjunction with the Virginia Association of Broadcasters. The goal to increase awareness to broadcast training/careers and gain applicants for our stations. | 1 | General Manager | 0.25 |
| 3 | 3/22/2017 | Co Sponsoring Job Fair | Piedmont Va Community College Job Fair | 5 | Operations Manager Director of Sales Program Director Program Director | 1.00 |
| 4 | 5/4/2017 | Co Sponsoring Job Fair | Charlottesville Community Job Fair | 4 | Operations Manager Director of Sales Local Sales Manager Program Director | 1.00 |
| TOTAL POINTS OVER REPORTING PERIOD: | | | | | | 3.25 |