

**Monticello Media (WCHV/WCYK/WHITE/WKAV/WZGN)****EEO PUBLIC FILE REPORT****June 1, 2018 - May 24, 2019****I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Manager (Outside Sales) Open Date: 5/17/2018 Hire Date: 6/19/2018	1-2, 5-6, 8, 10-13, 15, 17, 19-36, 38-40, 42, 44-45	20
Middays / Production Open Date: 6/5/2018 Hire Date: 7/25/2018	1-5, 7-12, 14-15, 17, 19-20, 22, 24-35, 38-45	14
Digital Sales Manager Open Date: 12/27/2018 Hire Date: 2/15/2019	1-2, 4-5, 7, 10-13, 15-20, 22, 24-26, 28- 35, 37-45	20
Business Manager Open Date: 2/18/2019 Hire Date: 3/11/2019	1-2, 4-5, 7, 10-13, 15-20, 22, 24-26, 28- 35, 37-45	20

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Albemarle Career Center 1600 5th St., Ext., Suite A Charlottesville, Virginia 22902 Phone : 434-972-4010 Fax : 1-434-872-4506 Linda Paddock  Prong 2 Start Date: 12/4/2008	Y	0
2	Albemarle County Public Schools 401 McIntire Road Charlottesville, Virginia 22901 Phone : 434-293-0288 Email : HAIRSTON@k12albemarle.org Bernard Hairston  Prong 2 Start Date: 11/26/2008	Y	0
3	AllAccess.com 28955 Pacific Coast Highway Suite 210-5 Malibu, California 90265 Phone : 310-457-6616 Url : www.allaccess.com Email : jdenver@allaccess.com Fax : 1-310-457-8058 Joel Denver	N	1
4	American University 4400 Mass Avenue, NW Washington, District of Columbia 20016-8017 Phone : 202-885-2591 Email : theworkline@american.edu Fax : 1-202-885-1861 Jennifer Gross  Prong 2 Start Date: 1/19/2010	Y	0
5	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

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
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
7	Charlottesville Job Fair Economic Dev. Office 610 East Market St. Charlottesville, Virginia 22901 Phone : 434-970-3117 Email : leeh@charlottesville.org Hollie Lee	N	0
8	CharlottesvilleHelpWanted.com 1085 Route 55, Unit 14 Lagrangeville, New York 12540 Phone : 800-365-8630 Url : https://regionalhelpwanted.com/charlottesville-jobs/ Tyler Spratt Manual Posting	N	0
9	Current Employee	N	1
10	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
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

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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	4
14	Former Employee	N	1
15	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
16	Hampton Roads Employment Weekly 5457-A Greenwich Road Virginia Beach, Virginia 23462 Phone : 757-446-2795 Email : awright@pilotonline.com Anna Wright	N	0
17	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
18	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

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19	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
20	Indeed.com 6433 Champion Grandview Way Austin, Texas 78750 Phone : 434-817-7606 Url : www.indeed.com Ralph Salierno Manual Posting	N	7
21	LinkedIn 2029 Stierlin Court Mountain View, California 94043 Phone : 4342427990 Url : linkedin.com Job Listings Manual Posting	N	0
22	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  Prong 2 Start Date: 1/19/2010	Y	0
23	Media Job Line 1736 Jumpers Run Charlottesville, Virginia 22911 Email : hooscamsdad@icloud.com Steve Thomas	N	0
24	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

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25	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	0
26	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
27	N.C. State 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
28	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
29	National Society of Black Engineers 1454 Duke Street Alexandria, Virginia 22314 Phone : 703-549-2207 Url : www.nsbe.org Email : info@nsbe.org Fax : 1-703-683-5312 Director of Placement n/a	N	0
30	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

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31	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
32	Pennsylvania State University 208 Carnegie Building University Park University Park, Pennsylvania Phone : 814-863-6081 Email : jqs1@psu.edu Fax : 1-814-863-8044 Joseph Selden	N	0
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 : 540-831-5373 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

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36	Temple University Dept. of Broadcasting, Telecom & Mass Media Annenberg Hall Room 6 Philadelphia, Pennsylvania 19122 Phone : 215-204-5401 Url : www.temple.edu Email : mary.rantin@temple.edu Fax : 1-215-204-5402 Mary Rantin	N	0
37	The Association for Women in Communications, Inc. 780 Ritchie Highway Suite 28-S Severna Park, Maryland 21146 Phone : 410-544-7442 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
39	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
40	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
41	Virginia State University PO Box 9410 Petersburg, Virginia 23806 Phone : 804-524-6799 Url : www.vsu.edu Email : icheeks@vsu.edu Iris S Cheeks	N	0



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42	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
43	Washington & Lee University Dept of Journalism & Mass Communication 204 W. Washington St Lexington, Virginia 24450-0303 Phone : 540-458-8865 Email : artwickc@wlu.edu Claudette Artwick	N	0
44	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
45	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>14</b>

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	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>	<b>Points</b>
1	6/4/2018	Establishment of an intern program designed to assist members of the community	Beginning of 8-week paid summer internship program. Christopher Newport University student worked at stations for 8 weeks for paid intern training in on-air, promotions, and social media marketing.	4	General Manager Operations Manager Program Director Program Director	1.00
2	9/12/2018	Participation in Job Fairs	Charlottesville Veteran & Community Job Fair at Carver Rec Center 10am-2pm. The stations manned a booth and talked to job seekers about a potential career in broadcasting/sales at Monticello Media.	2	Program Director News Director	0.25
3	10/29/2018	Participation in events or programs sponsored by educational institutions	Career expo for 10th graders from several counties in our listening area. We had a soundboard and audio editing program set up and gave students the opportunity to do some mock broadcasts to experience how the industry works.	2	On-air personality On-air personality	0.25
4	3/18/2019	Participation in events or programs sponsored by educational institutions	2019 Explore Careers Day with Piedmont Virginia Community College and Albemarle, Greene, and Nelson County school districts. Middle school students learned about career readiness and we taught them about the radio industry.	2	Program Director On-air personality	0.25
5	3/27/2019	Participation in Job Fairs	Piedmont Virginia Community College Annual Job Fair 2019. The stations manned a booth and talked to job seekers about a potential career in broadcasting/sales at Monticello Media.	2	Operations Manager On-air personality	0.25
6	5/23/2019	Participation in Job Fairs	2019 Charlottesville Community Job Fair. The stations manned a booth and talked to job seekers about a potential career in broadcasting/sales at Monticello Media.	2	Operations Manager On-air personality	0.25
<b>TOTAL POINTS OVER REPORTING PERIOD:</b>						<b>2.25</b>