

EEO PUBLIC FILE REPORT

FOR

STATIONS

WJMA FM, Culpeper, VA

WOJL FM, Louisa, VA

WCVA AM, Culpeper, VA

WVCV AM, Orange, VA

This EEO Public File Report
Covers the One-Year Period
Ending on May 21, 2011

ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES

**FULL-TIME VACANCY EEO INFORMATION
WJMA WOJL WCVA WVCV**

Job Title of Vacancy: Sales Consultant

**Recruitment Source That
Referred the Hire: WOJL Radio**

Date Vacancy Opened: 05/17/10

Total Persons Interviewed for the Vacancy: 6

Date Vacancy Filled: 06/21/10

Recruitment Sources Used to Fill the Vacancy

| Name of Recruitment Source | Address | Contact Person | Telephone Number | Total Number of Interviewees Referred by the Source for the Vacancy | Did the Source Request Notification? |
|-----------------------------------|---|-----------------------|-------------------------|--|---|
| WOJL/WJMA/WCVA/WVCV | P.O. Box 271 Orange, VA 22960 | Gary Harrison | 540-825-3900 | 4 | No |
| The Central Virginian | P.O. Box 464 Louisa, VA 23093 | Classified Dept | 540-967-0457 | 1 | |
| The Culpeper Star-Exponent | 471 James Madison Hwy Culpeper, VA 22701 | Classified Dept | 540-8250771 | 4 | |
| Louisa Chamber of Commerce | P.O. Box 955 Louisa, VA 23093 | Deana Meredith | 540-967-0944 | | |
| Culpeper Branch NAACP | P.O. Box 687 Culpeper, VA 22701 | | 540-589-8835 | | |
| Orange Branch NAACP | P.O. Box 776 Orange, VA 22960 | Ruth Lewis Smith | 540-854-5318 | 1 | |
| Louisa Branch NAACP | P.O. Box 2156 Louisa, VA 23093 | | 540-967-3027 | | |

| | | | | | |
|---|---|-----------------|------------------|---|--|
| VA Assoc. Of Broadcasters VAB Online | 250 W. Main St., Suite 100 Charlottesville, VA 22902 | Christina Meyer | 434-977-3716 | 1 | |
| VARTV.COM | 1725 Live Oak Tr. Virginia Beach, VA 23456 | Robert Corbin | editor@vartv.com | | |
| All Access Music Group | 98955 Pacific Coast Hwy. Malibu, CA 90265 | Joel Denver | allaccess.com | 2 | |
| Orange Chamber of Commerce | P.O. Box 146 Orange, VA 22960 | Barbara Banner | 540-672-5216 | | |
| Culpeper Chamber of Commerce | 109 S. Commerce St. Culpeper, VA 22701 | Martha Snider | 540-825-8628 | | |
| 1055SAMFM.COM | P.O. Box 271 Orange, VA 22960 | Gary Harrison | 540-967-1142 | 1 | |
| WJMAFM.COM | P.O. Box 271 Orange, VA 22960 | Gary Harrison | 540-825-3900 | 1 | |
| CulpeperFest Recruitment | 109 S. Commerce St. Culpeper, VA 22701 | Jim Charapich | 540-825-8628 | 2 | |
| Word of Mouth | | | | | |

**FULL-TIME VACANCY EEO INFORMATION
WJMA WOJL WCVA WVCV**

Job Title of Vacancy: Sales Consultant

**Recruitment Source That
Referred the Hire: CulpeperFest Recruitment**

Date Vacancy Opened: 05/17/10

Total Persons Interviewed for the Vacancy: 6

Date Vacancy Filled: 06/23/10

Recruitment Sources Used to Fill the Vacancy

| Name of Recruitment Source | Address | Contact Person | Telephone Number | Total Number of Interviewees Referred by the Source for the Vacancy | Did the Source Request Notification? |
|-----------------------------------|---|-----------------------|-------------------------|--|---|
| WOJL/WJMA/WCVA/WVCV | P.O. Box 271 Orange, VA 22960 | Gary Harrison | 540-825-3900 | 4 | No |
| The Central Virginian | P.O. Box 464 Louisa, VA 23093 | Classified Dept | 540-967-0457 | 1 | |
| The Culpeper Star-Exponent | 471 James Madison Hwy Culpeper, VA 22701 | Classified Dept | 540-8250771 | 4 | |
| Louisa Chamber of Commerce | P.O. Box 955 Louisa, VA 23093 | Deana Meredith | 540-967-0944 | | |
| Culpeper Branch NAACP | P.O. Box 687 Culpeper, VA 22701 | | 540-589-8835 | | |
| Orange Branch NAACP | P.O. Box 776 Orange, VA 22960 | Ruth Lewis Smith | 540-854-5318 | 1 | |
| Louisa Branch NAACP | P.O. Box 2156 Louisa, VA 23093 | | 540-967-3027 | | |

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| VARTV.COM | 1725 Live Oak Tr. Virginia Beach, VA 23456 | Robert Corbin | editor@vartv.com | | |
| All Access Music Group | 98955 Pacific Coast Hwy. Malibu, CA 90265 | Joel Denver | allaccess.com | 2 | |
| Orange Chamber of Commerce | P.O. Box 146 Orange, VA 22960 | Barbara Banner | 540-672-5216 | | |
| Culpeper Chamber of Commerce | 109 S. Commerce St. Culpeper, VA 22701 | Martha Snider | 540-825-8628 | | |
| 1055SAMFM.COM | P.O. Box 271 Orange, VA 22960 | Gary Harrison | 540-967-1142 | 1 | |
| WJMAFM.COM | P.O. Box 271 Orange, VA 22960 | Gary Harrison | 540-825-3900 | 1 | |
| CulpeperFest Recruitment | 109 S. Commerce St. Culpeper, VA 22701 | Jim Charapich | 540-825-8628 | 2 | |
| Word of Mouth | | | | | |

**FULL-TIME VACANCY EEO INFORMATION
WJMA WOJL WCVA WVCV**

Job Title of Vacancy: Sales Consultant

**Recruitment Source That
Referred the Hire: All Access Music Group**

Date Vacancy Opened: 09/02/10

Total Persons Interviewed for the Vacancy: 4

Date Vacancy Filled: 11/01/10

Recruitment Sources Used to Fill the Vacancy

| Name of Recruitment Source | Address | Contact Person | Telephone Number | Total Number Referred by the Source for the Vacancy | Did the Source Request Notification? |
|---|---|-----------------------|-------------------------|--|---|
| WOJL/WJMA/WCVA/WVCV | P.O. Box 271 Orange, VA 22960 | Gary Harrison | 540-825-3900 | 2 | No |
| The Central Virginian | P.O. Box 464 Louisa, VA 23093 | Classified Dept | 540-967-0457 | | |
| The Culpeper Star-Exponent | 471 James Madison Hwy Culpeper, VA 22701 | Classified Dept | 540-8250771 | 3 | |
| Louisa Chamber of Commerce | P.O. Box 955 Louisa, VA 23093 | Deana Meredith | 540-967-0944 | | |
| Culpeper Branch NAACP | P.O. Box 687 Culpeper, VA 22701 | | 540-589-8835 | | |
| Orange Branch NAACP | P.O. Box 776 Orange, VA 22960 | Ruth Lewis Smith | 540-854-5318 | | |
| Louisa Branch NAACP | P.O. Box 2156 Louisa, VA 23093 | | 540-967-3027 | | |
| VA Assoc. Of Broadcasters VAB Online | 250 W. Main St., Suite 100 Charlottesville, VA 22902 | Christina Meyer | 434-977-3716 | | |

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| Culpeper Chamber of Commerce | 109 S. Commerce St. Culpeper, VA 22701 | Martha Snider | 540-825-8628 | | |
| 1055SAMFM.COM | P.O. Box 271 Orange, VA 22960 | Gary Harrison | 540-967-1142 | | |
| WJMAFM.COM | P.O. Box 271 Orange, VA 22960 | Gary Harrison | 540-825-3900 | 2 | |
| CulpeperFest Recruitment | 109 S. Commerce St. Culpeper, VA 22701 | Jim Charapich | 540-825-8628 | | |
| Word of Mouth | | | | 1 | |

FULL-TIME VACANCY EEO INFORMATION

WJMA WOJL WCVA WVCV

Job Title of Vacancy: Sales Consultant

Recruitment Source That Referred the Hire: Confidential Exigent Hire – Interviewees were drawn from pool of applicants from previously advertised Sales Consultant opening on 09/02/2010.

Date Vacancy Opened: 03/01/11

**Total Number of Persons
Interviewed for the
Vacancy: 2**

Date Vacancy Filled: 03/21/11

Recruitment Sources Used to Fill the Vacancy

| Name of Recruitment Source | Address | Contact Person | Telephone Number | Total Number of Interviewees Referred by the Source for the Vacancy | Did the Source Request Notification? |
|---|----------------|-----------------------|-------------------------|--|---|
| Confidential Exigent Hire Pool of Applicants From Previous 09/02/10 Opening | | | | 2 | No |
| | | | | | |
| | | | | | |
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ATTACHMENT B

MENU OPTION ACTIVITIES

Stations WJMA, WOJL, WCVA and WVCV have engaged in the following outreach activities during the year covered by this report:

| Activity Classification | Type of Activity | Brief Description |
|-------------------------|---|---|
| 3 | Culpeper Area Chamber of Commerce “Culpeperfest” | Lead Sponsor Of Chamber of Commerce Trade Show Publicizing Businesses To The Public With Recruitment Information On Site. |
| 9 | Employee Mentoring | Training For Personnel To Acquire Higher Level Positions |
| 16 | Customer Referral Incentive Program | Customer Referral Program Publicized By Customer Service Representatives |
| 16 | Career Shadowing Program | Sponsor 11 th or 12 th Grade students to gain firsthand understanding of the radio broadcasting work environment to help make career decisions. |
| 16 | On Air Recruitment | On Air Recruitment of Available Openings On WJMA, WOJL, WCVA and WVCV. Posting of Employment Opportunities on WJMA and WOJL Websites |