

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 31, 2009

ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES

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

Job Title of Vacancy: Operations Manager/Chief Engineer

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

Date Vacancy Opened: 6/1/2008

**Total Number of Persons
Interviewed for the
Vacancy: 1**

Date Vacancy Filled: 8/1/2008

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?
Unique Skills Hire				1	No

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

Job Title of Vacancy: Sales Consultant

**Recruitment Source That
Referred the Hire: Not Filled**

Date Vacancy Opened: 1/15/09

**Total Number of Persons
Interviewed for the
Vacancy: 1**

Date Vacancy Filled: Not Filled

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?
Direct Inquiry				2	No
Craigslist Online Community	Washington, DC	www.craigslist.org		3	No
Station Website Inquiry	www.wjmafam.com www.1055samfm.com			0	No
Virginia Radio and Television Dot Com	www.vartv.com	Bob Corbin		0	No

ATTACHMENT B
MENU OPTION ACTIVITIES

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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
9	Employee Mentoring	Training For Personnel To Acquire Higher Level Positions
11	Culpeperfest	Lead Sponsor Of Chamber of Commerce Trade Show and also manned recruitment booth on site.
16	Customer Referral Incentive Program	Formal Customer Referral Program With \$500 Incentive Publicized By Customer Service Representatives
16	On Air Recruitment	On Air Recruitment On All Stations of Available Openings

* For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting.;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;

Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.