

**WXGI 950 AM  
EEO PUBLIC FILE REPORT  
6/1/10 TO 5/31/11**

(Updated 6/30/2011)

(Note: 12 month period determined by FCC license renewal date and not on calendar basis)

**I VACANCY LIST**

<b>Job Title of Full Time Vacancy</b>	<b>Date Filled</b>	<b>Recruitment Sources Used to Fill Vacancy</b>	<b>Recruitment Source for Hiree</b>
1. Account Executive (John Fox)	8/24/2009	16-20, 25-30 32	32

**Total Number of Interviewees for All Full-Time Vacancies Filled During Period: 4**

<b>Job Vacancy</b>	<b>Total No. Interviewed</b>	<b>Recruitment Source</b>
Account Executive	1 3	Referrals Website

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**II MASTER RECRUITMENT SOURCE LIST (MRSL)**

**WXGI-AM - Master Job Vacancy Notification Distribution List**

<b>RS#</b>	<b>Recruitment Source (RS)</b>	<b>Recruitment Source Contact Info</b>	<b>Entitled to Vacancy Notification?</b>	<b>Interviewees Referred by RS in 12 month period</b>
1	Virginia State University, Career Services	Rodney Butler, Director Lee Street Memorial Hall, 2nd Floor Room 207 Post Office Box 9410 Petersburg, VA 23806	N	0
2	University of Richmond, Career Development Center 804-289-8547	Lynn Burgess Career Development Center Richmond Hall, Room G-18 University of Richmond, VA 23173	N	0
3	Virginia Union University, Office of Career Services	Mildred Maree Britt, Director Henderson Center MTMaree@vuu.edu	N	0
4	J. Sargent Reynolds Community College	www.collegecentral.com/ reynolds	N	0
5	John Tyler Community College Midlothian Campus 804-594-1400	Marcus Hubbard, Career Counselor 800 Charter Colony Parkway Midlothian, VA 23114-4383 mhubbard@jtcc.edu	N	0
6	John Tyler Community College Chester Campus 804-796-4000	Michelle Tindall, Career Counselor 13101 Jefferson Davis Highway Chester, VA 23831-5316 mtindall@jtcc.edu	N	0

<b>RS#</b>	<b>Recruitment Source (RS)</b>	<b>Recruitment Source Contact Info</b>	<b>Entitled to Vacancy Notification?</b>	<b>Interviewees Referred by RS in 12 month period</b>
7	Virginia Commonwealth University, University Career Center 804-828-1645	Kathryn Hartwell, Director 907 Floyd Avenue PO Box 842007 Richmond, VA 23284	N	0
8	St. Paul's College, Career Services 434-848-1801	Helen Jackson, Office of Admissions 115 College Drive Lawrenceville, VA 23868	N	0
9	Norfolk State University, Career Services 757-823-8462	Nash Montgomery, Director www.nsu.edu/careerservices click "spartan link employer login"	N	0
10	St. Paul's College, Human Resources 434-848-3111	Alta Thomas, Dir. Human Resources 115 College Drive Lawrenceville, VA 23868	N	0
11	University of Virginia, University Career Services 434-924-8900	Barbara Hampton 1815 Stadium Road Bryant Hall at Scott Stadium PO Box 400134 Charlottesville, VA 22904 www.careers.virginia.edu/employers	N	0
12	Virginia Tech University 540-231-6241 540-231-3293 fax	Heather Anderson career.vt.edu/foremployers	N	0
13	Richard Bland College 804-862-6139	Karen Henley Office of Admissions 11301 Johnson Road Petersburg, VA 23805	N	0

<b>RS#</b>	<b>Recruitment Source (RS)</b>	<b>Recruitment Source Contact Info</b>	<b>Entitled to Vacancy Notification?</b>	<b>Interviewees Referred by RS in 12 month period</b>
14	Randolph Macon College Career Services 804-752-7200	Cathy Rollman, Director PO Box 5005 Ashland, VA 23005-5505 crollman@rmc.edu	N	0
15	Columbia School of Broadcasting 800-362-0660	Bill Butler bill@csbamerica.com	N	0
<b>Colleges &amp; Organizations</b>				
16	Virginia Association of Broadcasters	Jim Condon vab@together.net	Y	0
17	Virginia Employment Commission	<a href="https://www.vawc.virginia.gov">https://www.vawc.virginia.gov</a> click employer - post job	Y	0
18	National Association of Black MBAs Richmond Chapter	Marc Chambers, President president@ricbmbaa.org	Y	0
19	National Association of Multicultural Media Executives 703-854-7178	Toni F. Laws, Executive Director <a href="http://careercenter.namme.org/hr/jobs">http://careercenter.namme.org/hr/jobs</a>	Y	0
20	Minority Media & Telecommunications Council 202-360-1829	Davide Honig dhonig@crosslink.net Joycelyn Tate jtate-mmtc@mailservice.ms	Y	0
21	NAACP Richmond Branch 804-321-5678 804-321-5687 fax	Salim Khalfani, Executive Director PO Box 27212 Richmond, VA 23261 statenaacp@aol.com	N	0

<b>RS#</b>	<b>Recruitment Source (RS)</b>	<b>Recruitment Source Contact Info</b>	<b>Entitled to Vacancy Notification?</b>	<b>Interviewees Referred by RS in 12 month period</b>
22	Urban League of Greater Richmond 804-649-8407 x119	Cheryl Snead-Holmes cherylholmes@urbanlea guerichmond.org	N	0
23	Women in Cable & Telecommunications 703-234-9810	Ms. Parthavi Das 14555 Avion Parkway, Suite 250 Chantilly, VA 20151 pdas@wict.org	N	0
24	National Association of Hispanic Journalists 202-662-7145	Virginia Galindo, Program Assistant jobbank@nahj.org	N	0
25	Association for Women in Sports Media 860-766-7369	www.awsmonline.com/careers	Y	0
26	Association for Women in Communications	Patricia Troy, Executive Director River Reach Center 780 Ricthie Highway, Suite S-28 Severna Park, MD 21146	Y	0
27	Virginia Press Women	Norma Pierce vpw@civilwartraveler.com	Y	0
28	Women In Broadcast Media 818-335-0031	Marsh Engle marshengle@marshengle.com	Y	0
29	WXGI website placement	<a href="http://www.ESPN950am.com">www.ESPN950am.com</a>	Y	3

<b>RS#</b>	<b>Recruitment Source (RS)</b>	<b>Recruitment Source Contact Info</b>	<b>Entitled to Vacancy Notification?</b>	<b>Interviewees Referred by RS in 12 month period</b>
30	On air advertisement	WXGI	Y	0
31	Walk in			0
32	Referral		Y	1
33	Internal			0

### III OUTREACH INITIATIVES

<b>Type of Outreach Initiative</b>	<b>Outreach Description</b>
1. Internship Program	March 2010 through June 2010, WXGI hosted 1 intern. Jared Bard was a Broadcast Communications major at the University of Richmond who, under the direct supervision of the Program Director and Show host, received hands-on experience with programming, production, research and on-air broadcasting.
2. Internship Program	September 2010 through December 2010, WXGI hosted intern, Carrie Boatler enrolled in Virginia Tech. Carrie was a Communications Major who, under the direct supervision of the Program Director and Show host, received hands-on experience with programming, production, research and on-air broadcasting.
3. Guest Speaker Program	August 4, 2010, Walter Andes, Greg Burton and Scott Hawthorne spoke to the Virginia Association of Marketing Educators about the evolution of Radio in Richmond and Red Zebra Broadcasting's opportunities. About 25 teachers were in attendance.
4. Guest Speaker Program	November 12, 2010, Walter Andes spoke to two of Chris Phillips' marketing classes at Hermitage High School about sports talk radio and how we brand our product in the Richmond market. About 50 students total were in attendance.