

EEO PUBLIC FILE REPORT

FOR

WBLT AM Bedford, Virginia
WGMN AM Roanoke, Virginia
WVGM AM Lynchburg, Virginia
WMNA AM Gretna, Virginia
WIQO FM, Forest, VA
WBZS FM Shawsville, VA
WMNA FM Gretna, Virginia

This EEO Public File Report Covers the One-Year Period Ending May 31, 2014.

This EEO Public File Report is filed in Station WBLT AM, WGMN AM, WVGM AM, WMNA AM, WIQO FM, WBZS FM and WMNA FM's public inspection file pursuant to Section 73.2080 (c) (6) of the Federal Trade Communications Commission's ("FCC") rules.

During the one-year period ending on May 31st, the station filled the following full-time vacancies: Account Executive (5) Announcers (3) Producer (1) GM/COO (1)

The stations interviewed a total of 16 people for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

| Recruitment Source | Number of Interviewees Referred |
|--------------------------------------|--|
| Hollins University | 0 |
| Liberty University | 1 |
| Lynchburg College | 0 |
| Lynchburg Living | 0 |
| Lynchburg News & Advance | 0 |
| NAACP | 0 |
| National Business College | 0 |
| Roanoke Times | 0 |
| Roanoke Tribune | 0 |
| Station On-Air Advertisements | 1 |
| Virginia Association of Broadcasters | 0 |
| Virginia Employment Commission | 0 |
| Virginia Western Community | 0 |
| Central Virginia Community College | 0 |
| Inside Radio | 0 |
| Employee Referral | 9 |
| Former/Temp Employee | 2 |
| Internal Promotion | 1 |
| Outside Referral | 0 |
| Roanoke College | 0 |
| Roanoke Job Site | 0 |
| Danville Register & Bee | 0 |

Attachment A contains the following information for each full-time vacancy:

- The recruitment source(s) used to fill each vacancy, identified by name, address contact person and telephone number where applicable.
- The recruitment source that referred the hire for each full time vacancy;
- The total number of persons interviewed for each full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

ATTACHMENT A

EEO INFORMATION FOR FULL-TIME VACANCIES

WBLT, WVGM, WGMN, WMNA AM, WMNA FM,, WIQO FM, WBZS FM
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 See *Master Recruitment List* for Source Data

| Job Title Date hired | Recruitment Sources Used to Fill Vacancy | RS Referring Hire |
|---------------------------------|---|--------------------------|
| Account Executive (1/14) | 10,17,1,2,3,11,12,13,14,15,18,21 | 17,10 |
| Account Executive (11/13) | 17,10,1,2,3,11,12,13,14,15,18,21 | 17 |
| Account Executive (11/13) | 17,10,1,2,3,11,12,13,14,15,18,21 | 17 |
| Account Executive (10/13) | 17,10,1,2,3,11,12,13,14,15,18,21 | 17 |
| Account Executive (10/13) | 17,10,1,2,,3,11,12,13,14,,15,18,21 | 17 |
| GM/COO (9/13) | 17, | 17 |
| Announcer (9/13) | 17,1,2,3,11,12,13,14,15,18,21 | 17 |
| Announcer (9/13) | 17,1,2,3,11,12,13,14,15,18,21 | 17 |
| Announcer (9/13) | 17,1,2,3,11,12,13,14,15,18,21 | 17,18, |
| Producer (10/13) | 2 | 2,19,18 |
| | | |

**WBLT, WVGM, WGMN, WMNA AM, WMNA FM, WIQO FM, WBZS FM
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Master Recruitment Source List

| RS Number | RS Information | Source Entitled to Vacancy Notice | No of Applicants Referred by RS over period | No. of Interviewees Referred by RS over reporting period |
|------------------|--------------------------------------|--|--|---|
| 1 | Hollins University | N | 0 | 0 |
| 2 | Liberty University | N | 0 | 0 |
| 3 | Lynchburg College | N | 0 | 0 |
| 4 | Lynchburg Living | N | 0 | 0 |
| 5 | Lynchburg News & Advance | N | 0 | 0 |
| 6 | NAACP | N | 0 | 0 |
| 7 | National Business College | N | | 0 |
| 8 | Roanoke Times | N | 0 | 0 |
| 9 | Roanoke Tribune | N | 0 | 0 |
| 10 | Station On-Air Advertisements | N | 1 | 1 |
| 11 | Virginia Association of Broadcasters | N | 0 | 0 |
| 12 | Virginia Employment Commission | N | 0 | 0 |
| 13 | Virginia Tech Placement Office | N | 0 | 0 |
| 14 | Virginia Western Community | N | 0 | 0 |
| 15 | Central Virginia Community College | N | 0 | 0 |
| 16 | Inside Radio | N | 0 | 0 |
| 17 | Employee Referral | N | 9 | 9 |
| 18 | Former/Temp Employee | N | 2 | 2 |
| 19 | Internal Promotion | Y | 0 | 0 |
| 20 | Outside Referral | | 0 | 0 |
| 21 | Roanoke College | N | 0 | 0 |
| 22 | Roanoke Job Site | N | 0 | 0 |
| 23 | Danville Register & Bee | N | 0 | 0 |

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Interviews Conducted from Recruitment Sources

| Recruit Source Number | RS Information | No of Applicants Referred by RS over period | No. of Interviewees Referred by RS over reporting period |
|------------------------------|--------------------------------------|--|---|
| 1 | Hollins University | 0 | 0 |
| 2 | Liberty University | 1 | 1 |
| 3 | Lynchburg College | 0 | 0 |
| 4 | Lynchburg Living | 0 | 0 |
| 5 | Lynchburg News & Advance | 0 | 0 |
| 6 | NAACP | 0 | 0 |
| 7 | National Business College | 0 | 0 |
| 8 | Roanoke Times | 0 | 0 |
| 9 | Roanoke Tribune | 0 | 0 |
| 10 | Station On-Air Advertisements | 1 | 1 |
| 11 | Virginia Association of Broadcasters | 0 | 0 |
| 12 | Virginia Employment Commission | 0 | 0 |
| 13 | Virginia Tech Placement Office | 0 | 0 |
| 14 | Virginia Western Community | 0 | 0 |
| 15 | Central Virginia Community College | 0 | 0 |
| 16 | Inside Radio | 0 | 0 |
| 17 | Employee Referral | 9 | 9 |
| 18 | Former/Temp Employee | 0 | 0 |
| 19 | Internal Promotion | 2 | 2 |
| 20 | Outside Referral | 0 | 0 |
| 21 | Roanoke College | 0 | 0 |
| 22 | Roanoke Job Site | 0 | 0 |
| 23 | Danville Register & Bee | 0 | 0 |

ATTACHMENT B
MENU OPTION ACTIVITES

WBLT AM, WVGM AM, WGMN AM, WMNA AM, WMNA FM
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Recruitment Initiatives

| Type of Recruitment Initiative (Menu Option) | Brief Description |
|---|---|
| Establish an Internship Program (A) | Stations hosted interns from Liberty University as education experience in the Production, Sales and News departments. |
| Establish an Internship Program (B) | Station hosted interns from Lynchburg College as education experience in the Production, Sales and News Departments |
| President CEO Meet with Dean, School of Communications Liberty University | Meet with Norman Mintle Dean and Bruce Kirk Professor School of Communications Liberty University looking for high achieving students interested in careers in broadcasting |
| President and CEO in the community | Speaking to Rotary Clubs, Chamber of Commerce and Network Clubs to talk about opportunities for employment as a result of our company's expansion in News Talk. |
| Attended Job Fair | Job Fair Liberty University |