

## ANNUAL EQUAL EMPLOYMENT OPPORTUNITY (EEO) REPORT

\*This report covers full-time vacancy recruitment data for the period of June 1 2014 – June 1 2015. The purpose of this EEO Report is to comply with Section 73.2080(c) of the FCC=s 2002 EEO rule. This report has been prepared on behalf of the station employment unit that is comprised of the following stations: **WGRQ - Fairview Beach, VA. And WGRX - Falmouth, VA.** This information is also available in the station (s) public file and on each station’s website.

### EEO Contact Information for Employment Unit:

WGRQ/WGRX Radio 4414 Lafayette Blvd. Suite 100 Fredericksburg, VA. 22408  
(540) 891-9696 (fax) 891-1656 Thomas P. Cooper, G.M. [tcooper@959WGRQ.com](mailto:tcooper@959WGRQ.com)

### FULL TIME VACANCIES FILLED DURING THE REPORTING PERIOD: ( 1 )

<b>JOB TITLE</b>	<b>Recruitment Source Referring Hiree</b>	<b>Date Hired</b>
Announcer – WGRX	All Access Job Website	May 25, 2015

### RECRUITMENT/REFERRAL SOURCES USED TO SEEK APPLICANTS:

Job Title: (1) Announcer – Announcer WGRX DATE OF HIRE: May 25, 2015

<b>Recruitment Source</b>	<b>Contact</b>	<b>Address</b>	<b>Phone #</b>	<b># of Persons Referred</b>	<b>Was Referral Hired ?</b>
On-Air- WGRQ/WGRX	Karen Crosby	4414 Lafayette Blvd Fredericksburg, Va 22408	540-891-9696	0	no
Internal Posting	Cathy Sato	4414 Lafayette Blvd Fredericksburg, Va 22408	540-891-9696	2	no
www.vartv.com	Bob Corbin	757-427-2317	ads@vartv.com	4	no
VAB Job Bank www.vabonline.com	Barbara Dougherty	630 Country Green Lane Charlottesville, Va. 22902	Barbara.Dougherty @easterassociates 434-977-3716	2	no
Va. Employment Commission	Becky Sperlazza	3501 Lafayette Blvd. Fredericksburg, Va. 22404	540-898-3806	0	no
Broadcasting Institute of Md.	Recruitment Director	7200 Hartford Road Baltimore, Md. 21234	410-254-2770	0	no

Mary Washington College	Career Development	1301 College Ave. Fredericksburg, Va. 22401	casv@umw.edu	0	no
Referrals -employees	Bill Goldstien	4414 Lafayette Blvd Fredericksburg, Va 22408	540-891-9696	2	no
Referrals - Other					
All Access Job Website	Joel Denver	28955 Pacific Coast Highway Malibu, Ca 90265	310-457-6616	27	YES

**SUPPLEMENTAL OUTREACH INITIATIVES DURING THIS REPORTING PERIOD:**

INITIATIVE	DATE	DESCRIPTION
Job Fair	August 20,2014	WGRQ/WGRX hosted a Job Fair at the studios and offices of Telemedia Broadcasting, Inc. to recruit for sales people, promotional help and part time announcers. The job fair was promoted on air and was held from 9am – 5pm
Job Fair	February 12, 2015	WGRQ/WGRX hosted a Job Fair at the studios and offices of Telemedia Broadcasting, Inc. to recruit for summer promotional help and part time announcers. The job fair was promoted on air and was held from 9am – Noon.
Scholarships	1/1 – 3/1/15	WGRQ/WGRX participated in the International Idea Bank Scholarship Program which awards funding to college juniors and seniors studying broadcast related programs. Applications are submitted and a winner is selected to receive a \$7,500 scholarship from IBIB and Sesac.
Internships	On-going	WGRQ Program Director Mark Clifford, along with part time announcers William Goldstein and Allison Goldstein participate in a mentoring program with the radio club at Fredericksburg Christian School. The students are learning about broadcast programming including production, on air operation, and on-site broadcasting.
EEO Training	November 16, 2014	WGRQ/WGRX performed an in-house training session to educate managers on EEO rules and review policies on job postings, proper recruitment, hiring and interview skills.
Educational Tours	On - going	WGRQ/WGRX openly accept scouting tours and other youth oriented groups for educational tours. The groups are allowed to tour the studios, watch on-air announcers and are briefed on the inner workings of radio. Tours can be arranged by contacting Keli Newman at 540-891-9696 ext 30

**END OF REPORT**