

EEO PUBLIC FILE REPORT

FOR

STATIONS

WWWV / WINA / WQMZ / WVAX / WCNR

Charlottesville, Virginia

The EEO Public File Report
covers the one-year period
June 1, 2007 through May 31, 2008

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in the Station WWWV, WINA, WQMZ, WVAX and WCNR's public file pursuant to Section 73.2080(c)(6) of the Federal Communications commission's ("FCC") rules.

During the dates of June 1, 2007 and May 31, 2008, the station filled the following full-time vacancies:

- | | |
|---------------------------|-------------------------|
| 1) News Talk Morning Host | 3) Marketing Consultant |
| 2) News Reporter | 4) Chief Engineer |

The station interviewed a total of 14 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:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
WWWV / WINA / WQMZ / WVAX / WCNR	5
Piedmont Virginia Community College	0
FOCUS	0
NAACP	0
National Organization for Women	0
Women's Center	0
National Business College	0
Virginia Association of Broadcasters	0
Virginia Employment Commission	0
Saga Website	0
Radio World	2
Word of Mouth/Other	7

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

- The recruitment sources(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- 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 list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

FULL-TIME VACANCY EEO INFORMATION - Form BP-03

[Fill out for each full-time vacancy]

Job Title of Vacancy: News Reporter

Recruitment Source That Referred the Hire: Radio - Internal Promotion

Date Vacancy Opened: 1-1-07

Total Number of Persons Referred for the Vacancy: 1

Date Vacancy Filled: 8-4-07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
WWW, WINA, WQWZ, WVAX	1140 Rose Hill DR.	Jay James	220-2300	1	No
PVCC	6091 Goldsboro Dr.	Marion Jackson	977-3900		
FOCUS	1508 Grady Ave.	Becky Barclay	293-2222		
NAACP	1155 Seminole Trl.	Shelia Jackson	973-8143		
National Women	P. O. Box 5082	Angela Brady	963-0669		
Women's Center	P. O. Box 800588	Sue Gerrans	982-2361		
Natl. Business Col.	1819 Emmet St.	Frank Cardella	295-0136		
VAB Website/Newsletter	630 Country Green Ln	Rose Lester	977-3716		
VEC	P. O. Box 1587	Wanda Johnson	984-7630		
Saga Website	1140 Rose Hill Drive		220-2300		

Word of Mouth *****

***** Use additional pages as needed. Do Not Put in Public File unless as part of the station's annual EEO Public File Report. *****

FULL-TIME VACANCY EEO INFORMATION - Form BP-03
 [Fill out for each full-time vacancy]

Job Title of Vacancy: News/Talk Morning Host
 Date Vacancy Opened: 2-8-07
 Date Vacancy Filled: 9-1-07

Recruitment Source That Referred the Hiree: Radio - Internal Promotion
 Total Number of Persons Referred for the Vacancy: 1
 Total Number of Persons Interviewed for the Vacancy: 1

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
WMWV, WINA, WQWZ, WVAX	1140 Rose Hill DR.	Rick Daniels	220-2300	1	No
PVCC	8991 Goldage Dr.	Marion Jackson	977-3900		
FOCUS	1508 Grady Ave.	Becky Barclay	293-2222		
NAACP	1155 Seminole Trl.	Shelia Jackson	973-8143		
National Women	P. O. Box 5082	Angela Brady	963-0669		
Women's Center	P. O. Box 800588	Sue Gerrans	982-2361		
Natl. Business Col.	1819 Emmet St.	Frank Cardella	295-0136		
VAB Website/Newsletter	630 Country Green Ln	Rose Lester	977-3716		
VEC	P. O. Box 1587	Wanda Johnson	984-7630		
Saga Website	1140 Rose Hill Drive		220-2300		

Word of Mouth

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FULL-TIME VACANCY EEO INFORMATION - Form BP-03
 [Fill out for each full-time vacancy]

Job Title of Vacancy: Marketing Consultant

Recruitment Source That Referred the Hire: Radio & Word-of-Mouth

Date Vacancy Opened: 4-5-07

Total Number of Persons Referred for the Vacancy: 10

Date Vacancy Filled: 9-12-07 & 9-24-07

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
WWV, WINA, WQWZ, WVAX	1140 Rose Hill DR.	J. Kappes/M. Conner	220-2300	3	No
PVCC	6091 Goldsage Dr.	Marion Jackson	977-3900		
FOCUS	1508 Grady Ave.	Becky Barclay	293-2222		
NAACP	1155 Seminole Trl.	Shelia Jackson	973-8143		
National Women	P. O. Box 5082	Angela Brady	963-0669		
Women's Center	P. O. Box 800588	Sue Gerrans	982-2361		
Natl. Business Col.	1819 Emmet St.	Frank Cardella	295-0136		
VAB Website/Newsletter	630 Country Green Ln	Rose Lester	977-3716		
VEC	P. O. Box 1587	Wanda Johnson	984-7630		
Saga Website	1140 Rose Hill Drive		220-2300		
Other	*****	*****	*****	5	*****
Word of Mouth	*****	*****	*****	2	*****

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FULL-TIME VACANCY EEO INFORMATION - Form BP-03
 [Fill out for each full-time vacancy]

Job Title of Vacancy: Chief Engineer

Recruitment Source That Referred the Hire: Radio World

Date Vacancy Opened: 5-26-07

Total Number of Persons Referred for the Vacancy: 2

Date Vacancy Filled: 2-25-08

Recruitment Sources Used to Fill the Vacancy

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviews Referred by the Source for the Vacancy	Did the Source Request Notification?
Radio World	on-lineclassifieds@ imaspub.com	Renee Quesenberry	220-2300	2	No

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MENU OPTION ACTIVITIES

WWWV/WINA/WQMZ/WVAX/WCNR has engaged in the following outreach activities during the year covered by this report: June 1, 2007 through May 31, 2008.

Activity Classification	Type of Activity	Brief Description
2	Hosted a Drive Thru Job Fair August 31st from 11a to 6p	Developed, promoted, organized and setup in the Albemarle Shopping Center parking lot.
1	Participated in the PVCC Non-Profit Internship Fair on Sept 5, 2007.	Promoted internship fair and was present during the activities.
1	Participated in the PVCC Seasonal Employment Job Fair October 10, 2007.	Promoted the job fair and was present during the activities.
3	Co-sponsored PVCC's 24th Annual Job Fair on March 31, 2008.	Participated in the organization, promotion and actual event.

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;
16. 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.