

EEO PUBLIC FILE REPORT  
FOR  
STATION  
WZBB  
STANLEYTOWN, VIRGINIA

This EEO Public File Report  
Covers the One-Year Period  
Ending on 05/31/2019

## EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WZBB's online public inspection file pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules.

Turner Media Group, Inc., acquired WZBB in November 2018, in accordance with the FCC's consent in FCC File No. BALH-20180905ABB.

The station hired its fifth full-time employee on February 18, 2019.

During the one-year period ending on 05/31/2019, the station filled the following full-time vacancies:

<u>Position</u>	<u>Date Filled</u>
Account Executive	February 18, 2019

The station interviewed a total of 10 people for that full-time vacancy.

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>
WorkForce Unlimited	2
Station website	1
Ziprecruiter.com	7

Attachment A contains the following information for each full-time vacancy filled during this period:

- The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- The recruitment source that referred the hiree 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.

\* \* \* \* \*

**ATTACHMENT A**  
**EEO INFORMATION FOR FULL-TIME VACANCIES**

**FULL-TIME VACANCY EEO INFORMATION – Form BP-03**

**Job Title of Vacancy: Account Executive**

**Recruitment Source That Referred the Hiree: ZipRecruiter**

**Date Vacancy Opened: 11/02/2018**

**Total Number of Persons Interviewed for Vacancy: 10**

**Date Vacancy Filled: February 18, 2019**

**Recruitment Sources Used to Fill the Vacancy**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
ZipRecruiter	ZipRecruiter.com	<a href="https://www.ziprecruiter.com/contact">https://www.ziprecruiter.com/contact</a>	877.252.1062	7	No
Station website				1	No
WorkForce Unlimited	WorkForce Unlimited 89 Summers Way, Suite 101 Roanoke, VA 24019	Coy Renick crenick@wfunlimited.com	507.556.4480	2	No

**ATTACHMENT B**  
**MENU OPTION ACTIVITIES**

## MENU OPTION ACTIVITIES

Station WZBB has engaged in the following outreach activities during the period covered by this report:

Activity Classification*	Type of Activity	Brief Description
4	Business Expo	The Station participated in the Smith Mountain Lake Chamber of Commerce Business Expo on May 3, 2019, a public event showcasing businesses and employment opportunities.

\* 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 websites 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.