

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, 2015

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 (3)

The stations interviewed a total of 6 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	6
Virginia Association of Broadcasters	0
Virginia Employment Commission	0
Virginia Western Community	0
Central Virginia Community College	0
Inside Radio	0
Employee Referral	0
Former/Temp Employee	0
Internal Promotion	0
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
EEO PUBLIC FILE REPORT
 JUNE 1, 2014-MAY 31, 2015
 See *Master Recruitment List* for Source Data

Job Title Date hired	Recruitment Sources Used to Fill Vacancy	RS Referring Hire
Account Executive (7/1/14)	10,17,1,2,3,11,12,13,14,15,18,21	10
Account Executive)4/27/15	17,10,1,2,3,11,12,13,14,15,18,21	10
Account Executive (5/15/15)	17,10,1,2,3,11,12,13,14,15,18,21	10,17

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	6	6
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	1	1
18	Former/Temp Employee	N	0	0
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

**WBLT, WVGM, WGMN, WMNA AM, WMNA FM, WIQO FM, WBZS FM
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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	0	0
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	6	6
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	1	1
18	Former/Temp Employee	0	0
19	Internal Promotion	0	0
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
CEO in the Community	Meet 1 on 1 with Deans of Lynchburg College and Liberty University looking to meet high achieving students interested in careers in broadcasting.
CEO in the Community	Speak to Rotary Clubs, Chamber of Commerce and Network Clubs to discuss opportunities in advertising sales.
Attended Job Fair	Job Fair Liberty University

Referral Sources

Attached letter sent January 2015 to these sources

Virginia Tech Placement Office
Corner of Washington Street & West Campus Drive
Blacksburg, VA 24061

Virginia Western Community College
PO Box 14007
Roanoke, VA 24038

Central Virginia Community College
3506 Ward Road
Lynchburg, VA 24502

Roanoke College
Career Services
221 College Lane
Roanoke, VA 24513

Hollins University
PO Box 9707
Roanoke, VA 24020

Liberty University
Career Center
1971 University Blvd
Lynchburg, VA 24501

Lynchburg College
1501 Lakeside Drive
Lynchburg, VA 24501

Virginia Employment Commission
PO Box 10849
Lynchburg, VA 22911

Virginia Association of Broadcasters
600 Peter Jefferson Parkway
Suite 2911



January 2015

To Whom It May Concern:

3 Daughters Media Inc. operates Radio stations throughout the region our formats feature ESPN Radio and Talk Radio with news from CBS

We currently have job openings for: Account Executives. We are looking for people with media or outside sales experience for the Roanoke, Lynchburg and Danville areas.

The jobs are based at our studios in Forest, Virginia.

3 Daughters Media Inc. is an equal opportunity employer and does not discriminate in the hiring, training or promotion of employees by reason of race, color, religion, sex or national origin. We are engaged in a continuing effort to seek out prospective applicants for employment with our company. We earnestly solicit your assistance, in obtaining employees and request that you refer prospective applicants to us.

Sincerely,

Gary E. Burns
3 Daughters Media Inc
PO Box 348
Forest, VA 24551
gary@espninva.com

ON AIR ANNOUNCEMENTS RECRUITMENT ADS

For the period as reflected in our EEO Public File Report dated May 31, 2015, 3 Daughters Media Inc. ran 1903 on air announcements for Account Executives.:

Copies of the commercials run and the stations in the employment unit are reflected on the attached ESPN NETWORK ORDER CONFORMATION