

# EEO PUBLIC FILE REPORT

## FOR THE PERIOD May 21, 2025 – May 20, 2026

A station may accumulate the relevant information for the past year (using the previous EEO Internal Job Vacancy Summary Form) and place a completed EEO Public File Report in the public inspection file annually on the anniversary of the deadline for filing its license renewal application.

A. Full-Time Vacancies Filled During Past Year		
	Job Title	Date filled
1	Media Advisor	2/9/26
2	Content Creator	4/6/26
3	Interactive Creative Manager	5/18/26
4	Media Advisor	5/18/26

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy				
<b>1. Media Advisor</b>				<b>Date Filled: 2/9/26</b>
Source	Contact Person	Address	Telephone #	Referred person hired?
<a href="https://sagacom.com/">https://sagacom.com/</a>	Laura Grillo	73 Kercheval Ave, Ste 201 Grosse Pointe Farms, MI 48236	313-886-7070	No
<a href="https://www.fm99.com">https://www.fm99.com</a>	Dave Taylor	870 Greenbrier Circle, Ste. 399 Chesapeake, VA 23320	757-366-9900	No
<a href="https://www.1069thefox.com">https://www.1069thefox.com</a>	Dave Taylor	870 Greenbrier Circle, Ste. 399 Chesapeake, VA 23320	757-366-9900	No
<a href="https://www.vabonline.com/">https://www.vabonline.com/</a>	VAB	250 West Main St. Ste. 100 Charlottesville, VA 22902	434-977-3716	No
<a href="https://www.indeed.com">https://www.indeed.com</a>	Indeed	Indeed Tower 200 W. 6 <sup>th</sup> St. Floor 36 Austin TX, 78701	800-475-4361	No
Client Referral	Tom Powell	<a href="mailto:tom@theaddisongroup.com">tom@theaddisongroup.com</a>		No
On-Air Ad – WNOR FM & WAFX FM	Tiffany McCormack	870 Greenbrier Circle, Ste. 399 Chesapeake, VA 23320	757-366-9900	Yes
Client Referral	Tom Sullivan	413 Virginia Beach Blvd. Virginia Beach, VA 23451	757-416-7391	No
<a href="https://www.linkedin.com">https://www.linkedin.com</a>	LinkedIn	1000 W. Maude Ave. Mountain View, CA 94085	650-687-3600	No
<b>2. Content Creator</b>				<b>Date Filled: 4/6/26</b>
<a href="https://sagacom.com/">https://sagacom.com/</a>	Laura Grillo	73 Kercheval Ave, Ste 201 Grosse Pointe Farms, MI 48236	313-886-7070	No
<a href="https://www.fm99.com">https://www.fm99.com</a>	Dave Taylor	870 Greenbrier Circle, Ste. 399 Chesapeake, VA 23320	757-366-9900	No
<a href="https://www.1069thefox.com">https://www.1069thefox.com</a>	Dave Taylor	870 Greenbrier Circle, Ste. 399 Chesapeake, VA 23320	757-366-9900	No
<a href="https://www.vabonline.com/">https://www.vabonline.com/</a>	VAB	250 West Main St. Ste. 100 Charlottesville, VA 22902	434-977-3716	No
<a href="https://www.indeed.com">https://www.indeed.com</a>		Indeed Tower	800-475-4361	No

	Indeed	200 W. 6 <sup>th</sup> St. Floor 36 Austin TX, 78701		
Internal Employee Referral	Mike Beck	870 Greenbrier Circle, Ste. 399 Chesapeake, VA 23320	757-366-9900	Yes
<b>3. Interactive Creative Manager</b>			<b>Date Filled: 5/18/26</b>	
<a href="https://sagacom.com/">https://sagacom.com/</a>	Laura Grillo	73 Kercheval Ave, Ste 201 Grosse Pointe Farms, MI 48236	313-886-7070	No
<a href="https://www.fm99.com">https://www.fm99.com</a>	Dave Taylor	870 Greenbrier Circle, Ste. 399 Chesapeake, VA 23320	757-366-9900	No
<a href="https://www.1096thefox.com">https://www.1096thefox.com</a>	Dave Taylor	870 Greenbrier Circle, Ste. 399 Chesapeake, VA 23320	757-366-9900	No
<a href="https://www.vabonline.com/">https://www.vabonline.com/</a>	VAB	250 West Main St. Ste. 100 Charlottesville, VA 22902	434-977-3716	No
<a href="https://www.indeed.com/">https://www.indeed.com/</a>	Indeed	Indeed Tower 200 W 6 <sup>th</sup> St. Floor 36 Austin, TX 78701	800-475-4361	No
Employee Referral	Mike Beck	870 Greenbrier Circle, Ste. 399 Chesapeake, VA 23320	757-366-9900	Yes
Client Referral	Karen Chaney	Adams Outdoor Advertising 3801 Capital City Blvd. Lansing, MI 48906	770-333-0399	No

<b>4. Media Advisor</b>			<b>Date Filled: 5/18/26</b>	
<a href="https://sagacom.com/">https://sagacom.com/</a>	Laura Grillo	73 Kercheval Ave, Ste 201 Grosse Pointe Farms, MI 48236	313-886-7070	No
<a href="https://www.fm99.com">https://www.fm99.com</a>	Dave Taylor	870 Greenbrier Circle, Ste. 399 Chesapeake, VA 23320	757-366-9900	No
<a href="https://www.1096thefox.com">https://www.1096thefox.com</a>	Dave Taylor	870 Greenbrier Circle, Ste. 399 Chesapeake, VA 23320	757-366-9900	No
<a href="https://www.vabonline.com/">https://www.vabonline.com/</a>	VAB	250 West Main St. Ste. 100 Charlottesville, VA 22902	434-977-3716	No
<a href="https://www.indeed.com/">https://www.indeed.com/</a>	Indeed	Indeed Tower 200 W 6 <sup>th</sup> St. Floor 36 Austin, TX 78701	800-475-4361	No
On-Air Ad – WNOR FM & WAFX FM	Tiffany McCormack	870 Greenbrier Circle, Ste. 399 Chesapeake, VA 23320	757-366-9900	No
Employee Referral	David Alvarado	870 Greenbrier Circle Ste. 399 Chesapeake, VA 23320	757-366-9900	No
<a href="https://www.linkedin.com">https://www.linkedin.com</a>	Linkedin	1000 W. Maude Ave. Mountain View, CA 94085	650-687-3600	Yes
Client Referral	Tom Powell	<a href="mailto:tom@theaddisongroup.com">tom@theaddisongroup.com</a>		No

C. Total Number of Persons Interviewed for All Full-Time Vacancies Filled During the Past Year (this will be a raw number): 45

D. Total Number of Interviews For All Full-Time Vacancies Filled During the Past Year per Recruitment/Referral Sources:

Referral Source	Contact Person	Address	Telephone #	Number of Interviewees Referred
<a href="https://sagacom.com/">https://sagacom.com/</a>	Laura Grillo	73 Kercheval Ave, Ste 201 Grosse Pointe Farms, MI 48236	313-886-7070	0
<a href="https://www.fm99.com">https://www.fm99.com</a>	Dave Taylor	870 Greenbrier Circle, Ste. 399 Chesapeake, VA 23320	757-366-9900	1
<a href="https://www.1069thefox.com">https://www.1069thefox.com</a>	Dave Taylor	870 Greenbrier Circle, Ste. 399 Chesapeake, VA 23320	757-366-9900	1
<a href="https://www.vabonline.com">https://www.vabonline.com</a>	VAB	250 West Main St. Ste 100 Charlottesville, VA 22902	434-977-3716	0
<a href="https://www.indeed.com">https://www.indeed.com</a>	Indeed	Indeed Tower 200 W. 6 <sup>th</sup> St. Floor 36 Austin, TX 78701	800-475-4361	24
<a href="https://www.linkedin.com">https://www.linkedin.com</a>	LinkedIn	1000 W. Maude Ave. Mountain View, CA 94085	650-687-3600	2
Employee Referral	David Alvarado	870 Greenbrier Circle, Ste. 399 Chesapeake, VA 23320	757-366-9900	1
Client Referral	Tom Sullivan	413 Virginia Beach Blvd. Virginia Beach, VA 23451	757-416-7391	1
Client Referral	Tom Powell	tom@theadisisiongroup.com		2
Internal Employee Referral	Mike Beck	870 Greenbrier Circle Ste 399 Chesapeake, VA 23320	757-366-9900	5
Client Referral	Karen Chaney	Adams Outdoor Advertising 3801 Capital City Blvd. Lansing, MI 48906	770-333-0399	1
On-Air Ad – WNOR FM & WAFX FM	Tiffany McCormack	870 GreenbrierCircle Ste 399 Chesapeake, VA 23320	757-366-9900	7

\*Tidewater Communications, LLC had the following Part-time vacancies: Promotions Assistant/Board Op and Rock Girl. We provided notice on the FM99 and 1069theFox websites as well as at job fairs. We hired three people during the above referenced timeframe (including a paid intern.)

**E. Outreach Activities**

Attach a list and brief description of all outreach activities performed during the past year. Stations may attach copies of the Outreach Activity Description Forms included in this section for these purposes.

**Description of Initiative: Participation in Job Fairs**

Tidewater Communications, LLC. has participated in the following Job Fairs:

- (1) Christopher Newport University – 1 Avenue of The Arts Newport News, VA 23606 - Fall Job & Internship Fair on September 23, 2025. Focus on Full-time Media Advisors and Part-time Promotions Assistants. Representatives were Sonja Morrell, Marketing Director and David Alvarado, Promotions Director.
- (2) Norfolk State University –700 Park Ave. Norfolk, VA 23504. Fall Career Expo on October 1, 2025. Marketing Director Sonja Morrell represented Tidewater Communications, LLC as well as the Virginia Association of Broadcasters. Sonja discussed job opportunities within our stations and within the radio industry in general.
- (3) Old Dominion University –2202 Webb Center Norfolk, Virginia 23529. Fall Career and Internship Fair on 10/30/2025. - Marketing Director Sonja Morrell represented Tidewater Communications, LLC as well as the Virginia Association of Broadcasters. Sonja discussed job opportunities within our stations and within the radio industry in general.
- (4) Christopher Newport University –1 Avenue of The Arts Newport News, VA 23606. Spring 2026 Job and Internship Fair on February 10, 2026 -Marketing Director Sonja Morrell represented Tidewater Communications as well as the Virginia Association of Broadcasters. Sonja discussed job opportunities within our stations and within the radio industry in general.
- (5) Old Dominion University –2202 Webb Center Norfolk, VA 23529. Career and Internship on March 26, 2026 - Focus was on 4 current open positions at Tidewater Communications, LLC. Media Advisor, Digital Campaign Manager, Content Creator and Part-time Promotions assistants. The representative was Sonja Morrell, Marketing Director.
- (6) Kempsville High School – 5194 Chief Trail, Virginia Beach, VA 23464. Enroll, Enlist & Employ Day – April 1, 2026. Representatives were David Alvarado, Promotions and Nick Pearl, On-Air Personality. The focus was speaking to 9<sup>th</sup>-12<sup>th</sup> grade students about Hampton Roads Media Group radio stations and what it's like to work in our industry. They had microphones set up at the table for students to host mini-segments, read liners, etc.

Tidewater Communications, LLC. will continue participating in job fairs on an ongoing basis.

**Description of Initiative: Internship Program**

Tidewater Communications, LLC. has an established Internship Program that is designed to assist members of the community to acquire skills needed for broadcast employment. It is our goal to offer a creative environment that allows an intern to gain hands-on experience while assisting the on-air staff as well as other departments to gain overall knowledge about the radio business in general. In 2025/2026, we employed an intern from Stevenson University.

**Description of Initiative: Training and Mentoring Programs**

Tidewater Communications, LLC continued our training and mentoring program for the staff. Both programs enable an employee to acquire skills that could qualify them for a higher-level position in another department. The program is individualized, and the training or mentoring period depends on the position of the employee and their needs and desires. The program information is posted in high traffic/visible areas of the office and is posted on the TCI intranet site for all employees to see.

**Description of Initiative: Participate in other activities to disseminate information as to employment opportunities in broadcasting**

Tidewater Communications, LLC continues to make on-air announcements on a weekly basis which alert qualified groups that they may request to be notified of job vacancies at our stations. Additionally, if requested, we notify media trade groups whose membership includes substantial participation of women and minorities as full-time job opportunities become available.

On September 1, 2005, Tidewater Communications, LLC began their "Career Center". A brochure was created that discussed Our Mission, Services, and Radio Careers. This brochure is available at our front desk and is distributed at all job fairs attended by TCI. In addition, the brochure is made available to the general public at promotional and sales events.

On March 31, 2026 Tidewater Communications, LLC participated at Norfolk State University – 700 Park Ave. Norfolk, VA 23504 – for the MCJR Week 2026. The panel was “Radio: On Air and Behind the Scenes.” The moderator was Prof. Jonathan Mason. Panelists: Justin Lee, Sports Director, Sinclair Broadcasting; Tony Macrini, Morning Show Host, WNIS; Amber Payton, News Anchor and Director with the Black Information Network (BIN) and iHeart Radio personality; and Sonja Morrell, Marketing Director, Content Creator, and On-Air Personality for 106.9 The Fox. The panel explored careers in radio, from on-air personalities to producers and content creators. Panelists discussed industry trends, day-to-day roles, and how students can prepare for opportunities in broadcast and digital audio. Representative was Sonja Morrell, Marketing Director.

Tidewater Communications, LLC makes available tours of our facilities to the community/listeners, education, and youth groups. During those tours, discussions about the different jobs that are performed by the station personnel take place.

**Description of Initiative: Provide Training to management level personnel to ensure EEO and prevent discrimination**

Tidewater Communications, LLC. continues to ensure EEO and prevent discrimination through the following means:

1. The Business Manager discusses with each department head EEO regulations when a position becomes available in their department and reminds them to work within the EEO guidelines when going through the application/interview process.
2. If a new employee is hired that is a department head, the General Manager and Business Manager will meet with them to discuss the EEO policies and procedures.
3. Our EEO Poster is posted in a high traffic/visible area of the office for all employees to see.
4. The company EEO policy is stated on Page 7 of the Saga handbook that all employees receive upon hire and also receive when the handbook is revised. (Latest revision August 26, 2019)
5. In April 2026, all managers were notified that they were required to complete Anti-Harassment Training. Included in this training were two videos addressing (1) identifying workplace harassment and strategies for preventing workplace harassment and (2) addressing discrimination and biases via inclusion and employment engagement.