

WKHK(FM,) WKLR(FM), WJSR(FM), WURV(FM)
EEO PUBLIC FILE REPORT
June 1, 2024 – May 31, 2025

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
No Full-Time Positions Were Filled During this Reporting Period.		

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
As Reported in Section I, No Full-Time Positions Were Filled During this Reporting Period.			

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship program	The SEU participated in the Virginia Association of Broadcasters (VAB) Summer Internship Program, which is an 8-week paid program beginning June 3, 2024 and ending July 26, 2024. This program is offered to students entering either their Junior or Senior year at a college or university that offers undergraduate classes in business, electronic media, engineering, graphic design, and mass communications including advertising, journalism (print or broadcast), marketing, and public relations. An intern attending High Point University reported to the Operations Manager and worked with various station personnel to gain knowledge and experience in programming/on-air, promotions/events, sales/media-advertising, production, engineering, and business/administration.
2	Participate in a Job Fair	On February 18, 2025, the SEU's Promotions Director attended the Virginia Commonwealth University (VCU) Spring 2025 Business Internship & Career Fair to meet with qualified applicants for business, marketing, sales/advertising, and media-oriented career and internship positions. The Promotions Director informed interested students about SummitMedia-Richmond, collected resumes, and directed students to submit applications through the SummitMedia website for current and future job openings. The SEU was very pleased with the turnout for this event.

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3	Participate in a Job Fair	On March 26, 2025, the SEU's Promotions Director attended the Virginia Commonwealth University (VCU) Robertson School of Communication Spring Job & Internship fair to meet with qualified applicants for communication, advertising, journalism, public relations, and media-oriented career and internship positions. The Promotions Director informed interested students about SummitMedia-Richmond, collected resumes, and directed students to submit applications through the SummitMedia website for current and future job openings. The SEU was pleased with the turnout for this event.
4	Sponsorship of community events	On April 1, 2025, the SEU hosted a student from Virginia Commonwealth University (VCU) for an educational tour of the station. Participating employees included the General Manager, Promotions Director, and Chief Engineer. The student toured the studios/office and learned about daily operations as well as the various career opportunities in radio broadcasting, asking questions along the way while discussing her interest in media/radio. Employees shared information about internship prospects available for college students considering careers in radio broadcasting. As a result of the VCU station visit/tour, this student applied for and accepted an internship opportunity with the SEU.
5	Sponsorship of community events	On April 7, 2025, the SEU hosted a student from Virginia Commonwealth University (VCU) for an educational tour of the station. Participating employees included the General Manager, Promotions Director, and Chief Engineer. The student toured the studios/office and learned about daily operations as well as the various career opportunities in radio broadcasting, asking questions along the way while discussing his interest in media/radio. Employees shared information about internship prospects available for college students considering careers in radio broadcasting.