

WKHK(FM,) WKLR(FM), WJSR(FM), WURV(FM)
EEO PUBLIC FILE REPORT
June 1, 2023 – May 31, 2024

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
Digital Marketing Campaign Assistant	2-3, 5-10, 13	10
Marketing Strategy Lead	1-3, 5-9	3
Marketing Strategy Lead	1-3, 5-9	5
WURV-HD2 Sports Director	1-3, 5-9, 13, 16	3
Marketing Strategy Lead	1-2, 5-9	2

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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
1	Word-of-Mouth Referral	No	1
2	SummitMedia Direct Recruited/Cold-Called <i>812 Moorefield Park Dr, Suite 300, Richmond, VA 23236</i>	No	2
3	SummitMedia Employee Referral <i>812 Moorefield Park Dr, Suite 300, Richmond, VA 23236</i>	No	3
4	On-Air Announcements (all stations) <i>812 Moorefield Park Dr, Suite 300, Richmond, VA 23236</i>	No	0
5	Station Website Postings (all) / SummitMedia Website <i>800 Shades Creek Pkwy, Suite 725, Birmingham, AL 35209</i>	No	4
6	Indeed.com <i>6433 Champion Grandview Way, Bldg 1, Austin, TX 78750</i> <i>Indeed.com, 800-475-4361</i>	No	1
7	LinkedIn <i>2029 Stirling Court, Mountain View, CA 94043</i> <i>LinkedIn.com, 855-655-5653</i>	No	1
8	Handshake <i>225 Bush Street, 12th Fl, San Francisco, CA 94043</i> <i>Joinhandshake.com, 248-255-7341</i>	No	5
9	National Alliance of State Broadcasters (NASBA) <i>2333 Wisconsin Street NE, Albuquerque, NM 87110</i> <i>Careerpage.org, 800-622-2414</i>	No	0
10	Internal Applicant/Internal Posting <i>812 Moorefield Park Dr, Suite 300, Richmond, VA 23236</i>	No	1
11	Virginia Association of Broadcasters <i>250 W Main St, Suite 100, Charlottesville, VA 22902</i> <i>Vabonline.com, 434-977-3716</i>	No	0
12	Radio Ink <i>2263 NW 2nd Ave, Suite 27, Boca Raton, FL 33431</i> <i>Radioink.com, 561-655-8778</i>	No	0
13	All Access <i>24955 Pacific Coast Highway, C303, Malibu, CA 90265</i> <i>Allaccess.com, 310-457-6616</i>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
14	RAMP 24307 Magic Mountain Pkwy #65, Valencia, CA 91355 Ramp247.com, kevin@ramp247.com, Kevin Carter	No	0
15	Inside Radio 1635 Old Hwy 41, Ste 112-338, Atlanta, GA 30152 Insideradio.com, 800-248-4242	No	0
16	Radio Online Radio-online.com	No	0
17	VCU Career Center 907 Floyd Ave, Suite 143, Richmond, VA 23284 Careers.vcu.edu, careers@vcu.edu, 804-828-1645	No	0
18	University of Richmond 410 Westhampton Way, University of Richmond, VA 23173 Richmond.edu, careerservices@richmond.edu, 804-289-8547	No	0
19	Virginia State University 1 Hayden Dr, Virginia State University, VA 23806 Vsu.edu, careerservices@vsu.edu, 804-524-5211	No	0
20	Northern Virginia Community College Nvcc.edu, novacareerservices@nvcc.edu	No	0
21	Hampton University 100 E. Queen Street, Hampton, VA 23668 Home.hamptonu.edu, careercenter@hamptonu.edu, 757-727-5331	No	0
22	George Mason University 4400 University Drive, Fairfax, VA 22030 Gmu.edu, careers@gmu.edu, 703-993-2370	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			18

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participation in a Job Fair	On September 27, 2023, our SEU participated in the Virginia Tech University Pamplin College of Business Internship & Career Fair. Our SEU posted all current openings in sales and part-time promotions as well as highlighted our college internship opportunities. Our hiring manager, VP/Chief People Officer, conducted online interviews and virtual chat sessions to answer questions about career opportunities in radio. Overall, the SEU was pleased with the response and participation.
2	Provision of Training to Management	In December 2023, the General Manager, Operations Manager, Promotions Director, and Programming Directors reviewed the webinar and accompanying documents provided by Broadcast 1 Source/Media Staffing Network and Wilkinson Barker Knauer LLP about the FCC’s EEO requirements. The webinar and documents described how licensees can meet FCC obligations by engaging in wide dissemination of information about job openings as well as outreach activities designed to educate the community about broadcast employment. The hiring managers completed the training between 12/26/23 and 12/29/23.
3	Participation in a Job Fair	On April 17, 2024, our SEU participated in a career fair hosted by CareerEco, in a virtual forum that included Virginia, which focused on diversity recruiting. Prospective candidates in the state of Virginia were invited to participate in live group chats or to schedule a 15-minute interview on the day of the fair. Our Hiring Manager was available to interact with participants and share information about various SummitMedia job openings as well as careers in radio and media including sales, programming, promotions, and our summer internship program. Our SEU was pleased with the interest shown in this event. Participants were offered the chance to apply into and fill out an application for SummitMedia’s talent-bank for current and future openings in the market.