



**WKHK-FM, WJSR-FM, WKLR-FM, WURV-FM  
EEO PUBLIC FILE REPORT  
June 1, 2022 – May 31, 2023**

**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	3
2	Client Referral	No	
3	Employee Referral	No	5
4	On-Air Announcements ( <i>all stations</i> )	No	
5	Station Websites ( <i>all stations</i> ) / Summit Media Website	No	3
6	Internal Posting	No	4
7	Indeed.com	No	19
8	LinkedIn.com	No	11
9	Handshake	No	
10	In-Person Job Fair	No	
11	Internal Transfer/Promotion	No	
12	Allaccess.com	No	
13	Virginia Association of Broadcasters <i>Christina.sandridge@easterassociates.com</i> <i>434-326-9815</i>	No	
14	Virginia Workforce Connection <i>Shayna.dolinger@vec.virginia.gov</i> <i>804-801-2738</i>	No	
15	NASBA/Careerpage.org	No	
16	RAMP <i>Kevin Carter</i> <i>kevin@ramp247.com</i>	No	
17	VCU Career Center <i>careers@vcu.edu</i> <i>804-828-1645</i>	No	
18	University of Richmond <i>careerservices@richmond.edu</i> <i>804-289-8547</i>	No	
19	Virginia State University <i>careerservices@vsu.edu</i> <i>804-524-5211</i>	No	
20	Northern Virginia Community College <i>novacareerservices@nvcc.edu</i>	No	

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
21	Hampton University <i>careercenter@hamptonu.edu</i> <i>757-727-5331</i>	No	
22	George Mason University <i>careers@gmu.edu</i> <i>703-993-2370</i>	No	
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			45

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	VAB Webinar “FCC EEO Rules”  (xiv) Provision of training to management level personnel as to methods of ensuring equal employment opportunity	On July 12, 2022, the Business Manager attended a webinar presented by the Virginia Association of Broadcasters. Elizabeth Spainhour and Patrick Cross of the Brooks Pierce law firm hosted a webinar to discuss the FCC’s EEO rules and tips for staying up-to-date on the latest EEO developments. An updated EEO guide was distributed to help stations understand the current requirements for FCC EEO compliance.
<b>2</b>	VAB Summer Internship Program  (v) Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment	The Summer Internship Program is an 8-week paid program beginning June 6, 2022 and ending July 29, 2022. 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. The intern reported to the Operations Manager and worked with various station personnel to gain knowledge and experience in programming/on-air, promotions/events, sales, production, engineering, and business/administration.
<b>3</b>	Station Tour – Inspire Martial Arts  (xi) Sponsorship of events/programs for or on behalf of community organizations related to careers in broadcasting	On August 3, 2022, the Operations Manager hosted a group of 20 students (ages 8-10) from Inspire Martial Arts. The students were given an educational tour of the studios with information about how a radio station operates and an overview of the careers available in radio broadcasting.