

EEO PUBLIC FILE REPORT

WKHK-FM/ WKLR-FM/WJSR-FM/WURV-FM

June 1, 2017-May 31, 2018

FULL-TIME POSITIONS FILLED

Full-Time Position	Position Title	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired	Recruitment Source Referring Hiree
1	Account Executive-Claire Ramsey	1, 3, 5-6, 12-17, 20-24	6	1	6
1	Account Executive-MJ Roberson	1, 3, 5-6, 12-17, 20-24	6	1	6
1	Production/Creative Services/On Air-Logan Nardo	1, 5-6, 10-18, 20-24	4	1	6
1	Traffic Continuity-Amanda Harrington	1, 5-6, 12-17, 20-24	2	1	1
1	Receptionist-Sarah McBee	1, 3, 5-6, 12-17, 20-24	12	1	6
1	Sales Assistant-Chevelle Pegram	1, 5-6, 12-17, 20-24	3	1	6
1	Production/Creative Services Assistant Director-Jason McCoy	1, 5-6, 12-17, 20-24	7	1	6

*The Attached List of Recruitment Sources were contacted for the above openings

Information Regarding Recruitment Sources for Full-Time Vacancies

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Internal Posting (located in 2 nd and 3 rd floor break rooms and announced in monthly staff meeting)	Bob Willoughby	3	
2	All Access 28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	Joel Denver JDenver@allaccess.com	0	
3	On Air Advertising-all SEU stations	Brooke Rogers	5	
4	Radio411.com 1842 Shell Ring Circle Mt. Pleasant, SC 29466	TVandRadioPro@gmail.com	0	
5	VARTV.com 1725 Live Oak Trl Suite 203 Virginia Beach, VA 23456	Robert Corbin	0	
6	Word-of-Mouth Referral	Brooke Rogers	11	

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
7	Radio-Info.com 785 Williams Street #429 Longmeadow, MA 01106	Info@radioinfo.com	0	
8	Ramp Newsletter	661-294-9408 cartermedia@gmail.com	0	
9	Richmond Times-Dispatch 300 E. Franklin St. Richmond, VA 23219	recruitment@timesdispatch.com	0	
10	Radioandproduction.com	PO Box 630071 Irving, TX 75063-0071	0	
11	Linkedin.com	1-650-687-3555	0	
12	Indeed.com	1-800-475-4361	20	

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
13	Virginia Employment Commission 703 E. Main St Richmond, 23219	Dennis Woodard (866) 832-2363 employer.accounts@vec.virginia.gov	0	
14	VCU Career Center 907 Floyd Ave P.O. Box 842007 Richmond, VA 23284-2007	Joslyn Bedell (804) 828-1645	0	
15	University of Richmond Career Center 28 Westhampton Way Richmond, VA 23173	Leslie Stevenson (804) 289-8000	0	
16	Style Weekly Magazine 24 E. 3rd Street Richmond, VA 23224	Jonathon Young (804) 358-0825	0	
17	Virginia State University P.O. Box 9410 Petersburg, VA 23806	Dannita Trice (804) 524-5000	0	

18	Inside Radio 365 Union Street Littleton NH 03561	Gene McKay 800-248-4242 x700	0	
19	Radio Advertising Bureau (RAB) 1320 Greenway Drive, Suite 500 Irving, Texas 75038	Sheena Calton (212) 681-7200	0	
20	National Urban League 120 Wall Street New York, NY 10005	Yolanda Richardson 212-558-5300	0	
21	Northern Virginia Community College 7630 Little River Turnpike Annadale, VA 22003	Career and Experiential Learning Services (703) 323-3000	0	
22	Hampton University Career Counseling and Planning Center 2 Frissell Street Hampton, VA 23668	Karen Weaver 757-727-5331	0	
23	George Mason University University Career Services 4400 University Drive, MS 3B6 Fairfax, VA 22030	Sara Chandler 703-993-2370	0	
24	Virginia Association of Broadcasters 250 West Main Street Suite 100 Charlottesville, VA 22902	Christina Sandridge (434) 977-3716	1	

General Outreach Efforts Implemented During Year					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	2-26-18 thru 3-30-18	Intern from ECPI University	Engineering Intern	Learn about and assist with general technical/technological functions at the broadcast facility	Chief Engineer
2	1-2016 ongoing	P1 Sellers Training	Ongoing training and coaching for internal Sales teams	Training covers coaching and growing within career	Entire Sales team
3	1-2016 ongoing	ReCru Digital Sales Training	Ongoing training and coaching for internal Sales teams	Training covers coaching and growing within career	Entire Sales team
4	2/28/18	Hanover Job Fair	The Regional Job Fair is the largest job fair held in the area with over 80 employers and over 1,000 job seekers	Interviewed individuals, collected resumes, discussed career and intern opportunities.	On Air Staff/Promotions
5	3-2-18	Dr. Seuss Reading Day	Read to students at Salem Elementary	Read to students at Salem Elementary. Discussions about what it takes to become a DJ/Talent	WURV Morning Show Staff
6	3-2-18	Dr. Seuss Reading Day	Read to students at C.C. Wells Elementary	Read to students at C.C. Wells Elementary. Discussions about what it takes to become a DJ/Talent	On Air Staff/Promotions
7	3-23-2018	Career Day - Robious Middle School	Presentations, faculty discussions, one-on-ones with students.	Discussions about what it takes to become a DJ/Talent	WURV Morning Show Staff
8	11-8-2017	Science Reading Day-Bon Air Elementary School	Presentation on sound and senses	Discussions with students about sound and senses how these are considered in radio advertising	Production Staff