

EEO PUBLIC FILE REPORT

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

June 1, 2018-May 31, 2019

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	1, 3, 5-6, 12-15,17, 20-24	4	1	6
1	Account Executive	1, 3, 5-6, 12-15,17, 20-24	4	1	6
1	Account Executive	1, 3, 5-6, 12-15,17, 20-24	3	1	6
1	Account Executive	1, 3, 5-6, 12-15,17, 20-24	3	1	3
1	Account Executive	1, 3, 5-6, 12-15,17, 20-24	3	1	3
1	Chief Engineer	1, 5-6, 12-17, 20-24	4	1	6
1	Graphic Assistant	1,6,11,12	5	1	12
1	Digital Campaign	1, 3, 5-6, 11-17, 20-24	30	1	12

***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	1	
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	11	
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	9	

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	10	
12	Indeed.com	1-800-475-4361	23	

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	Glass Door	Glassdoor.com	2	
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	0
Total			56 Total

General Outreach Efforts Implemented During Year					
No.	Date	Initiative	Description	Scope of Involvement	Personnel Involved
1	1-2018 ongoing	P1 Sellers Training	Ongoing training and coaching for internal Sales teams	Training covers coaching and growing within career	Entire Sales team
2	1-2018 ongoing	ReCru Digital Sales Training	Ongoing training and coaching for internal Sales teams	Training covers coaching and growing within career	Entire Sales team
3	8/28/18	VAB EEO Webinar	Webinar regarding the FCC's EEO rules for management personnel	Attended	Production Manager
4	9/18/18	VCU Career Fair	VCU Career Fair is a job fair for upcoming graduates and prospective hires	Interviewed individuals, collected resumes, discussed career and intern opportunities.	Station Personnel, Business Manager and On Air Staff
5	10/11-10/12/18	Participation in Virginia Association of Broadcasters Best of the Best Leadership Program – Session 1	Participation in the VAB eight month Leadership Program to expand the leadership potential of our Production Director, who was nominated by our General Manager and chosen for participation by the VAB. This Program provides excellent opportunities for professional and personal growth while broadening the network base of its participants. Session 1 involved a two-day DISC assessment (behavior assessment tool) and discussion with Wise Booker of Reid Dugger Consulting Group.	Assessment and participation over 2 days	Production Manager
6	2/18/19	Teacher for A Day	WURV Morning Show host from 103.7 PLAY mornings head to VCU to take over journalism class.	Taught a broadcasting class at VCU	WURV Morning Show Staff
7	3/28/19	Career Day – Ridge Elementary School	Presentations, faculty discussions, one-on-ones with students.	Discussions about what it takes to become a DJ/Talent	WURV Morning Show Staff

8	4/11-4/12/19	Participation in VAB Best of the Best Leadership Program – Session 3	Participation in the VAB eight month Leadership Program to expand the leadership potential of our Production Director, who was nominated by our General Manager and chosen for participation by the VAB. This Program provides excellent opportunities for professional and personal growth while broadening the network base of its participants. Session 3 involved a two-day team leadership seminar with John Whitlow, Ph.D.	Assessment and participation over 2 days	Production Manager
9	4/23/19	Creative Work Session- conducted by Senior VP and Creative Director	Four hour work session covering creative development in all aspects of programming, sales and business to potentially qualify an employee for a higher-level position	Full staff participation	Full staff participation