

**WALC, WAZR, WKCI, WKCY, WKCY-FM, WKDW, WSVO**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2019 - May 31, 2020**

**I. VACANCY LIST**

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

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Outside Account Executive	1-2, 4-5, 9-13	5
Outside Account Executive	1-4, 6-13	3

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**II. MASTER RECRUITMENT SOURCE LIST ("MRSL")**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Blue Ridge Community College P O Box 80 Weyers Cave, Virginia 24486 Phone : 540-234-9261 Url : <a href="http://www.brcc.edu/">http://www.brcc.edu/</a> Email : <a href="mailto:nicelyt@brcc.edu">nicelyt@brcc.edu</a> Tim Nicely	Y	0
2	Bridgewater College 402 E College St Bridgewater, Virginia 22812 Phone : 540-828-5393 Url : <a href="http://www.collegecentral.com/bridgewater/">http://www.collegecentral.com/bridgewater/</a> Kimberly Harper Manual Posting	Y	0
3	Call In	N	2
4	Eastern Mennonite University 1200 Park Rd Harrisonburg, Virginia 22802 Phone : 540-432-4131 Url : <a href="http://www.emu.edu/">http://www.emu.edu/</a> Career Services Manual Posting	Y	0
5	Employee Referral	N	1
6	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmediacareers.com">http://www.iheartmediacareers.com</a> Talent Acquisition Coordinator Manual Posting	N	0
7	Indeed 6433 Champion Grandview Way Austin, Texas Bridgett Knupp Manual Posting	N	3
8	James Madison University Career and Academic Planning Harrisonburg, Virginia 22801 Phone : (540) 568-6229 Denise Meadow Manual Posting	N	1

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9	Mary Baldwin College Rose Marie Sena Center Staunton, Virginia 24402 Phone : 540-887-7367 Url : <a href="http://www.mbc.edu/">http://www.mbc.edu/</a> Email : <a href="mailto:sirvine@marybaldwin.edu">sirvine@marybaldwin.edu</a> Shelly Irvine	Y	0
10	Norfolk State University Career Service 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-8462 Url : <a href="http://nsu.edu/careerservices/">http://nsu.edu/careerservices/</a> Email : <a href="mailto:pcopeland@nsu.edu">pcopeland@nsu.edu</a> Patricia Copeland	Y	0
11	Virginia Employment Commission P O Box 351 Harrisonburg, Virginia 22803 Phone : 540-434-2513 Url : <a href="http://www.vec.virginia.gov/harrisonburg">http://www.vec.virginia.gov/harrisonburg</a> Taylor Howell Manual Posting	Y	0
12	Virginia Western Community College Career & Placement Services P O Box 14007 Roanoke, Virginia 24038 Phone : 540-857-7298 Url : <a href="http://www.virginiawestern.edu/career_center">http://www.virginiawestern.edu/career_center</a> Gary Adkins Manual Posting	Y	0
13	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : <a href="mailto:customerservice@mediagignow.com">customerservice@mediagignow.com</a> MediaGigNow.com	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>7</b>

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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	8/15/2019	Participation in events or programs sponsored by educational institutions	Employer Drive-In Conference Recruiting with the Community & Culture of JMU. This was a opportunity for employer to meet up with JMU faculty and student advisers on how to recruit JMU students.	1	Area President
2	10/21/2019	Participation in events or programs sponsored by educational institutions	George Mason University (GMU) Broadcast Management class in Fairfax, VA	1	Area President
3	3/2/2020	Establishment of a mentoring program	Area President established mentor and coaching program to elevate VP of Sales to Market President	2	SVPS Area President
4	4/16/2020	Provision of training to management	In April, 2020, one of our SEUs Managers took the Value Diversity Training Course provided by iHeartMedia Learning Center. The online course emphasized the many ways in which a diverse workforce and a culture of inclusion are a source of strength for an organization.	1	Market President