

WALC, WAZR, WKCI, WKCY, WKCY-FM, WKDW, WSVO
EEO PUBLIC FILE REPORT
June 1, 2021 - May 31, 2022

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
Outside Account Executive	1-14	4

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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	Blue Ridge Community College P O Box 80 Weyers Cave, Virginia 24486 Phone : 540-234-9261 Url : http://www.brcc.edu/ Email : nicelyt@brcc.edu Tim Nicely	Y	0
2	Bridgewater College 402 E College St Bridgewater, Virginia 22812 Phone : 540-828-5393 Url : http://www.collegecentral.com/bridgewater/ Email : kharper@bridgewater.edu Kimberly Harper	Y	0
3	Eastern Mennonite University 1200 Park Rd Harrisonburg, Virginia 22802 Phone : 540-432-4131 Url : http://www.emu.edu/ Email : CareerServices@emu.edu Career Services	Y	0
4	Employee Referral	N	1
5	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
6	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
7	Indeed.com - Not directly contacted by SEU	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	James Madison University Career and Academic Planning Harrisonburg, Virginia 22801 Phone : (540) 568-6229 Career Services Manual Posting	N	0
9	LinkedIn - Not directly contacted by SEU	N	1
10	Mary Baldwin College Rose Marie Sena Center Staunton, Virginia 24402 Phone : 540-887-7367 Url : http://www.mbc.edu/ Email : sirvine@marybaldwin.edu Shelly Irvine	Y	0
11	Norfolk State University Career Service 700 Park Ave Norfolk, Virginia 23504 Phone : 757-823-8462 Url : http://nsu.edu/careerservices/ Email : pcopeland@nsu.edu Patricia Copeland	Y	0
12	Virginia Employment Commission P O Box 351 Harrisonburg, Virginia 22803 Phone : 540-434-2513 Url : http://www.vec.virginia.gov/harrisonburg Email : Harrisonburg@vec.virginia.gov Taylor Howell	Y	0
13	Virginia Western Community College Career & Placement Services P O Box 14007 Roanoke, Virginia 24038 Phone : 540-857-7298 Url : http://www.virginiawestern.edu/career_center Email : hrapps@virginiawestern.edu Gary Adkins	Y	0
14	www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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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
TOTAL INTERVIEWS OVER REPORTING PERIOD:			4

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	9/21/2021	Hosting of Job Fair	<p>: Online job fair hosted by Shenandoah County Chamber of Commerce in Woodstock, VA. This was a virtual job fair help via Zoom. Participants were asked to sign up online and register. Once registered, a Zoom link was sent.</p> <p>There were two sessions: 12:30-2pm and 2:30-4pm. Participants interested in a particular company could request a break out room to discuss opportunities.</p> <p>This job fair was promoted in Winchester Star, Norther Virginia Daily, River 95.3, Q102, WINC. Along with Facebook ads pushed out to 118,506 follers from Winchester Chamber of Commerce, SHRM of Winchester, Front Royal Chamber of Commerce, Fredrick Chamber and VA SBDC.</p> <p>Seven companies participated: Pilgrim's Pride, Averitt, Contenntial, Timber Ridge School, iHeart Media, Kelly Services and Truck Vault</p> <p>A flipbook was created for applicants to preview job fair participants. Link to Flipbook: https://designrr.page/?id=138497&token=1952310259&type=FP&h=7996</p> <p>The link also offered a communication assessment for applicants. The assessment was conducted by Dr Dave Miles.</p> <p>Target audience for this event are job seekers A18+ looking for entry level positions</p>	7	Market president Various

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
2	5/6/2022	Hosting of Job Fair	<p>Online job fair hosted by our station group where local business are listed to help attract employees. This job fair is hosted by iHeartMedia stations in Harrisonburg/Staunton VA.</p> <p>Currently, there are 9 businesses participating. They are Cargill, Perdue, Dental Health Associates, Strickler Furniture, Pleasant View, Inc, Lakeside Book Company, Sysco Foods, Rooter Man Plumbing and Western State Hospital</p> <p>Target audience for this event are job seekers A18+ looking for careers in plumbing, nursing assistances, delivery drivers, general store and office help.</p> <p>This virtual job fair is ongoing. Link to site: https://98rockme.iheart.com/featured/shenandoah-valley-job-source/</p>	7	Market president Various