

**WALC, WAZR, WKCI, WKCY, WKCY-FM, WKDW, WSVO****EEO PUBLIC FILE REPORT****June 1, 2017 - May 31, 2018****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	1-5, 7-10, 12-17, 20	3
Sales Support	1-2, 4-5, 7-11, 14-18, 20	18
Sales Support	1-2, 4-10, 14-17, 19-20	9
Sales Support	1-2, 4-5, 7-10, 12-17, 19-20	13
Outside Account Executive	1-2, 4-5, 7-10, 14-20	18

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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	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Phone : 310-457-6616 Url : <a href="http://www.allaccess.com">http://www.allaccess.com</a> Career Services Manual Posting	N	0
2	Bridgewater College 402 E College St Bridgewater, Virginia 22812 Phone : 540-282-5369 Url : <a href="http://www.collegecentral.com/bridgewater/">http://www.collegecentral.com/bridgewater/</a> Sherry Talbott Manual Posting	Y	0
3	Current Employee	N	1
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	Goods Entertainment Virginia Phone : 203-341-0111 Career Services Manual Posting	N	0
6	HarrisonburgHelpWanted.com 1 Civic Center Plaza Suite 506 Poughkeepsie, New York 12601 Phone : 5404341777 Recruitment Office Manual Posting	N	1
7	iHeartMedia.jobs 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : <a href="http://www.iheartmedia.jobs">http://www.iheartmedia.jobs</a> Talent Acquisition Coordinator Manual Posting	N	0

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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	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
9	Indeed.com	N	21
10	James Madison University Career and Academic Planning Harrisonburg, Virginia 22801 Phone : (540) 568-6229 Denise Meadow Manual Posting	N	0
11	Job Board	N	1
12	Linked In	N	2
13	LinkedIn / Word of Mouth	N	2
14	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
15	Virginia Association of Broadcasters 630 Country Green Lane Charlottesville, Virginia 22902 Phone : 434-977-3716 Url : <a href="http://vabonline.com/">http://vabonline.com/</a> Amanda J Snyder Manual Posting	N	0
16	Virginia Employment Commission P O Box 351 Harrisonburg, Virginia 22803 Phone : 540-434-2513 Url : <a href="https://www.vawc.virginia.gov">https://www.vawc.virginia.gov</a> Taylor Howell Manual Posting	Y	0

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<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>
17	Virginia Western Community College Career & Placement Services P O Box 14007 Roanoke, Virginia 24038 Phone : 540-857-7298 Url : <a href="http://www.viriniawestern.edu/career_center">http://www.viriniawestern.edu/career_center</a> Gary Adkins Manual Posting	Y	0
18	Word of Mouth Referral	N	2
19	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 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
20	<a href="http://www.VARTV.com">www.VARTV.com</a> Virginia Url : <a href="http://www.VARTV.com">www.VARTV.com</a> Robert Corbin Manual Posting	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>30</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	10/16/2017	Hosting of Job Fair	Heart-Harrisonburg hosted a Virtual Career Fair. We organized a outreach opportunity hiring business in our local market as well as for ourselves. The Virtual Career Fair was from October 16th thru October 27, 2017.	1	General Sales Manager
2	1/8/2018	Establishment of a mentoring program	Sales Manager attended a seminar on Live to Lead your employees. It was a seminar that revolved around managing your employees and mentoring them to improve their skills to qualify them for internal and external higher employment positions and opportunities.	1	General Sales Manager
3	1/15/2018	Establishment of training programs for station personnel	Seminar was three - One hour sessions that was hosted by the Chamber of Commerce. the seminar focused on leading employees to their fullest potential and helping their peers. The attendees have continued their training programs within the market to raise each employee to their fullest potential.	3	General Sales Manager Senior Account Executive