

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080(c)(6) of the FCC's 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WZRV/WFTR and is required to be placed in the public inspection files of these stations and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning June 1, 2017 to and including May 31, 2018 (the "Applicable Period").

The FCC's 2002 EEO Rules requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period; Data reflecting the total number of persons interviews for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person, and telephone number;
3. A list and brief description of the initiatives undertaken pursuant to Sections 73.2080(c)(2) of the FCC rules.

June 1, 2017 through May 31, 2018

and is available in the public inspection file at 1106 Elm Street, Front Royal, VA 22630 pursuant to section 73.2080©(6) of the Federal Communication Commission rules

Below is a list of all vacancies advertised during the period

| JOB TITLE | DATE FILLED | RECRUITMENT SOURCES | # OF APPLICANTS |
|-------------------|---------------------|----------------------------|------------------------|
| News Director | 10/1/17 & 3/1/18 | 14,15 | 2 |
| Account Executive | 7/30/17 & 5/1/18 | 9,13,14,15,16 | 35 |
| PT news/board op. | 10/13/17 & 10/17/17 | 14,15,16 | 8 |
| Fill-IN On Air | 12/5/2018 | 13,14 | 3 |

WZRV/WFTR EEO RECRUITMENT SOURCES:

- | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1 Shenandoah University Career Service 1460 University Drive Winchester, VA 22630 www.collegecentral.com/su | 2 Lord Fairfax Community College Career Center 173 Skirmishers Land Middletown, VA 22645 www.collegecentral.com/lfc c |
| 3 Howard University Johnson School of Comm. 525 Bryant Street, NW Washington, DC 22059 | 4 James Madison University Recruit-a-Duke Placement 800 S. Main Street Harrisonburg, VA 22807 |
| 5 Virginia State University Career Placement 1 Hayden Drive Petersburg, VA 23806 | 6 Shepherd University Career Services - Job Web PO Box 3210 Shepherdstown, WV 25443 www.collegecentral.com/shepherd |
| 7 Morgan State University Career Placement Office 1700 E. Cold Spring Lane Baltimore, MD 21251 | 8 Virginia Western Community College Career Services PO Box 14007 Roanoke, VA 24038 |
| 9 Virginia Employment Comm. 21 S. Kent Street Winchester, VA 22601 www.vawc.virginia.gov | 10 Warren County Dept. of Social Services Employment Services 912 Warren Avenue Front Royal, VA 22630 |
| 11 Virginia Assoc. of Broadcasters 250 W. Main Street, Ste. 100 Charlottesville, VA 22902 www.vabonline.com/careers | 12 Front Royal Women's Resource Center 316 N. Royal Avenue Front Royal, VA 22630 www.frwrc.org/contact-us/ |
| 13 Radio Ads WZRV WFTR PO Box 192 | 14 Word of mouth/Self referral |

Front Royal , Va 22630
www.theriver953.com

15 In-House

17 Northern Virginia Daily
152 N. Holliday St.
Strasburg, Va 22657
www.nvdaily.com

Winchester

16 Star
2 North Kent
Street
Winchester, Va 22601
www.winchesterstar.com

Warren County Public
18 Schools
210 N Commerce Avenue
Front Royal, Va 22630
www.wcps.k12.va.us/

WZRV/WFTR EEO OUTREACH/ACTIVITIES/INITIATIVES

This report includes a summary of activities engaged for the period

June 1, 2017 through May 31, 2018

and is available in the public inspection file at 1106 Elm Street, Front Royal, VA 22630 pursuant to section 73.2080© (2) of the Federal Communications Commission rules

Below is a list of all activities engaged during the period

1 Activity #1

October 24th & 25th 2017- World of Works Exhibit

Worlds of Work Expo is a career exploration event managed by Lord Fairfax Community College Career Pathways Consortium. Over a two day period, WoW! hosts nearly 3,000 seventh grade students from the region, which includes the counties of Clarke, Frederick, Page, Rappahannock, Shenandoah, Warren, and the City of Winchester. WZRV/WFTR had a booth at this event where we engaged the 7th graders by explaining the evolution of the technology used with radio. From that point we spoke about the many opportunities to work in radio aside from just being on air.

2 Activity #2

October 24th 2017- VEC Job Fair

Virginia Employment Commission Job Fair. This was tailored more specifically to veterans who were seeking jobs in the Northern Shenandoah Valley. Had a booth set up where we spoke individually with job seekers to see their areas of interest and what path in the broadcasting industry may interest them. Offered applications to be filled out on spot.

3 Activity #3

March 31st 2018- Shenandoah University Business Symposium

The Shenandoah University Business Symposium is designed to inspire and educate attendees from for-profit and non-profit organizations. Students can enhance their classroom experience through direct exposure to the diverse community of business professionals and speakers that are the heart of the Symposium. We were a designated speaker and spoke to the students about the ever growing role of social media in radio and how careers in social media can translate to a career in radio.

4 Activity #4

April 8th 2018- Randolph Macon Academy Career Day

Middle schoolers at Randolph-Macon Academy in Front Royal had their Career Day. Each rotating session was 45 minutes long where we spoke about careers in radio that included on-air, programming, sales & digital as well as the importance of local, community radio. They conducted mock radio interviews with each other and practiced their “radio voice”.