

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, 2018 to and including May 31, 2019 (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.

## **WZRV/WFTR EEO PUBLIC FILE REPORT:**

This report includes recruitment data for the period

**June 1, 2018 through May 31, 2019**

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

	<b>JOB TITLE</b>	<b>DATE FILLED</b>	<b>RECRUITMENT SOURCES</b>	<b># OF APPLICANTS</b>
1	Play by Play	8/13/2018	14	1
2	Account Executive	2/1/2019	15	2
3	Fill-In		14	2
4	PT News		14	2

## WZRV/WFTR EEO RECRUITMENT SOURCES:

- 1 Shenandoah University  
Career Service  
1460 University Drive  
Winchester, VA 22630  
[www.collegecentral.com/su](http://www.collegecentral.com/su)
- 2 Lord Fairfax Community College  
Career Center  
173 Skirmishers Land  
Middletown, VA 22645  
[www.collegecentral.com/lfc](http://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](http://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](http://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](http://www.vabonline.com/careers)
- 12 Front Royal Women's Resource Center  
316 N. Royal Avenue  
Front Royal, VA 22630  
[www.frwrc.org/contact-us/](http://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](http://www.theriver953.com)

15 In-House

17 Northern Virginia Daily  
152 N. Holliday St.  
Strasburg, Va 22657  
[www.nvdaily.com](http://www.nvdaily.com)

Winchester

16 Star  
2 North Kent  
Street  
Winchester, Va 22601  
[www.winchesterstar.com](http://www.winchesterstar.com)

Warren County Public  
18 Schools  
210 N Commerce Avenue  
Front Royal, Va 22630  
[www.wcps.k12.va.us/](http://www.wcps.k12.va.us/)

## **WZRV/WFTR EEO OUTREACH/ACTIVITIES/INITIATIVES**

This report includes a summary of activities engaged for the period

### **June 1, 2018 through May 31, 2019**

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**

August 28th 2018- VAB EEO Webinar

Participation in the VAB's August 28, 2018, webinar regarding the FCC's EEO rules.

Among the issues presented in the webinar were the requirements of the FCC's EEO rules that certain stations engage in certain recruitment, outreach, and record keeping/reporting practices and that all stations afford equal employment opportunity and provide a workplace that is free from discrimination.

#### **2 Activity #2**

October 24 & 25th 2018- WoW

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 educated the 7th graders on the many career opportunities within radio. We also gave them a chance to hear themselves reading a newscast.

#### **3 Activity #3**

February 21 2019-Winchester Chamber- Young Professionals

Engaging the young professionals at the Winchester Chamber of how to utilize our resources in our field for expanding businesses and what it is like to work in the broadcasting profession. Talked about how to get involved in a career in radio broadcasting, sales, and operations.

#### **4 Activity #4**

March 21 2019- Young Ambassadors Workshop

Workshop with Lord Fairfax University Young Ambassadors. Reviewed and went over how radio works as a marketing medium and the numerous career opportunities for a myriad of fields.