

EEO PUBLIC FILE REPORT

FOR

STATIONS

WSVA / WSIG / WQPO / WMQR / WHBG / WWRE
Harrisonburg, Virginia

The EEO Public File Report
Covers the one-year period
June 1, 2018 through May 31, 2019

EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in the Station WSVA, WSIG, WQPO, WMQR, WHBG and WWRE's public file pursuant to Section 73.2080(c)(6) of the Federal Communications commission's ("FCC") rules.

During the dates of June 1, 2018 and May 31, 2019, the station filled the following full-time vacancies:

- 1) **Marketing Consultant**
- 2) **WQPO On-Air Personality**
- 3) **Sales Assistant**
- 4) **Marketing Consultant**

The station interviewed a total of 24 people for all full-time vacancies during the period covered in this report. The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
WSVA/WSIG/WQPO/WMQR/WHBG/WWRE - Websites	14
Saga Communications Website	0
All Access Job Bank	4
Virginia Association of Broadcasters Job Bank	0
Word of Mouth	2

Attachment A contains the following information for each full-time vacancy:

- The recruitment sources(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- The recruitment source that referred the hire for each full-time vacancy;
- The total number of persons interviewed for each full-time vacancy; and
- The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

FULL-TIME VACANCY EEO INFORMATION – FORM BP-03

(Fill out for each full-time vacancy)

Job Title of Vacancy: Marketing Consultant

Recruitment Source That
Referred the Hiree: Radio

Date Vacancy Opened: 6/14/18

Total Number of Persons
Interviewed for the

Date Vacancy Filled: 8/6/18

Vacancy: 5

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WSVA / WSIG / WQPO / WMQR / WHBG / WWRE – Website	1820 Heritage Center Way Harrisonburg, VA 22801	Steve Davis	540-434-0331	5	No
Saga Communications Website	73 Kercheval Avenue, St 201 Grosse Pointe Farms, MI 48236	Theresa Wiley	313-886-7070		No
All Access Job Bank	*****	*****	*****		No
Virginia Association of Broadcasters Job Bank	P. O. Box 7466 Charlottesville, VA 22906	Wanda Johnson	434-984-7630		No
Word of Mouth	*****	*****	*****		No

FULL-TIME VACANCY EEO INFORMATION – FORM BP-03

(Fill out for each full-time vacancy)

Recruitment Source That
Referred the Hiree: All Access

Total Number of Persons
Interviewed for the
Vacancy: 2

Job Title of Vacancy: WQPO On-Air Personality

Date Vacancy Opened: 9/21/18

Date Vacancy Filled: 11/5/18

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WSVA / WSIG / WQPO / WMQR / WHBG / WWRE – Website	1820 Heritage Center Way Harrisonburg, VA 22801	Steve Davis	540-434-0331		No
Saga Communications Website	73 Kercheval Avenue, St 201 Grosse Pointe Farms, MI 48236	Theresa Wiley	313-886-7070		No
All Access Job Bank	*****	*****	*****	2	No
Virginia Association of Broadcasters Job Bank	P. O. Box 7466 Charlottesville, VA 22906	Wanda Johnson	434-984-7630		No
Word of Mouth	*****	*****	*****		No

FULL-TIME VACANCY EEO INFORMATION – FORM BP-03

(Fill out for each full-time vacancy)

Job Title of Vacancy: Sales Assistant

Recruitment Source That
Referred the Hiree: All Access

Date Vacancy Opened: 2/7/19

Total Number of Persons
Interviewed for the

Date Vacancy Filled: 4/5/19

Vacancy: 10

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WSVA / WSIG / WQPO / WMQR / WHBG / WWRE – Website	1820 Heritage Center Way Harrisonburg, VA 22801	Steve Davis	540-434-0331	7	No
Saga Communications Website	73 Kercheval Avenue, St 201 Grosse Pointe Farms, MI 48236	Theresa Wiley	313-886-7070		No
All Access Job Bank	*****	*****	*****	2	No
Virginia Association of Broadcasters Job Bank	P. O. Box 7466 Charlottesville, VA 22906	Wanda Johnson	434-984-7630		No
Word of Mouth	*****	*****	*****	1	No

FULL-TIME VACANCY EEO INFORMATION – FORM BP-03

(Fill out for each full-time vacancy)

Job Title of Vacancy: Marketing Consultant

Recruitment Source That
Referred the Hiree: Radio and Word of Mouth

Date Vacancy Opened: 2/20/19

Total Number of Persons
Interviewed for the

Date Vacancy Filled: 3/5/19 and 4/4/19

Vacancy: 3

Name of Recruitment Source	Address	Contact Person	Telephone Number	Total Number of Interviewees Referred by the Source for the Vacancy	Did the Source Request Notification?
WSVA / WSIG / WQPO / WMQR / WHBG / WWRE – Website	1820 Heritage Center Way Harrisonburg, VA 22801	Steve Davis	540-434-0331	2	No
Saga Communications Website	73 Kercheval Avenue, St 201 Grosse Pointe Farms, MI 48236	Theresa Wiley	313-886-7070		No
All Access Job Bank	*****	*****	*****		No
Virginia Association of Broadcasters Job Bank	P. O. Box 7466 Charlottesville, VA 22906	Wanda Johnson	434-984-7630		No
Word of Mouth	*****	*****	*****	1	No

MENU OPTION ACTIVITIES

WSVA, WSIG, WQPO, WMQR, WHBG, WWRE have engaged in the following outreach activities during the year covered by this report: June 1, 2017 through May 31, 2018.

Activity Classification	Type of Activity	Brief Description
5	Internship Program	Provided paid internship opportunities for Virginia college student.
1	2018 Veteran and Community Job Fair on September 12, 2018	Station personnel was present during the activities.
8	Training program to qualify station personnel for higher level positions	Virginia Association of Broadcasters – Best of the Best Leadership Program
1	Participated in PVCC's 35 th Annual Job Fair on March 27, 2019.	Station personnel was present during the activities.
1	Participated in the 2019 Charlottesville Community Job Fair on May 23, 2019.	Station personnel was present during the activities.

For "Activity Classification" use numbers "1" through "16" in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Hosting of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.

EEO Statement

We achieved broad outreach during the past two-year period by utilizing our radio stations/ websites, state broadcasters association, corporate job bank and various other online recruitment sources (i.e. all access and SBE). We received several applications/resumes from qualified applicants for each recruitment. The responses included a variety of localities and the applicants utilized various recruitment sources. In addition, we participated in various job fairs throughout the community which included outreach to the local colleges, veterans and men and women within our community. We never ran into a problem with our outreach efforts.