

WBRW-FM, WFNR-AM, WPSK-FM, WRAD-FM, WRAD-AM, WVHK-FM
EEO PUBLIC FILE REPORT
December 1, 2018 - May 31, 2019

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
Advertising Sales Representative Open Date: 4/18/2019 Hire Date: 5/7/2019	3-4, 6-7, 9, 11-13, 15-17, 19-22	9
Multi-Media Account Manager (Outside Sales) Open Date: 2/19/2019 Hire Date: 5/7/2019	3-13, 15, 17-22	13
On-Air Talent (Country) Open Date: 12/17/2018 Hire Date: 1/7/2019	1-3, 11-14, 17-18	2
On-Air Talent (Rock) & Website Manager Open Date: 12/17/2018 Hire Date: 1/7/2019	1-3, 11-14, 17-18	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
1	AllAccess.com 1222 16th Avenue South Suite 25 Nashville, Tennessee 37212 Phone : 615-252-6400 Url : https://www.allaccess.com Matt Shapo Manual Posting	N	8
2	Current Employee/Internal Promotion	N	2
3	Emory & Henry College P.O. Box 947 Emory, Virginia 24327 Phone : 276-944-6922 Url : http://www.ehc.edu Email : agardner@ehc.edu Amanda Gardner	N	0
4	Ferrum College P.O. Box 1000 Ferrum, Virginia 24088 Phone : 540-365-4460 Url : http://www.ferrum.edu/career/ Email : lholden@ferrum.edu Leslie Holden	N	0
5	Hollins University 7916 Williamson Road Roanoke, Virginia 24020 Phone : 540-362-6364 Url : https://www.hollins.edu/offices-and-services/career Email : careercenter@hollins.edu Karen Cardozo	N	0
6	Indeed.com 6433 Champion Grandview Way Building 1 Austin, Texas 78750 Phone : 540-731-6000 Url : www.indeed.com Cindy Rollison Manual Posting	N	7

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7	King University Bristol Hall 109 Bristol, Tennessee 37620 Phone : 423-652-4752 Url : http://www.king.edu/careers/default.aspx Email : dhfelty@king.edu Donna Felty	N	0
8	LinkedIn 2029 Stierlin Court Suite 200 Mountain View, California 94043 Phone : 5407316000 Url : www.linkedin.com Angie Rivers Manual Posting	N	0
9	Montgomery County Chamber of Commerce 1520 N. Franklin St. Christiansburg, Virginia 24073 Phone : 540-382-3020 Url : http://www.montgomerycc.org/newriverradiogroup.com Jenna Phillips Manual Posting	N	1
10	NAACP - Professional Diversity Network 801 W. Adams St. Suite 600 Chicago, Illinois 60607 Phone : 617-244-9446 Url : http://ihispano.com Email : Kkirsch@ProDivNet.com Kimberly Kirsch	Y	0
11	NAACP-Montgomery, Radford, Floyd PO Box 6044 Christiansburg, Virginia 24068 Phone : 540-382-6751 Url : https://mrfnaacp.org Email : info@mrfnaacp.org Deborah Travis	Y	0
12	New River Community College Rooker Hall Advising Center 5251 College Dr. Dublin, Virginia 24084 Phone : 540-674-3600 Url : https://www.nr.edu/careerservices/ Email : kmatthews@nr.edu Kim Matthews	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
13	On-Air Announcements (One or More SEU stations) 7080 Lee Hwy Radford, Virginia 24073 Phone : 540-731-6000 Cindy Rollison Manual Posting	N	1
14	Radford University Career Services Radford University Russell 331 Radford, Virginia Phone : 540-831-5373 Url : https://www.radford.edu/content/career-services Carolyn Sutphin Manual Posting	N	0
15	Roanoke College 221 College Lane Salem, Virginia 24153 Phone : 540-375-2303 Url : https://www.roanoke.edu/inside/a-z_index/career_se Email : mclawhorn@roanoke.edu Toni McLawhorn McLawhorn	N	0
16	Station Website Posting(s) (One or more SEU stations) 7080 Lee Hwy Radford, Virginia 24141 Phone : 540-731-6000 Cindy Rollison Manual Posting	N	0
17	Virginia Association of Broadcasters 250 West Main Street Suite 100 Charlottesville, Virginia 22902 Phone : 434-977-3716 Url : https://www.vabonline.com/careers Christina Sandridge Manual Posting	N	0
18	Virginia Tech Career Services 870 Washington St. SW (Virginia Tech) Blacksburg, Virginia 24060 Phone : 540-231-8875 Url : https://career.vt.edu Email : hireahokie@vt.edu Lisa Boothe	N	0

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19	Virginia Workforce Connection 6226 University Park Dr Suite 1300 Radford, Virginia 24141 Phone : 540-831-5980 Url : http://www.vec.virginia.gov/virginia-workforce-con Email : radford@vec.virginia.gov Career Services	N	0
20	Western Virginia Community College 3094 Colonial Avenue Roanoke, Virginia 24015 Phone : 540-857-6279 Url : http://www.virginiawestern.edu/workforce/index.php Email : careernavigators@virginiawestern.edu Amanda Decker Decker	N	0
21	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
22	Wytheville Community College 1000 East Main Street Wytheville, Virginia 24382 Phone : 276-223-4717 Url : https://www.wcc.vccs.edu/employer-services Email : vmarrs@wcc.vccs.edu Vickie Mars Mars	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			19

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	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	4/4/2019	Participation in Job Fairs	On April 4th, 2019, our SEU's Operations Manager, Program Director and Sports Director participated in a Job Fair at Christiansburg High School that was coordinated by the DECA CTE and Work-Based Learning team at CHS. They shared their experiences and information about career opportunities in radio, answered questions and allowed student to perform mock board op and live recording of promos and breaks.	4	Operations Manager Program Director Program Director Sports Director	0.25
2	5/18/2019	Establishment of an intern program designed to assist members of the community	During the Spring Semester in 2019, The Programming Department hosted (1) intern from Radford University. The intern assisted with production, dubbing, and live broadcasts as well as social media and performed board-op duties for events and producer duties for local sports show.	4	Operations Manager Sports Director On-Air Talent & Digital Content Manager Board-Op/On-Air	1.00
TOTAL POINTS OVER REPORTING PERIOD:						1.25