

# EEO PUBLIC FILE REPORT

## WKHK-FM/WKLR-FM/WJSR-FM/WURV-FM/WURV-HD2-FM

May 2017

### FULL-TIME POSITIONS FILLED

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source(s) utilized to fill the vacancy (including organizations entitled to notification)*	Number Interviewed	Number Hired	Recruitment Source Hired From
1	Account Executive-Katherine Kennedy	1/6/16	4/1/16	1,3, 6, 13 - 18, 21 - 25	3	1	7
1	Account Executive-Erica Yeung	1/6/16	7/14/16	1,3, 6, 13 - 18, 21 - 25	5	1	13
1	Account Executive-Jennifer Staples	1/16/16	9/9/16	1,3, 6, 13 - 18, 21 - 25	5	1	6
1	Account Executive-Greg Grant	1/6/16	4/5/17	1,3, 6, 13 - 18, 21 - 25	3	1	6
1	Digital Campaign Assistant-Tiffany Brown	4/17/17	5/16/17	1,3, 6, 12, 13 - 18, 21 - 25	7	1	6
1	Chief Engineer-Dennis Sloatman	8/29/16	12/15/16	1,3, 6, 13 - 19, 21 - 25	6	1	6

\*The List of Recruitment/Hiring Sources are listed on the following pages

## Information Regarding Recruitment Sources for Full-Time Vacancies

No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification
1	Internal Posting (located in 2 <sup>nd</sup> and 3 <sup>rd</sup> floor break rooms and announced in monthly staff meeting)	Bob Willoughby	0	
2	All Access 28955 Pacific Coast Highway Suite 210 Malibu, CA 90265	Joel Denver <a href="mailto:JDenver@allaccess.com">JDenver@allaccess.com</a>	0	
3	WKHK/WKLR/WJSR/WURV/WURV-HD2 On Air Advertising	Brooke Rogers	7 On air message sent Sales applicants to Indeed.com to apply	
4	Radio411.com 1842 Shell Ring Circle Mt. Pleasant, SC 29466	TVandRadioPro@gmail.com	0	
5	VARTV.com 1725 Live Oak Trl Suite 203 Virginia Beach, VA 23456	Robert Corbin	0	
6	Internal Referral	Brooke Rogers	1 – Digital Campaign Mgr. 5-Sales Applicants 2 – Chief Engineering Applicants	
No.	Recruitment Source	Contact	Total Interviewed	Entitled to Notification

7	External Referral		1 - Sales	
8	Radio-Info.com 785 Williams Street #429 Longmeadow, MA 01106	Info@radioinfo.com	0	
9	Ramp Newsletter	661-294-9408 cartermedia@gmail.com	0	
10	Richmond Times-Dispatch 300 E. Franklin St. Richmond, VA 23219	<a href="mailto:recruitment@timesdispatch.com">recruitment@timesdispatch.com</a>	0	
11	Radioandproduction.com	PO Box 630071 Irving, TX 75063-0071	0	
12	Linkedin.com	1-650-687-3555	0	
13	Indeed.com	1-800-475-4361	13 Total -6 for Digital Campaign Coordinators -3 for Sales -4 for Chief Engineer	
		<b>Contact</b>	<b>Total</b>	<b>Entitled to</b>

No.	Recruitment Source		Interviewed	Notification
14	Virginia Employment Commission 703 E. Main St Richmond, 23219	(866) 832-2363	0	
15	VCU Career Center 907 Floyd Ave P.O. Box 842007 Richmond, VA 23284-2007		0	
16	University of Richmond Career Center 28 Westhampton Way Richmond, VA 23173	Leslie Stevenson (804) 289-8000	0	
17	Style Weekly Magazine 24 E. 3rd Street Richmond, VA 23224	Jonathon Young (804) 358-0825	0	
18	Virginia State University P.O. Box 9410 Petersburg, VA 23806	Dannita Trice (804) 524-5000	0	
19	Inside Radio	Gene McKay	0	

	365 Union Street Littleton NH 03561	800-248-4242 x700		
20	Radio Advertising Bureau (RAB) 1320 Greenway Drive, Suite 500 Irving, Texas 75038 Recruitment Letters to local colleges	Sheena Calton (212) 681-7200	0	
21	National Urban League 120 Wall Street New York, NY 10005	Yolanda Richardson 212-558-5300	0	
22	Northern Virginia Community College 7630 Little River Turnpike Annadale, VA 22003	Career and Experiential Learning Services (703) 323-3000	0	
23	Hampton University Career Counseling and Planning Center 2 Frissell Street Hampton, VA 23668	Karen Weaver 757-727-5331	0	
24	George Mason University University Career Services 4400 University Drive, MS 3B6 Fairfax, VA 22030	Sara Chandler 703-993-2370	0	
25	Virginia Association of Broadcasters 250 West Main Street Suite 100 Charlottesville, VA 22902	Christina Sandridge (434) 977-3716	1 -Sales	

**General Outreach Efforts  
Implemented During Year**

<b>No.</b>	<b>Date</b>	<b>Initiative</b>	<b>Description</b>	<b>Scope of Involvement</b>	<b>Personnel Involved</b>
1	1-2016 thru ongoing	P1 Sellers Training	Ongoing training and coaching for internal Sales teams	Training covers coaching and growing within career	Entire Sales team
2	1-2016 thru ongoing	ReCru Digital Sales Training	Ongoing training and coaching for internal Sales teams	Training covers coaching and growing within career	Entire Sales team
3	10/18/16	Hanover Job Fair		Interviewed individuals, collected resumes, discussed career and intern opportunities.	Tyler Grogan
4	6-28-2016	VCU School of Broadcast Career Day Summer Semester 2016	Guest Lectures, panel discussions, one-on-ones with students.	Covers coaching and growing within career	Melissa Chase and Shelly Perkins
5	2-19-2017	VCU School of Broadcast Career Day Winter Semester 2017	Guest Lectures, panel discussions, one-on-ones with students.	Covers coaching and growing within career	Melissa Chase and Shelly Perkins
6	3-20-2017	Career Day - Sandston Elementary School	Presentations, faculty discussions, one-on-ones with students.	Discussions of what it takes to become a DJ/Talent	Melissa Chase and Joe Amado
7	5-5-2017	Career Day and SOL Prep at Salem Church School	Presentations, faculty discussions, one-on-ones with students	Discussions of what it courses to focus on in the future to become a DJ/Talent/Sales Person	Melissa Chase and Jack Lauterback
8	6-15-2017	Career Day at Ridge School	Presentations, panel discussions, one-on-ones with students	Discussions of what it courses to focus on in the future to become a DJ/Talent/Sales Person	Jessie Carrol and Krissi Cecil

9	12-19-17	Student Job Shadowing	Students interested in a career in advertising/marketing shadow the Creative Services Director.	Students shadow the Creative Services Director and learn about a career in advertising.	Joe Doran and Allie Strouse
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