

## **EEO PUBLIC FILE REPORT**

For the Period from 6/1/2012 to 5/31/2013

This report covers the following station employment unit (SEU):

<u>Call Sign</u>	<u>Facility ID Number</u>	<u>Type of Station</u>	<u>Location City, State</u>	<u>LMA</u>
WHKT	87170	AM	Portsmouth, VA	N/A
WPMH	10759	AM	Portsmouth, VA	N/A
WTJZ	3533	AM	Newport News, VA	Faith Broadcasting

Employment services for:

<u>Call Sign</u>	<u>Facility ID Number</u>	<u>Type of Station</u>	<u>Location City, State</u>	<u>LMA</u>
WWIP	90265	FM	Cheriton, VA	N/A

## I. VACANCY LIST

The following is a list of all vacancies for full-time jobs filled during the reporting period and the recruitment source (“RS”) that referred the person hired for each vacancy.

There were no full time vacancies with the SEU during the reporting period.

<u>Job No.</u>	<u>Job Vacancy Title</u>	<u>RS that Referred Hired Person</u>	<u>Date Filled</u>	<u>RS’s Contacted to Fill Vacancy</u>

## II. RECRUITMENT SOURCE LIST

During the reporting period, the following recruitment sources (“RS”) were contacted as vacancies for full-time SEU jobs opened. There were a total of 0 people interviewed for full-time positions.

<u>RS</u>	<u>RS Company</u>	<u>RS Email Address</u>	<u>#of Interviewees Referred by RS</u>
1	Christopher Newport University	Monica.nolan@cnu.edu	
2.	Norfolk State University	jtallmadge@nsu.edu	
3.	Old Dominion University	employers@odu.edu	
4.	Tidewater Community College	meaker@tcc.edu	
5.	Regent University	careerservices@regent.edu	
6.	Liberty University	macalloway@liberty.edu	

7.	Thomas Nelson Community College	albertinif@tncc.edu	
8.	Virginia Commonwealth University	USCA@vcu.edu	
9.	Virginia Wesleyan College	Career-services@vwc.edu	
10.	Hampton University	Andre.ledoux@hamptonu.edu	
11.	VARTV	editor@vartv.com	
12.	Virginia Employment Commission	<a href="mailto:William.Worrell@vec.virginia.gov">William.Worrell@vec.virginia.gov</a>	
13.	WFOS Radio  Chesapeake Public Schools	Richard.babb@cpschools.com	
14	DeVry University	rrolan@devry.edu	

OTHER SOURCES OF INTERVIEWEES

	1650whkt.com		
	Wpmh1010.com		
	On Air Announcements		
	Employee Referral		
	Unsolicited		

### III. **OUTREACH INITIATIVES**

The following outreach initiatives were completed by the Station Employment Unit (SEU) during the reporting period:

#### **A. Internship Program**

The SEU provides formal internship training to prepare students for employment in the broadcast industry. The intern program is extended to college level students who may obtain credit for completion of the program. The General Manager works with the students in establishing their schedule and internship work responsibilities.

1. During this reporting period, the SEU hosted one student from Norfolk State University from February – April 2013.

#### **B. Job Fairs**

1. The SEU hosted its own Job Fair Open House December 6, 2012. Prospective employees were invited to come by for a tour of the radio stations and to inquire about opportunities in broadcasting and to consider future employment. They were encouraged to submit resumes and air check recordings.
2. The SEU's Office Manager participated in a job fair sponsored by the Northampton County Chamber of Commerce on October 2, 2012. At the fair, potential opportunities in office, accounting, production, maintenance, engineering, computers and web design were discussed as well as opportunities for internships. Resumes were collected.
3. The SEU's General Manager participated in the School of Communication Career Fair at Liberty University on October 25, 2012. Opportunities for internships and potential future employment were discussed. Resumes were collected.