

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period of June 1st, 2022-May 31st 2023. Placed in the public file on June 1, 2023.

- 1) Employment name & Location: Charlottesville, Virginia. Stu-Comm Incorporated.
- 2) Call sign and community licenses: WNRN, Charlottesville
- 3) EEO Contact Information:
 Mailing address: 2250 Old Ivy Road, Suite 2 Charlottesville, VA 22903
 Telephone number: 434-971-4096
 Contact Person: Ann Voss
 Email Address: avoss@wnrn.org

4) Full-time job vacancies filled in time period covered by report:

Section 1: Full time job openings filled during this period:

June 1, 2022 – May 31, 2023

<u>Job Title</u>	<u>Recruitment Source Referring Hire</u>
Event and Promotions Manager	wnrn.org
Audio and Video Producer	thecne.org
Digital Content Specialist	wnrn.org
Development Assistant	wnrn.org

Section 2: Recruitment Sources

June 2022 – May 2023

Recruitment source:	Total Number of Interviewees this source provided	Full time positions which this source was utilized
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1	Internal posting at WNRN/wnrn.org	1 1 1 1	Event and Prom Mgr Audio Video Producer Digital Content Specialist Development Assistant
2	The CNE (Center for Non-Profit Excellence) 1701-A Allied Street Charlottesville, VA 22903 434-244-3330 main staff@thecne.org thecne.org	0 1 0 0	Event and Prom Mgr Audio Video Producer Digital Content Specialist Development Assistant

3.	Community Foundation for a Greater Richmond Connectva.org	0 1 2 2	Event and Prom Mgr Audio Video Producer Digital Content Specialist Development Assistant
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4.	Word of Mouth	2 1 1	Event and Prom Mgr Audio Video Producer Development Assistant
5.	Greater Public website Greaterpublic.org 401 North 3rd Street, Suite 370 Minneapolis, MN 55401 1-888-454-2314	2 0 0 0	Event and Prom Mgr Audio Video Producer Digital Content Specialist Development Assistant
6.	Public Media Jobs https://jobs.current.org/	0 0 0	Event and Prom Mgr Digital Content Specialist Development Assistant
7.	CPB Jobline www.cpb.org/jobline Corporation for Public Broadcasting 401 Ninth Street, NW Washington, DC 20004-2129 202-879-9600	1 0	Event and Prom Mgr Development Assistant
8.	Handshake University Career	0	Development Assistant

Section 3: Community Outreach Efforts

- 1) WNRN recruits and retains volunteers for on air shifts. The training of volunteers starts with voice tracking. This includes learning the contents and order of a break, and work towards a conversational style while going through the scripts and branding statements. Once well versed in voice tracking and has a command of break elements, volunteers are trained to do an on-air shift. All volunteers must understand the FCC requires of a transmitter operator. Volunteers are critiqued by staff to improve their overall on-air performance.
- 2) Our on-going semester internship program welcomes students from area universities and colleges who are motivated and excited about learning and contributing to community radio. Their internship is endorsed, supported and monitored by the sponsoring university. Students receive course credit for their work with WNRN upon completion of each semester. WNRN offers internships for spring, summer and fall semesters. During this reporting period, WNRN has had six student interns. One internship for the summer, three internships for the fall and two internships for the spring. WNRN interns learn administrative and marketing skills, help manage

our music and winner databases, create Facebook events, edit podcasts, and update the WNRN website.

3) WNRN encourages station employees to attend training conferences and events hosted by non-commercial radio trade or music organizations. This year we attended South by Southwest Public Radio Day, NonConvention, PMDMC, International Bluegrass Music Association, Americana Fest, and Triple A Summit Fest. Various online webinars were also attended by staff.