



Your NPR® Station

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**EEO Public File Report
WMRA / WXJM / WEMC (LMA) Employment Unit**

June 1, 2021 – May 31, 2022

i. Full time vacancies filled during this period:

one

ii. Recruitment Sources utilized during this period:

S2186 News Reporter

Source	Organization	Contact	Website	phone
HR	JMU JobLink	Danielle Ritchie	https://joblink.jmu.edu	(540) 568-7203
DNR	Harrisonburg Daily News-Record (ShenValleyJobs)	Danielle Ritchie	http://www.shenvalleyjobs.com	(540) 568-6165
INDEED	Indeed	Danielle Ritchie	www.indeed.com	(540) 568-6165
VAWC	Virginia Workforce Connection (VEC)	Danielle Ritchie	https://www.vawc.virginia.gov/vosnet/JobBanks/JobSearchCriteriaQuick.aspx	(540) 568-6165
VAB	Virginia Association of Broadcasters	Meghann McCoy	http://www.vabonline.com	(540) 568-6165
WMRA WEB	WMRA	Martin Mayiani	https://www.wmra.org/employment-opportunities	(540) 568-6165
WMRA NEWS	WMRA Weekly e-newsletter	Matt Bingay	http://constantcontact.com	(434) 377-3716
CPB	Corporation for Public Broadcasting	Meghann McCoy	http://www.cpb.org/jobline/index.php	(540) 568-4045
CDP	Charlottesville Daily Progress	Meghann McCoy	https://www.charlottesvillejobnetwork.com	
COP	Chronicle of Philanthropy	Meghann McCoy	https://jobs.philanthropy.com/	
CUR	Current (Publicmediajobs.org)	Meghann McCoy	https://jobs.current.org/	

G RTPUB
HAND

Greater Public
Handshake

Meghann McCoy
Marquis McGee

<https://greaterpublic.org/submit-job/>
<https://www.jmu.edu/cap/handshake/index.shtml>

iii. Recruitment Sources referring hiree during this period:

S2186 News Reporter

Personal referral

iv. Persons (sources) interviewed for full-time vacancies during this period:

S2186 News Reporter

Qty (1) Public Media Journalists Association

Qty (1) Personal referral

Note: Sources identified as reported by interviewees

v. Initiatives undertaken pursuant to Section 73.2080(c)(2) during this period:

Event: 2022 On The Road Collaborative (After School Program)

Dates: Every Monday from Feb 7, 2022 to April 11, 2022

Organizer: On The Road Collaborative

Staff: Randi B. Hagi

WMRA designed and presented a 10-week radio/journalism curriculum focused on field recording, audio production and radio skills. This was presented to a class of 6th-8th graders as part of the "On The Road Collaborative" after school program. Approximately 12 students attended the course and the curriculum culminated in a 2-hour immersive radio tour of the WMRA studios which included presentations on radio management, programming, engineering and audio production.

Event: 2021 WXJM Scholarship Program

Dates: September 2021 – April 2022

Organizer: Internal

Staff: Calvin Pynn (WXJM Advisor), and Matt Bingay

Awarded 5 scholarships to James Madison University students involved with our student-station WXJM. These students will gain hands-on practical experience in broadcast management through their participation in the WXJM management team, and will be mentored by professional staff.

JMU also provides unpaid opportunities in radio broadcasting, production, promotion, sales and management to approximately 60 students per year at WXJM.

Event: 2022 SMAD Scholarship Program

Dates: April, 2022

Organizer: JMU (Licensee) - School of Media Arts and Design

Awarded 19 scholarships to James Madison University students studying in the School of Media Arts and Design. These scholarships were awarded from established scholarship programs providing in excess of \$30,000 in support for students.

Although many of the specific awards are broad in scope, the school has many graduates who have pursued broadcasting as a career. Several of the scholarships were journalism specific.

Event: 2022 MACRoCk Mid-Atlantic College Radio Conference

Date: April 1-2, 2022

Organizer: JMU (Licensee), WXJM

Staff: Calvin Pynn, Advisor of WXJM, WXJM management team and UPB volunteers

Thousands of students from up and down the East Coast attended this annual college radio event hosted by The JMU University Program Board and WXJM. This unique event featured a multitude of musicians, informal networking, and included workshops addressing sustainability in the Music Industry and DIY Accountability. Industry representatives were on hand at a "label expo". MACRock has become a valuable training program for radio station Music Directors and Event Promoters within this genre.

Event: 2021 Student Internships - WXJM

Dates: 2021/2022 Academic Year

Organizer: Internal

Staff: Catherine "Annie" McGowan and WXJM Second Line

Student Interns – Operations (5)

This program is designed to give interns hands on experience in the processes involved with operating and working at a college radio station. The program will span the entirety of each JMU semester, with an expected time commitment of 4 hours per week. Interns will work 2 hours each week with the General Manager, and will complete the rest of their hours through weekly partnerships with second line teams or CD review. Second Line team support assignments (Database Management, Music Directors, Publicity/Media, Member Outreach and Education, WXJM Live, Events) will be based on personal interest and skills.

Not for credit (300 hours total)