

**WFLS-FM, WWUZ(FM), WVBX(FM), WNTX(AM)**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2023 – May 31, 2024**

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (“RS”) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Traffic Coordinator	4, 7, 10, 11, 12, 13, 14, 15, 17, 19	19
Integrated Marketing Consultant / Marketing Specialist (Sales) (5)	1, 7, 10, 11, 12, 13, 14, 15, 17, 20	7, 11, 11, 15, 20

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**II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)**

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	<p><b>On-Air Announcements</b> <i>(one or more SEU stations)</i>                      Contact: Karen Harris                      10333 Southpoint Landing Blvd., Suite 215                      Fredericksburg, VA 22407                      540-870-5021</p>	No	1
2	<p><b>DC/MD/VA/DE Radio TV Media News Website</b>  <a href="http://www.dcrtv.com">www.dcrtv.com</a>                      Contact: Dave Hughes                      1981-B Villaridge Drive                      Reston, VA 20191                      703-620-9466</p>	No	0
3	<p><b>The Free Lance-Star Newspaper</b>                      Sales Department                      Carl D. Silver Parkway                      Fredericksburg, VA 22401                      540-374-5000  <a href="mailto:acasler@freelancestar.com">acasler@freelancestar.com</a></p>	No	0
4	<p><b>All Access Music Group</b>                      Contact: Joel Denver                      28955 Pacific Coast Hwy., Ste. #210-5                      Malibu, CA 90265                      310-457-6616  <a href="http://www.allaccess.com">www.allaccess.com</a></p>	No	2
5	<p><b>Commonwealth of Virginia                      Virginia Workforce Connection</b>                      10304 Spotsylvania Ave., Ste 100                      Fredericksburg, VA 22408  <a href="http://www.vawc.virginia.gov">www.vawc.virginia.gov</a>                      540-322-5768</p>	No	0
6	<p><b>SBE.org</b>                      SBE JobsOnline.</p>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	<b>Glassdoor</b> <a href="https://www.glassdoor.com">https://www.glassdoor.com</a>	No	0
8	<b>Handshake</b> <a href="https://joinhandshake.com">https://joinhandshake.com</a> University of Mary Washington; Virginia Commonwealth University; James Madison University; Liberty University; Shenandoah University; Virginia Tech; Howard University.	No	0
9	<b>Germanna Community College</b> 10000 Germanna Point Drive Fredericksburg, VA 22408 540-710-2025 mhawley@germanna.edu	No	0
10	<b>Virginia Association of Broadcasters</b> 250 West Main Street, Ste. 100 Charlottesville, VA 22920 434-977-3716 www.vabonline.com	No	0
11	<b>Indeed Website</b> Customer Service 470 W. Avenue Stamford, CT 203-564-2418 <a href="http://www.indeed.com">www.indeed.com</a>	No	9
12	<b>Diversity Jobs</b> <a href="https://www.diversityjobboard.com">https://www.diversityjobboard.com</a> 614-595-6063	No	0
13	<b>LinkedIn Website</b> Mountain View, CA <a href="http://www.linkedin.com">www.linkedin.com</a>	No	5
14	<b>Zip Recruiter</b>	No	0
15	<b>Word-of-Mouth Referral</b>	No	1
16	<b>SEU Job Fairs</b> (see Section III)	No	0
17	<b>Alpha Media Career Website</b> <a href="http://www.alphamediausa.com/careers">www.alphamediausa.com/careers</a>	No	0
18	<b>Internal Posting/Candidate</b>	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
19	Internal Transfer/Promotion	No	1
20	Walk-In/Self-Referral	No	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			20

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**III. RECRUITMENT INITIATIVES**

	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
<b>1</b>	Mentoring/training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.	<p>Beginning July 2023, three of the SEU’s new Integrated Marketing Consultants attended P1-Plus, a 7-week long sales onboarding training program presented by P1 Learning to contribute to our sales team. Each employee received a P1 Plus Certificate of Completion.</p> <p>Beginning January 2024, two of the SEU’s new Integrated Marketing Consultants (Sales) attended P1-Plus, a 7-week long sales onboarding training program presented by P1 Learning to contribute to our sales team. Each employee received a P1 Plus Certificate of Completion.</p> <p>Beginning January 2024, the SEU’s Assistant Programming Director started mentoring/training a Street Team employee in on-air broadcasting to contribute to our programming team.</p> <p>Beginning February 2024, the SEU’s Assistant Programming Director started mentoring/training a Street Team employee in on-air broadcasting to contribute to our programming team.</p>
<b>2</b>	Management-level training addressing equal employment opportunity and preventing discrimination.	<p>In June 2023, three new Integrated Marketing Consultants trained in Workplace Harassment, Preventing Workplace Violence, and Copyright Training.</p> <p>In August 2023, one SEU Street Team member completed the Alpha Copyright Training course.</p> <p>In November 2023, all 26 SEU employees completed Sexual Harassment Prevention 3.0, Workplace Violence and Bullying Prevention 2.0 training.</p> <p>In November 2023, all SEU managers completed Sexual Harassment Prevention for Managers 1.0 training.</p>

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
		<p>On September 15, 2023, the SEU’s Market Manager and Business Manager completed the FCC’s Equal Employment Opportunity Rules webinar.</p> <p>Throughout 2023-2024 the SEU Business Office / HR rep completed the following training: HR Cultural Architects from DEI to ABIDE; 5 Termination Best Practices; New I-9 Form Updates; Exploring the Link Between Engagement &amp; Employee Volunteering; What Managers Need to Know about Progressive Discipline Webinar; Connecting Culture and Retention Strategies for Keeping Top Talent; Understanding and Preparing for Proposed Overtime Changes; Promoting a Positive and Respectful Workplace; Dealing with a Difficult Co-worker; Reducing Bias in the Interview Process; Mastering Critical Conversations; Garnishment Order Compliance.</p> <p>On April 25, 2024, the SEU HR rep attended an in-person WorkforceNow Workshop: Business Strategies for Excelling Intern/Apprenticeship Program hosted at and by the Fredericksburg Regional Chamber of Commerce.</p>
3	Participate in Career Fairs	<p>On March 26 and 27, 2024, the SEU Market Manager and Business Office / HR rep attended the 2<sup>nd</sup> Annual Spotsylvania County Public Schools Career and Technical Center Career Fair.</p> <p>On May 15, 2024, the SEU Business Office attended the Germanna Community College Career Fair.</p>