

WFLS-FM, WWUZ(FM), WVBX(FM), WNTX(AM)
EEO PUBLIC FILE REPORT
June 1, 2022 – May 31, 2023

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Engineer	4, 6, 7, 8, 9, 10, 11, 12, 13, 17	10
Promotions Coordinator	1, 4, 7, 9, 10, 11, 12, 17	11
Account Executive	1, 7, 10, 11, 15, 17	15
Operations Manager	1, 2, 4, 7, 9, 10, 11, 12, 13, 14, 17	4

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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>On-Air Announcements <i>(one or more SEU stations)</i> Contact: Sandy Ridgeway 10333 Southpoint Landing Blvd., Suite 215 Fredericksburg, VA 22407 540-374-5474</p>	No	0
2	<p>DC/MD/VA/DE Radio TV Media News Website www.dcrtv.com Contact: Dave Hughes 1981-B Villaridge Drive Reston, VA 20191 703-620-9466</p>	No	0
3	<p>The Free Lance-Star Newspaper Sales Department Carl D. Silver Parkway Fredericksburg, VA 22401 540-374-5000 acasler@freelancestar.com</p>	No	0
4	<p>All Access Music Group Contact: Joel Denver 28955 Pacific Coast Hwy., Ste. #210-5 Malibu, CA 90265 310-457-6616 www.allaccess.com</p>	No	5
5	<p>Commonwealth of Virginia Virginia Workforce Connection 10304 Spotsylvania Ave., Ste 100 Fredericksburg, VA 22408 www.vawc.virginia.gov 540-322-5768</p>	No	0
6	<p>SBE.org 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	Glassdoor https://www.glassdoor.com	No	0
8	Handshake https://joinhandshake.com University of Mary Washington; Virginia Commonwealth University; James Madison University; Liberty University; Shenandoah University; Virginia Tech; Howard University.	No	0
9	Germanna Community College 10000 Germanna Point Drive Fredericksburg, VA 22408 540-710-2025 mhawley@germanna.edu	No	0
10	Virginia Association of Broadcasters 250 West Main Street, Ste. 100 Charlottesville, VA 22920 434-977-3716 www.vabonline.com	No	1
11	Indeed Website Customer Service 470 W. Avenue Stamford, CT 203-564-2418 www.indeed.com	No	4
12	University of Mary Washington 1301 College Avenue Fredericksburg, VA 22401 540-654-1000 www.umw.edu/careercenter www.handshake.com	No	0
13	LinkedIn Website Mountain View, CA www.linkedin.com	No	2
14	Zip Recruiter	No	0
15	Word-of-Mouth Referral	No	6
16	SEU Job Fairs (see Section III)	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
17	Alpha Media Career Website www.alphamediausa.com/careers	No	0
18	Internal Posting/Candidate	No	1
19	Internal Transfer/Promotion	No	0
20	Walk-In/Self-Referral	No	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			19

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Mentoring/training programs designed to enable station personnel to acquire skills that could qualify them for higher-level positions.	<p>Beginning July 2022, the SEU’s Promotions Director and one Account Executive attended P1-Plus, a 7-week long sales onboarding training program presented by P1 Learning to contribute to our sales team.</p> <p>Beginning September 2022, the SEU’s Assistant Programming Director started training a Street Team employee on on-air broadcasting to contribute to our programming team.</p> <p>September – October 2022 Market Manager trained on-air staffer to contribute to sales team.</p> <p>December 2022 One On-Air Personality trained another On-Air Personality to host our In The Community program.</p>
2	Internship Program	June 6 – July 29, 2022, the SEU employed one Intern as part of the Virginia Association of Broadcasters’ Summer Internship Program.
4	Internship Program	January 23 – February 1, 2023, the SEU hosted a Student Extern to support the Spotsylvania County Public Schools Ready S.E.T. Go Externship Program.
3	Management-level training addressing equal employment opportunity and preventing discrimination.	<p>In May 2023, the SEU’s Operations Manager completed Copyright Training, Workplace Harassment for Managers, Preventing Workplace Violence, Active Shooter Response, and Valuing Diversity training.</p> <p>In May 2023, the SEU’s Business Manager completed How to Meet Harassment Prevention Mandates for 2023 training.</p>