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Your NPR® Station

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

June 1, 2020 – May 31, 2021

i. Full time vacancies filled during this period:

one

ii. Recruitment Sources utilized during this period:

S1973 WMRA Chief Engineer - First Search

S2011 WMRA Chief Engineer - Second Search

Source	Organization	Contact	Website	phone
HR	JMU Job Link (HR)	Alicia Proctor	https://www.jmu.edu/humanresources/recruitment/index.shtml	(540) 568-7203
COVA	Commonwealth of Virginia Jobsite	Alicia Proctor	https://jobs.agencies.virginia.gov	(540) 568-6165
DNR	Harrisonburg Daily News-Record	Alicia Proctor	http://www.dnronline.com	(540) 568-6165
HACU	Hispanic Association of Colleges and Universities	Sandra Krezelak	hacu-list@jmu.edu	(540) 568-6165
HBCU	Historically Black Colleges & Universities listserv	Sandra Krezelak	hbcu-list@jmu.edu	(540) 568-6165
VEC	Virginia Employment Commission (VA Workforce)	Alicia Proctor	https://www.vawc.virginia.gov/vosnet/Default.aspx	(540) 568-6165
VAB	Virginia Association of Broadcasters	VAB	http://www.vabonline.com/jobs/default.asp	(434) 377-3716
WMRA WEB	Radio Station WMRA	Martin Mayiani	http://www.wmra.org	(540) 568-4045
CPB	Corporation for Public Broadcasting Jobline	Meghann McCoy	http://www.cpb.org/jobline/index.php	(202) 879-9600
SBE	Society for Broadcast Engineers	William Fawcett	http://sbe.org/	(317) 846-9000

iii. Recruitment Sources referring hiree during this period:

S2011 WMRA Chief Engineer

JMU Joblink

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

S1973 & S2011 WMRA Chief Engineer

Qty (1) SBE

Qty (1) Indeed (Employment listing aggregator website)

Qty (1) Employee referral

Qty (1) Other referral

Note: Sources identified as reported by interviewees

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

Event: 2020/2021 WXJM Scholarship Program

Dates: September 2020 – April 2021

Organizer: Internal

Staff: Calvin Pynn (WXJM Advisor), and William Fawcett

Awarded 2 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: 2020/2021 SMAD Scholarship Program

Dates: April, 2021

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

Awarded 13 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 \$35,000 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: Student Internships - WXJM

Dates: 2020/2021 Academic Year

Organizer: Internal

Staff: Morgan Dowsett 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)

Note: This year's internship program was seriously impacted by the Covid shutdown.