

2023 ANNUAL EEO PUBLIC FILE REPORT

Rector and Visitors of the University of Virginia

Station(s): WTJU-FM
Community(ies) of License: Charlottesville, VA

Reporting Period: 06/2022 - 05/2023

No. of Full-time Employees: XX 5-10 XX // More than 10 ____
Small Market Exemption:

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

<i>Hosted at least one job fair.</i>	Black Business Expo September 2022 IX Art Park, Charlottesville, VA
<i>Co-sponsored at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities.</i>	Media sponsor of the UVA Apprenticeship Job Fair April 11, 2023 UVA Alumni Hall, Charlottesville, VA
<i>Established an internship program designed to assist members of the community to acquire skills needed for broadcast employment.</i>	Active participant in Virginia Association of Broadcasters summer internship program. Expanded on the VAB's program with our own self-funded summer internship program. Hosted production internships during summer 2022 and fall 2022 and spring 2023 semesters.
<i>Participated in job banks, internet programs, and other programs designed to promote outreach generally (i.e., that are not primarily directed to providing notification of specific job vacancies).</i>	Participated in University of Virginia Career Services listings and events
<i>Established training programs designed to enable station personnel to acquire skills that</i>	Facilitate station staff participation in training programs through: - University of Virginia webinars and

<i>could qualify them for higher level positions.</i>	Cornerstone program - National Federation of Community Broadcasters workshops / webinars - Greater Public webinars - Continuing education financial credit
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LIST OF POSITIONS FILLED

DATE OF HIRE	JOB TITLE	RECRUITMENT SOURCE REFERRING HIREE
7/4/2022	Business Manager	Employee Referral
7/4/2022	Business Sponsorship Account Exec	UVA Website
8/15/2022	Audio Producer	Employee Referral
11/1/2022	Office & Volunteer Coordinator	UVA Email

INTERVIEWEE REFERRAL SOURCE SUMMARY

Total Number of Persons Interviewed during the Reporting Period: 14

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
UVA Website	5
Employee Referral	4
UVA Email	4
LinkedIn: UVA Page	1

RECRUITING SOURCES USED

Job Title of Position: Audio Producer Date of Hire: Aug 15, 2022

REFERRAL SOURCE	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	WEB ADDRESS OF SOURCE
UVA Website	Charlottesville, VA	UVA HR	Virginia.edu
Employee Referral	Charlottesville, VA	Nathan Moore	Wtju.net
LinkedIn: UVA Page	Sunnyvale, CA	UVA HR	LinkedIn.com
HigherEd Jobs	State College, PA	UVA HR	Higheredjobs.com

Indeed.com	Austin, TX	UVA HR	Indeed.com
CPB Jobline	Washington, DC	Carole Mah	Cpb.org/jobline
NFCB Jobs Board	Paonia, CO	Gretchen Ashton-Puckett	Nfcb.org

Job Title of Position: Business Sponsorship Account Exec Date of Hire: July 4, 2022

REFERRAL SOURCE	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	WEB ADDRESS OF SOURCE
UVA Website	Charlottesville, VA	UVA HR	Virginia.edu
Employee Referral	Charlottesville, VA	Nathan Moore	Wtju.net
LinkedIn: UVA Page	Sunnyvale, CA	UVA HR	LinkedIn.com
HigherEd Jobs	State College, PA	UVA HR	Higheredjobs.com
Indeed.com	Austin, TX	UVA HR	Indeed.com
CPB Jobline	Washington, DC	Carole Mah	Cpb.org/jobline
NFCB Jobs Board	Paonia, CO	Gretchen Ashton-Puckett	Nfcb.org

Job Title of Position: Business Manager Date of Hire: July 4, 2022

REFERRAL SOURCE	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	WEB ADDRESS OF SOURCE
UVA Website	Charlottesville, VA	UVA HR	Virginia.edu
Employee Referral	Charlottesville, VA	Nathan Moore	Wtju.net
LinkedIn: UVA Page	Sunnyvale, CA	UVA HR	LinkedIn.com
HigherEd Jobs	State College, PA	UVA HR	Higheredjobs.com
Indeed.com	Austin, TX	UVA HR	Indeed.com

Job Title of Position: Office & Volunteer Coordinator Date of Hire: Nov 1, 2022

REFERRAL SOURCE	ADDRESS OF SOURCE	CONTACT PERSON AT SOURCE	WEB ADDRESS OF SOURCE
UVA Website	Charlottesville, VA	UVA HR	Virginia.edu
Employee Referral	Charlottesville, VA	Nathan Moore	Wtju.net
UVA Email	Charlottesville, VA	UVA HR	Virginia.edu

LinkedIn: UVA Page	Sunnyvale, CA	UVA HR	LinkedIn.com
HigherEd Jobs	State College, PA	UVA HR	Higheredjobs.com
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