

West Virginia Radio Corporation of the Alleghenies EEO PUBLIC FILE REPORT JUNE 2013- MAY 2014
for WDYK, WQZK, WKLP, WVMD, WDNZ and WCMD

A. Full-Time Vacancies Filled During Past Year	
1. Job Title: Office Manager	Date Filled: 09/23/13
2. Job Title: Market Manager	Date Filled: 10/29/13
3. Job Title: Account Executive	Date Filled: 11/21/13
	Date Filled: 11/26/13
	Date Filled: 1/13/14
	Date Filled: 2/3/14
	Date Filled: 3/3/14
	Date Filled: 5/1/14
(The position of "Account Executive" was left open and continued to be advertised as we hired additional Account Executives)	
4. Job Title: Program Director - WVMD (Internal Transfer)	Date Filled: 12/16/13
5. Job Title: Engineer	Date Filled: 2/9/14

B. Recruitment/Referral Sources Used to Seek Candidates for Each Vacancy

1. Job Title: Office Manager	Date Filled: 09/23/13			
Source	Contact Person	Address	Tel #	Referred Person Hired
Internal	Jodi Hart	1251 Earl Core Rd., Morgantown	304-296-0029	
Cumberland Times-News	Priscilla Clark	19 Baltimore Street, Cumberland MD	301-722-4604	
AllAccess.com	Online posting	28955 Pacific Coast, MalibuCalifornia	310-457-6616	
Referrals	Joe Caporale	15 E. Industrial Blvd, Cumberland, MD 21502	301-759-1005	1 Interviewed, 1 Hired
2. Job Title: Market Manager				
Date Filled: 10/29/13				
Source	Contact Person	Address	Tel #	Referred Person Hired
Internal	Jodi Hart	1251 Earl Core Rd., Morgantown	304-296-0029	
Referrals	Joe Caporale	15 E. Industrial Blvd, Cumberland, MD 21502	301-759-1005	
Websites - WDYK, WQZK, WVMD, WDNZ	Amanda Mangan	www.cumberlandsmagic.com & www.941qzk.com	301-759-1005	
RAB Classified Ads	Bob Lawrence	blawrence@rab.com	888-276-2729	6 Interviewed, 1 Hired
Cumberland Times-News	Priscilla Clark	19 Baltimore Street, Cumberland MD	301-722-4604	2 Interviewed
AllAccess.com	Online posting	28955 Pacific Coast, MalibuCalifornia	310-457-6616	3 Interviewed
3. Job Title: Account Executive				
Date Filled: 11/21/13, 11/25/13, 1/13/14, 2/3/14, 3/3/14, 5/1/14				
Source	Contact Person	Address	Tel #	Referred Person Hired
Internal	Jodi Hart	1251 Earl Core Rd., Morgantown	304-296-0029	1 Interviewed
Websites - WDYK, WQZK, WVMD, WDNZ	Amanda Mangan	www.cumberlandsmagic.com & www.941qzk.com	301-759-1005	
AllAccess.com	Online posting	28955 Pacific Coast, MalibuCalifornia	310-457-6616	
Referrals	Joe Caporale	15 E. Industrial Blvd, Cumberland, MD 21502	301-759-1005	8 Interviewed, 2 Hired
Radio-WDYK, WQZK, WVMD, WDNZ,	Amanda Mangan	15 E. Industrial Blvd, Cumberland, MD 21502	301-759-1005	9 Interviewed, 3 Hired
Cumberland Times-News	Shery	19 Baltimore Street, Cumberland MD	301-722-4604	1 Interviewed
Monster.com	Priscilla Clark (via CTN)	19 Baltimore Street, Cumberland MD	301-722-4604	2 Interviewed
Craigslist	Online Posting	1381 9th Ave., San Francisco, CA 94122	415-566-6394	
Employee hired previously on 11/21/13 resigned due to death in family and returned on 1/13/14				1 Interviewed, 1 Hired
4. Job Title: Engineer				
Date Filled: 2/9/14				
Source	Contact Person	Address	Tel #	Referred Person Hired
Internal	Jodi Hart	1251 Earl Core Rd., Morgantown	304-296-0029	1 Interviewed
Websites - WDYK, WQZK, WVMD, WDNZ	Amanda Mangan	www.cumberlandsmagic.com & www.941qzk.com	301-759-1005	
Referrals	Joe Caporale	15 E. Industrial Blvd, Cumberland, MD 21502	301-759-1005	1 Interviewed
www.collegecentral.com	Donna Sivic	101 Braddock Rd, Frostburg, Md 21502	301-687-8040	
Radio-WDYK, WQZK, WVMD, WDNZ,	Amy Ryan	15 E. Industrial Blvd, Cumberland, MD 21502	301-759-1005	
Craigslist	Online Posting	1381 9th Ave., San Francisco, CA 94122	415-566-6394	1 Interviewed, 1 Hired
Cumberland Times-News	Shery	19 Baltimore Street, Cumberland MD	301-722-4604	
5. Job Title: Program Director - WVMD (Internal Transfer)				
Date Filled: 12/16/13				
Source	Contact Person	Address	Tel #	Referred Person Hired
Internal	Jodi Hart	1251 Earl Core Rd., Morgantown	304-296-0029	1 Interviewed, 1 Hired
Referrals	Charlie Cook	1251 Earl Core Rd., Morgantown	304-296-0029	

C. Total Number of persons interviewed for all full-time vacancies filled during the past year: **38**

D. Total Number of interviews for All Full-Time Vacancies Filled During The Past Year Per Recruitment/Referral Sources:
**See Above

E. Outreach Activities

Program Director of WVMD was an internal transfer on 12/16/13.
 Job openings were placed on all station websites
 Job recruitment was done on a continual basis throughout the year for account executives.
 Job openings were advertised on ARC Radio Stations (WDYK, WQZK, WVMD, WDNZ and WCMD, WKLP)
 ARC Sales Manager and Office Manager both attended a job fair held in Downtown Cumberland on October 10th to meet potential candidates for Sales Account Executive.
 An In-House Job Fair was held on October 24th to hire Sales Account Executives. Attendees were received by ARC Sales Manager.
 ARC Sales Manager and Office Manager both attended the 2014 Career & Internship Fair at Frostburg State University on 4/2/14 to recruit part-time board operators and full-time Sales Account Executives.