

**West Virginia Radio Corporation of the Alleghenies EEO PUBLIC FILE REPORT JUNE 2019 - MAY 2020
for WDYK, WQZK, WKLP, WVMD, WDNZ and WCMD***

A. Full-Time Vacancies Filled During Past Year

1. Job Title: Sales Executive/Marketing Consultant	Date Filled: 8/26/19, 9/11/19
2. Job Title: Sports Analyst	Date Filled: 12/2/19

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

1. Job Title: Sales Executive/Marketing Consultant					Date Filled: 8/26/19, 9/11/19
Source	Contact Person	Address	Tel #	Referred Person Interviewed / Hired	
Internal Posting	Jodi Hart	1251 Earl Core Rd., Morgantown	304-296-0029		
West Virginia Radio Corporate Website	Patrick Rinehart	www.wvradio.com	304-296-0029	1 Interviewed, 1 Hired	
Radio Advertisements - WDYK, WQZK, WVMD, WDNZ, WCMD, WKLP	Chrystal Robinette	15 E. Industrial Blvd., Cumberland, MD 21502	301-759-1005	2 Interviewed	
Hiring Open House	Joe Caporale	15 E. Industrial Blvd, Cumberland, MD 21502	301-759-1005	1 Interviewed, 1 Hired	
Indeed.com	Online Posting	6433 Champion Grandview Way Building 1, Austin, TX 78750	1-800-475-4361		
Facebook	Online Posting	All ARC Station Facebook pages. When clicked on, it directs them to the WVRC Careers webpage.	N/A		
Cumberland Times-News	Cindy Hopkins	PO Box 1662, Cumberland, MD 21502	301-722-4604		
College Central (via Frostburg State University)	Online Posting	www.collegecentral.com	301-687-4403		
Referrals	Annette Wolford	15 E. Industrial Blvd, Cumberland, MD 21502	301-759-1005		

2. Job Title: Sports Analyst					Date Filled: 12/2/19
Source	Contact Person	Address	Tel #	Referred Person Interviewed / Hired	
Referrals	Joe Caporale	15 E. Industrial Blvd, Cumberland, MD 21502	301-759-1005	1 Interviewed, 1 Hired	

**Need existed for Sports Analyst. Highly qualified candidate became available and we had to act quickly.

C. Total Number of persons interviewed for all full-time Vacancies filled during the past year: 5

D. Total Number of interviewees for All Full-Time Vacancies filled During The Past Year Per Recruitment/Referral Sources:

**See Above

E. Outreach Activities

Job recruitment was done on a continual basis throughout the year for account executives.

Job openings were placed on station websites.

Announcements were placed on all station websites notifying organizations of their right to request information on job openings.

An internship program is offered to bring awareness to job opportunities in broadcasting available at all of the stations within WVRC. No interns expressed interest during this reporting period.

Office Manager and General Manager were to attend and participate in a job fair at Allegany County Votech on 4/7/20. This event was unexpectedly canceled due to statewide COVID-19 restrictions and closures of in-person events and was not rescheduled, either in-person or virtually.

On March 26, 2020 the Human Resources Director was scheduled to attend the Fairmont State University Career Fair in Fairmont, WV. This event was unexpectedly canceled due to statewide COVID-19 restrictions and closures of in-person events and was not rescheduled, either in-person or virtually.

Each year on the first weekend of April, the Corporate HR Liaison and Corporate Collections Manager from Corporate Headquarters attend a seminar sponsored by the West Virginia Broadcasters Association and presented by Jackson Kelly PLLC regarding EEO Rules and Regulations. This seminar was canceled during this reporting period due to COVID-19 restrictions.

On November 15, 2019, WV Radio Corporate Promotions Director, WVAQ Program Director, and air talent attended Taylor County Middle School Career Day where they spoke to approximately 700 students in grades 5 - 8. They spoke to them regarding the behind the scenes of a radio air talent and the importance of being "you". They were there from 8am-3pm.

WVRC Media of Cumberland had an Open House event where possible job candidates could come and learn more about broadcasting and tour the facility. This was on August 1, 2019 from 10am-1pm. The Market Manager, Office Manager, and other staff attended this event.

FOOTNOTES

*This report was amended in May 2022 to address reporting issues.

**Exigent Circumstances