

WALC, WAZR, WKCI, WKCY, WKCY-FM, WKDW, WSVO
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
Outside Account Executive	1-13	7

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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	Blue Ridge Community College P O Box 80 Weyers Cave, Virginia 24486 Phone : 540-234-9261 Url : http://www.brcc.edu/ Email : nicelyt@brcc.edu Tim Nicely	Y	0
2	Bridgewater College 402 E College St Bridgewater, Virginia 22812 Phone : 540-828-5393 Url : http://www.collegecentral.com/bridgewater/ Email : kharper@bridgewater.edu Kimberly Harper	Y	0
3	Eastern Mennonite University 1200 Park Rd Harrisonburg, Virginia 22802 Phone : 540-432-4131 Url : http://www.emu.edu/ Email : CareerServices@emu.edu Career Services	Y	0
4	iHeartMedia.dejobs.org 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmedia.dejobs.org Talent Acquisition Coordinator Manual Posting	N	0
5	iHeartMediaCareers.com 20880 Stone Oak Pkwy San Antonio, Texas 78258 Phone : 210-253-5126 Url : http://www.iheartmediacareers.com Talent Acquisition Coordinator Manual Posting	N	0
6	iHM Human Capital Acquisition	N	1
7	Indeed.com - Not directly contacted by SEU	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
8	<p>LinkedIn – automatically posted from iHeartMediaCareers.com 1000 W Maude Ave Sunnyvale, California 94085 Phone : 650-687-3600 Url : https://www.linkedin.com/company/linkedin/Career Services Manual Posting</p>	N	0
9	<p>Mary Baldwin College Rose Marie Sena Center Staunton, Virginia 24402 Phone : 540-887-7367 Url : http://www.mbc.edu/ Email : sirvine@marybaldwin.edu Shelly Irvine</p>	Y	0
10	<p>Unknown (source not adequately identified upon inquiry by SEU)</p>	N	1
11	<p>Virginia Employment Commission P O Box 351 Harrisonburg, Virginia 22803 Phone : 540-434-2513 Url : http://www.vec.virginia.gov/harrisonburg Email : Harrisonburg@vec.virginia.gov Taylor Howell</p>	Y	0
12	<p>Virginia Western Community College Career & Placement Services P O Box 14007 Roanoke, Virginia 24038 Phone : 540-857-7298 Url : http://www.virginiawestern.edu/career_center Email : hrapps@virginiawestern.edu Gary Adkins</p>	Y	0
13	<p>www.mediagignow.com 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com</p>	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			4

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	5/22/2023	Provision of training to management	On May, 22, 2023 our SEU's SVP of Programming took the Uncovering Unconscious Bias In Recruiting And Interviewing training course provided by iHeartMedia Learning Center. The course focuses on strategies for minimizing bias in the recruiting and interview process, including using diverse panel interviews and other approaches for identifying diverse candidates to fill positions.	1	SVP of programming
2	5/23/2023	Provision of training to management	On May, 23, 2023, our SEU's SVP of Programming took the Addressing Unconscious Bias As A Leader training course provided by iHeartMedia Learning Center. The course focuses on identifying bias and leveraging proven tools for removing barriers and ensuring equity throughout the workplace..	1	SVP of programming
3	5/23/2023	Provision of training to management	On May, 23, 2023 our SEU's SVP of Programming took the Be An Inclusive Organization People Won't Leave training course provided by iHeartMedia Learning Center. The course focuses on leveraging inclusion practices to provide an equitable workplace for all and retain a diverse workforce.	1	SVP of programming