

**WBRW(FM), WFNR(AM), WNMX(FM), WPSK-FM,  
WRAD(AM) and WWBU(FM)  
EEO PUBLIC FILE REPORT  
June 1, 2014 – May 31, 2015<sup>1</sup>**

**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
Account Executive	2, 5, 8, 10, 12, 14	2

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<sup>1</sup> This Report was revised in July of 2014 to address reporting issues.

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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	<b>Station Website Postings</b> <i>(one or more SEU stations)</i>	No	0
2	<b>Word-of-Mouth Referral</b>	No	2
3	<b>Walk-In/Self-Referral</b>	No	0
5	<b>SEU Job Fair</b> <i>(see Section III)</i>	No	2
6	<b>SEU Internship Program</b> <i>(see Section III)</i>	No	0
8	<b>On-Air Announcements</b> <i>(one or more SEU stations)</i>	No	2
9	<b>Simply Hired Website</b> SimplyHired.com	No	0
10	<b>Indeed Website</b> Indeed.com	No	1
11	<b>Radford University Job Fair</b> <i>(See Section III)</i>	No	0
12	<b>Virginia Tech Website</b> Hokies4Hire.com	No	1
13	<b>Radford University Website</b> HireAHighlander.com	No	0
14	<b>Company Job Board</b>	No	1
<b>TOTAL INTERVIEWEES OVER REPORTING PERIOD</b>			<b>28</b>

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**III. RECRUITMENT INITIATIVES**

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Participate in event/program for or on behalf of a community organization relating to careers in broadcasting	On October 21 <sup>st</sup> , 2014, our SEU's Operations Manager and Key Accounts Manager participated in a Career Program sponsored by Blacksburg High School. They shared their experiences as Operations Manager and Key Accounts manager with the young people in attendance as well as information about other career opportunities in radio and answered their many questions.
2	Participate in Job Fair	On September 16, 2014 our SEU participated in the Business & Non-Profit Job Fair hosted by Radford University. SEU representatives spoke with attendees about career opportunities in broadcasting and job openings within the SEU. SEU participants included our Assitant Operations and Key Account Managers.
3	Host Job Fair	On November 10, 2014, our SEU hosted a Career Fair at the Inn at Virginia Tech in Blacksburg, Virginia. Our SEU secured the space, solicited local employers, organized all logistical aspects of the event and promoted the event over-the-air on one or more SEU stations. Our SEU also participated as a local employer. Our Market and Key Account Managers attended the event and spoke with attendees about career opportunities in broadcasting and job openings within the SEU. This event was promoted on all FM stations.

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	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description of Activity</b>
	Host Job Fair	On March 24, 2015, our SEU hosted a Career Fair at the Inn at Virginia Tech in Blacksburg, Virginia. Our SEU secured the space, solicited local employers, organized all logistical aspects of the event and promoted the event over-the-air on one or more SEU stations. Our SEU also participated as a local employer. Our Market and Key Account Managers attended the event and spoke with attendees about career opportunities in broadcasting and job openings within the SEU. This event was promoted on all FM stations
<b>4</b>	Internships	During the EEO period, the SEU Unit provided (1) Programming Internships and (2) Sales Internships.