

EEO Public File Report

For

WKDE-FM
WGVY-AM
Altavista, Virginia

This report covers the one-year period ending on May 31, 2019.

EEO PUBLIC FILE REPORT

This EEO Report is filed in the public inspection files of WGVY AM and WKDE FM pursuant to Section 73.2080(c)(6) of the Federal Communications Commission's ("FCC") rules. DJ Broadcasting, Inc., owner and operator of WGVY AM and WKDE FM employed fewer than five full time employees during this reporting period. While not required to file a report under the FCC rules, we do so voluntarily.

During the period from June 1, 2018 through May 31, 2019 the employment unit had one full time vacancy:

Full time sales representative.

Number of applicants interviewed for this position: (5).

Recruitment sources used during the period covered in this report and the number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Number of Interviewees Referred</u>
1. Virginia Employment Commission web site	2
2. Virginia Association of Broadcasters web site	0
3. Stations web sites	1
4. Indeed.com	2
5. On-air announcements	0
6. Social media: Facebook, LinkedIn, Twitter	0
7. Liberty University	0
8. Lynchburg College	0
9. CVCC	0
10. Internal applicants	0
11. Previous applicants	0
12. Self Referrals/Walk-ins	0

DJ Broadcasting, Inc.
WGVY AM & WKDE FM
FULL-TIME VACANCY EEO INFORMATION – FORM BP-03

Job Title of Vacancy: Full-Time Sales Representative Recruitment Source that referred the hiree: Indeed.com

Date Vacancy Opened: June 1, 2018 Total Number of persons interviewed for the vacancy: _____

Date Vacancy Filled: September 24, 2018 for the vacancy: 5

Recruitment Sources:

Organization	Contact Person	Address	Phone	Number of Interviewees Referred by Source	Did the Source Request Notification?
1. VEC	online	www.vec.state.va.us	N/A	2	No
2. VA Assoc of Broadcasters	online	www.vabonline.com	N/A	0	No
3. Station web site	Dave Hoehne	www.kdcountry.com	434-369-5588	1	No
4. Employee referrals	Dave Hoehne	WKDE-WGVY 200 Frazier Rd. Altavista, VA 24517	434-369-5588	0	No
5. Indeed.com	online	www.indeed.com	N/A	2	No

Menu Option Activities – Form BP-02

Stations WKDE-AM and WKDE-FM engaged in the following outreach activities during the year covered by this report:

Activity Classification	Type of Activity	Brief Description
6	Participation in job banks, Internet programs, other programs to promote outreach generally	VEC job bank, station web site, university job banks social media.
8	Training program for employees	Informal training sessions and direction to educational resources to enable station personnel to acquire skills that could qualify them for higher level positions.
9	Mentor program for employees	Regular meetings of 30-60 minutes to discuss issues/ activities related to specific position.
1	Participation in Job Fairs	Virginia Technical Institute February 27, 2019 Campbell County Schools College & Career Day March 28, 2019
6	Outreach at educational institutions	Liberty University, Lynchburg College, CVCC, Randolph College. local schools.
16	Business Expo	Altavista YMCA, sponsored by Altavista Chamber of Commerce, November 2019

Station employees participate in a variety of activities and serve on local boards and committees: Two staff members serve on the Board of Directors of Altavista on Track. General Manager serves on advisory committee of United Way of Central Virginia and Board of Directors of the Virginia Association of Broadcasters. Sports Director works with high school students as baseball coach. Staff members participate in Chamber of Commerce, Retail Merchants Association and Lynchburg Regional Alliance programs and activities.

For “Activity Classification” use numbers “1” through “16” in accordance with the following:

1. Participation in at least four job fairs by station personnel who have substantial responsibility in making hiring decisions;
2. Host of at least one job fair;
3. Co-sponsoring of at least one job fair with organizations in the business and professional community whose membership includes substantial participation by women and minorities;
4. Participation in at least four events, including conventions, career days, workshops, and similar activities, sponsored by organizations representing groups present in the community interested in broadcast employment issues;
5. Establishment of an internship program designed to assist members of the community interested in broadcast employment issues;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not generally directed to providing notification of specific job vacancies);
7. Participation in scholarship programs designed to assist students interested in pursuing a career in broadcasting;
8. Establishment of training programs designed to enable station personnel to acquire skills that could qualify them for a higher level positions;
9. Establishment of a mentoring program for station personnel;
10. Participation in at least four events or programs sponsored by educational institutions relating to career opportunities in broadcasting;
11. Sponsorship of at least two events in the community designed to inform and educate members of the public about employment opportunities in broadcasting;
12. Listing of each upper-level category opening in a job bank or newsletter of media trade groups whose membership includes substantial participation by women and minorities;
13. Provision of assistance to unaffiliated non-profit entities in the maintenance of web sites that provide counseling on the process of searching for broadcast employment and/or other career development assistance pertinent to broadcasting;
14. Provision of training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination;
15. Provision of training to personnel of unaffiliated non-profit organizations interested in broadcast employment opportunities that would enable them to better refer job candidates for broadcast positions;
16. Participation in other activities designed by the station reasonably calculated to further the goal of disseminating information as to employment opportunities in broadcasting to job candidates who might otherwise be unaware of such opportunities.