

EEO PUBLIC FILE REPORT

FOR

STATION WRVS  
Elizabeth City, North Carolina

This EEO Public File Report  
Covers the One-Year Period  
Ending on August 1, 2020

Filed and posted August 1, 2020.

## EEO PUBLIC FILE REPORT

This EEO Public File Report is filed in Station WRVS's<sup>1</sup> public inspection file pursuant to Section 73.208(c)(6) of the Federal Communications Commission's ("FCC") rules.

During the one-year period ending on August 1, 2020, one full-time vacancy was filled.

The station interviewed a total of (1) person for all full-time vacancies during the period covered in this report.

The following are the recruitment sources used during the period covered in this report and the cumulative number of interviewees referred by each:

<u>Recruitment Source</u>	<u>Total Number of Interviewees Referred</u>
Elizabeth City State University	1
HigherEd Jobs	0
Indeed	0
UNC System Employment	0

Attachment A contains the following information for each full-time vacancy:

- < The recruitment source(s) used to fill each vacancy, identified by name, address, contact person and telephone number;
- < The recruitment source that referred the hiree for each full-time vacancy;
- < The total number of persons interviewed for each full-time vacancy; and
- < The total number of interviewees referred by each recruitment source used in connection with each vacancy.

Attachment B contains a list and brief description of menu option activities undertaken pursuant to the FCC's EEO rules during the time period covered by this report.

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<sup>1</sup> WRVS-FM is part of an employment unit that also consists of low power TV station W18BB-D. W18BB-D has only one full-time employee, who is shared with WRVS-FM.

**ATTACHMENT A**

**EEO INFORMATION FOR FULL-TIME VACANCIES**

**FULL-TIME VACANCY EEO INFORMATION**

**Job Title of Vacancy:** Broadcast & Emerging Specialist/  
Program Director

**Recruitment Source That Referred the Hire:**  
Elizabeth City State University

**Date Vacancy Opened:** October 23, 2019

**Total Number of Persons Interviewed for the Vacancy:** 1

**Date Vacancy Filled:** March 1, 2020

**Recruitment Sources Used to Fill the Vacancy**

<b>Name of Recruitment Source</b>	<b>Address</b>	<b>Contact Person</b>	<b>Telephone Number</b>	<b>Total Number of Interviewees Referred by the Source for the Vacancy</b>	<b>Did the Source Request Notification?</b>
Elizabeth City State University	1704 Weeksville Road, Elizabeth City, NC 27909	Nancy McPherson	252-335-3786	1	No
HigherEd Jobs	328 Innovation Boulevard, Suite 235, State College, PA 16803	-	814-861-3080	0	No
Indeed	6433 Champion Grandview Way, Building 1, Austin, TX 78750	-	800-475-4361	0	No
University of North Carolina System Employment	140 Friday Center Drive, Chapel Hill, NC 27517	Neta Gropper	919-962-4233	0	No

**ATTACHMENT B**  
**MENU OPTION ACTIVITIES**

## MENU OPTION ACTIVITIES

Station WRVS has engaged in the following outreach activities during the year covered by this report:

Activity Classification*	Type of Activity	Brief Description
5	Internship Program	WRVS afforded students in the Department of English & Digital Media the opportunity to gain viable experience in broadcasting. This past year, station staff had the opportunity to work with seven interns. WRVS also accepts students from other departments on campus as well as students from other institutions of higher education who are looking to fulfill internship requirements.
6	<i>Job Link</i> Vignette	NC Department of Commerce Division of Workforce Solutions & NC Works Career Center provided monthly listings of local area job vacancies that were voiced over and aired every Monday, Wednesday, and Friday throughout morning, afternoon, and evening programming on WRVS.
6	<i>NC Works Career Center Corner</i> Segment	WRVS, in partnership with the local office of NC Works Career Center, produced a monthly live segment from September to March called <i>NC Works Career Center Corner</i> . The segment covered topics such as resume writing, preparing for an interview, interview etiquette, searching for employment opportunities, work force training programs, and more.
8	Training Programs	Station staff participated in internal cross-training sessions to give members on-staff the opportunity to learn new skills and to better understand workplace dynamics.

9	Mentoring Program	The WRVS Air Force Club is an ECSU student-run organization advised by the staff of WRVS. The club is open to all majors with an emphasis in training students studying communications and digital media. Eighteen students were trained in areas including board operation, on-air hosting, news, promotions, and production.
10	Educational Institutional Events – Station Tours	Station tours were conducted throughout the year for prospective ECSU students and for students in grades K-12 interested in learning about broadcasting.
14	EEO Training	Station management and staff completed webinars made available by UNC System’s PeopleAdmin which included but, were not limited to EEO and workplace diversity training.
16	M.E.D.I.A. Week (Media Education Does Inspire Achievement)	April 27-May 1: Activities and workshops sponsored by WRVS that were dedicated to professional development and career preparation for our students. Due to COVID-19, M.E.D.I.A. Week activities were done virtually or online. This year, WRVS hosted three Zoom sessions for station students that featured media industry professionals. The station also partnered with the University’s Career Services department to provide students access to resume reviews and online videos that focused on internships and job preparation.

\* 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. Hosting 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 to acquire skills needed for broadcast employment;
6. Participation in job banks, Internet programs, and other programs designed to promote outreach generally (i.e., outreach that is not primarily 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 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.