

EEO PUBLIC FILE REPORT  
FOR  
WRVS-FM  
Elizabeth City, North Carolina

This EEO Public File Report  
Covers the One-Year Period  
Ending on July 31, 2018

Filed and posted August 1, 2018.

## **EEO PUBLIC FILE REPORT**

This EEO Public File Report is filed in Station WRVS's 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 July 31, 2018, no full-time vacancies were filled.

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## MENU OPTION ACTIVITIES

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

Activity Classification	Type of Activity	Brief Description
4	Career Fairs, Workshops, Etc.	<p>WRVS participated in two local middle school career expos (River Road and Elizabeth City Middle Schools).</p> <p>During the last week of April, the station hosted M.E.D.I.A. Week - a week of events and trips related to career exploration and education in broadcasting and media fields:</p> <p>April 23 - Trip to Regent University to explore master's and doctoral degrees in media related fields</p> <p>April 24 - Station Open House</p> <p>April 25 - Annual College Radio Videoconference</p> <p>April 27 - M.E.D.I.A. Week Panel Discussion</p> <p>April 28 - Media Bootcamp sponsored by the Hampton Roads Black Media Professionals</p>
5	Internship Program	<p>WRVS is directly associated with Elizabeth City State University's MCOM 498 curriculum; Students enrolled in this course are given priority consideration for internship placement at WRVS radio station.</p>
6	Job Bank	<p>NC Career Center was a :60 feature that was produced monthly and aired bi-monthly highlighting job listings through NC Works.</p>

6	Job Bank	NC Works Career Center Corner was a 20-30-minute monthly segment co-hosted by staff at the Elizabeth City NC Career Center; Featured topics included, but were not limited to: employment opportunities, job training programs, career fairs, resume building, interview tips, and other related resources.
8	Training Programs	Routine training was provided for all staff members including students, community volunteers, and the professional staff.
9	Mentoring Program	The station trained and advised the WRVS Air Force Staff. Students learned skills such as board operation, on-air techniques, articulation skills, promotions, and production.
10	Educational Events	Members of the WRVS staff frequently provided tours for interested university students and youth groups as well as several tour groups coordinated by the Elizabeth City State University Office of Admissions.
14	Management Level EEO Training	Station management as well as all staff completed a series of online trainings related to EEO policies and procedures.

\* 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.