



Your NPR[®] Station

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**EEO Public File Report
WMRA / WXJM / WEMC (LMA) Employment Unit**

June 1, 2015 – May 31, 2016

i. Full time vacancies filled during this period:

three

ii. Recruitment Sources utilized during this period:

Director of Corporate Support (2 Hires)

Source	Organization	Contact	Website	phone
HR	James Madison University HR	Jennifer Kesta	http://www.jmu.edu/humanresources/employment/faq.shtml	(540) 568-3825
DNR	Harrisonburg Daily News-Record	Steve Turner	http://www.dnronline.com	(540) 574-6200 internet only
HTH	Hero to Hired Project - placed by JMU		https://h2h.jobs/	(540) 568-3825
VEC	Virginia Employment Commission	Jennifer Kesta	http://www.jmu.edu/humanresources/employment/faq.shtml	internet only
CofVA	Commonwealth of Virginia Jobsite	Natasha Butler	https://jobs.agencies.virginia.gov	
HACU	Hispanic Assoc. of Colleges & Universities LS	Natasha Butler	hacu-list@jmu.edu	JMU HR
HBCU	Historically Black Colleges & Universities LS	Natasha Butler	hbcu-list@jmu.edu	JMU HR

Membership and Volunteer Svce Manager

Source	Organization	Contact	Website	phone
HR	James Madison University HR	Jennifer Kesta	http://www.jmu.edu/humanresources/employment/faq.shtml	(540) 568-3825
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HTH	Hero to Hired Project - placed by JMU		https://h2h.jobs/	(540) 568-3825
VEC	Virginia Employment Commission	Jennifer Kesta	http://www.jmu.edu/humanresources/employment/faq.shtml	internet only
CofVA	Commonwealth of Virginia Jobsite	Natasha Butler	https://jobs.agencies.virginia.gov	
HACU	Hispanic Assoc. of Colleges & Universities LS	Natasha Butler	hacu-list@jmu.edu	JMU HR
HBCU	Historically Black Colleges & Universities LS	Natasha Butler	hbcu-list@jmu.edu	JMU HR

iii. Recruitment Sources referring hiree during this period:

Director of Corporate Support - Daily News-Record

Director of Corporate Support - Personal Referral

Membership and Volunteer Svcs Manager – Personal Referral (Internal)

iv. Persons (sources) interviewed for full-time vacancies during this period:

Director of Corporate Support

Qty (1) Daily News-Record

Qty (1) Personal Referral

Membership and Volunteer Svcs Manager

Qty (2) Personal Referral

Qty (1) JMU Job-link

Qty (1) Daily News-Recod

Note: Sources identified as reported by interviewees

v. **Initiatives undertaken pursuant to Section 73.2080(c)(2) during this period:**

Event: 2015/2016 WXJM Scholarship Program

Dates: September 2015 – April 2016

Organizer: Internal

Staff: Tom DuVal, WXJM Advisor, and William Fawcett

Awarded 3 scholarships to James Madison University students involved with our student-station WXJM. These students will gain hands-on practical experience in broadcast management through their participation in the WXJM management team, and will be mentored by professional staff.

JMU also provides unpaid opportunities in radio broadcasting, production, promotion, sales and management to approximately 80 students per year at WXJM.

Event: 2015/2016 SMAD Scholarship Program

Dates: April 2016

Organizer: JMU (Licensee) - School of Media Arts and Design

Awarded 18 scholarships to James Madison University students studying in the School of Media Arts and Design. Although many of the specific awards are broad in scope, the school has many graduates who have pursued broadcasting as a career. Several of the scholarships were journalism specific.

Event: Student Internship

Dates: 1/15/2016 to 4/13/2016

Organizer: Internal

Staff: Matt Bingay

Production Assistant – Programming

- **Catalogued, voiced and mixed 84 generic program promos for WMRA.**
- **Edited 31 instrumental music beds, each 60 seconds in length.**
- **Began cataloging and transcribing Madison Vision Series recordings (this work was not completed).**

Dual JMU Major: SMAD & Music Industry- (54 hours)

Event: Student Internship

Dates: 11/13/2015 to 4/29/2016

Organizer: Internal

Staff: Scott Lowe

Assistant to Membership Director

- **Assist with direct mail**

For Credit / School -LIFE Program at Central High School in Shenandoah County - (special needs) (21 Hours)

Event: Student Internship

Dates: Aug 31, 2015 to December 18, 2015

Organizer: Internal

Staff: Al Bartholet

Student Intern – Programming

- worked with record companies

For Credit / JMU (150 hours)

Event: Student Internships (2)

Dates: Aug 31, 2015 to December 18, 2015

Organizer: Internal

Staff: Al Bartholet

Student Intern – Public Relations

- e-notes writer and graphic design

For Credit / JMU (150 hours)

For Credit / Mary Baldwin College (150 hours)

Event: Student Internship

Dates: Aug 31, 2015 to December 18, 2015

Organizer: Internal

Staff: Al Bartholet

Student Intern – Public Relations

- e-notes writer and social media

For Credit / JMU (150 hours)

Event: Student Internship

Dates: Jan 11, 2016 to May 5, 2016

Organizer: Internal

Staff: Al Bartholet

Student Intern – Public Relations

- graphic design

For Credit / JMU (150 hours)

Event: Student Internship

Dates: Jan 11, 2016 to May 5, 2016

Organizer: Internal

Staff: Al Bartholet

Student Intern – Public Relations

- writing, graphic design & music industry relations

For Credit / JMU (150 hours)

Event: Student Internship

Dates: Jan 11, 2016 to May 5, 2016

Organizer: Internal

Staff: Al Bartholet

Student Intern – Public Relations

- e-notes contributor

Volunteer – Not For Credit / JMU (100 hours)

Event: Student Internship

Dates: Jan 11, 2016 to May 5, 2016

Organizer: Internal

Staff: Al Bartholet

Student Intern – Public Relations

- e-notes contributor

For Credit / JMU (150 hours)

Event: Careers in Journalism – SMAD Day & Job Fair

Dates: April 15, 2016

Organizer: JMU (Licensee) - School of Media Arts and Design

Staff: School of Media Arts and Design, Alumni, Industry Professionals

This all day event included seminars on various media-related career tracks including journalism, as well as sessions on resume reviews and interviewing tips. The event also included a job fair.