



Your NPR® Station

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

June 1, 2016 – May 31, 2017

i. Full time vacancies filled during this period:

two

ii. Recruitment Sources utilized during this period:

Corporate and Foundation 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
CDP	Charlottesville Daily Progress	Sandy Key	http://www.dailyprogress.com	(434) 978-7221
HTH	Hero to Hired Project - placed by JMU		https://h2h.jobs/	(540) 568-3825
CofVA	Commonwealth of Virginia Jobsite	Natasha Butler	https://jobs.agencies.virginia.gov	JMU HR
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:

Corporate and Foundation Support - Charlottesville Daily-Progress

Corporate and Foundation Support - Employee Referral

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

Corporate and Foundation Support

Qty (1) Daily News-Record

Qty (2) Personal Referral

Qty (1) JMU JobLink

Note: Sources identified as reported by interviewees

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

Event: 2016/2017 WXJM Scholarship Program

Dates: September 2016 – April 2017

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: 2016/2017 SMAD Scholarship Program

Dates: April 2017

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

Awarded 15 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: JMU SMAD Lecture

Dates: April 7, 2017

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

Staff: School of Media Arts and Design, WMRA News Director Bob Leweke

Lecture to students in the School of Media Arts and Design at JMU (future journalists) about fact-checking routines that journalists adopt to make sure stories are truthful. A Q&A session was held after the presentation.

Event: Professional Development

Dates: May 30 – June 6, 2017

Organizer: Internal

Staff: Bob Leweke, News Director

Facilitated a trip by one of our freelance reporters to visit WNYC in New York. The reporter spent 3 days shadowing reporters and editors in the newsroom and in the field. (32 hours)

Event: Professional Development

Dates: March 15, 2017

Organizer: Internal

Staff: Bob Leweke, Matt Bingay, Al Bartholet

Hosted a 3-hour workshop for our freelance reporters with NPR's Southern Bureau Chief Russell Lewis. Topics discussed included pitching stories to NPR, editing, producing features and writing techniques. 12 attendees.

Event: Student Internship

Dates: 10/7/2016 to 1/13/2017

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) (11 Hours)

Event: Student Internship

Dates: 2016/2017 Academic Year

Organizer: Internal

Staff: Al Bartholet

Student Interns (2) – Public Relations

- **e-notes and e-blasts writer**

For Credit / JMU (140 hours)

For Credit / JMU (140 hours)

Event: Student Internship

Dates: 2016/2017 Academic Year

Organizer: Internal

Staff: Al Bartholet

Student Intern – Public Relations & News

- **e-notes writer**
- **news editing**

For Credit / JMU (140 hours)

Event: Student Internship

Dates: 2016/2017 Academic Year

Organizer: Internal

Staff: Al Bartholet

Student Intern – Public Relations & News

- **film editing**
- **news editing**

For Credit / Paris-Sorbonne University (140 hours)

Event: Internship

Dates: 2016/2017 EEO year

Organizer: Internal

Staff: Al Bartholet

Intern – Public Relations

- **e-notes editor**

Not for Credit (résumé builder) (260 hours)