

EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period May 23, 2007 through May 22, 2008.

- 1) **Employment Unit: VerStandig Broadcasting – Harrisonburg, VA**
- 2) **Unit Members (Stations and Communities of License): WJDV(FM), Broadway, Virginia
WBHB-FM, Bridgewater, Virginia
WQPO(FM), Harrisonburg, Virginia
WSVA(AM), Harrisonburg, Virginia
WHBG(AM), Harrisonburg, Virginia**
- 3) **EEO Contact Information for Employment Unit:**

Mailing Address: M. Belmont VerStandig, Inc. HJV Limited Partnership P.O. Box 752 Harrisonburg, Virginia 22801	Telephone Number: (540) 434-0331
	Contact Person/Title: Susanne Myers, General Manager
	E-mail Address: smyers@valleyradio.com

- 4) **List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit:**

Job Title	Recruitment Source Referring Hiree
1. <u>On-air Announcer</u>	Allaccess.com
2. <u>Sales Assistant</u>	Radio Advertisement
3. <u>Sales Assistant</u>	Radio Advertisement
4. <u>Sales Assistant</u>	Newspaper - Daily News Leader
5. <u>Sales Assistant</u>	Radio Advertisement
6. <u>Sales Assistant</u>	Client Referral

5(a) Job Title: On-air Announcer**Referral Source(s) of Hiree: Allaccess.com**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
Allaccess.com	Joel Driver	Suite 210 Malibu CA 90265	310-457-6616	3	No
Ohio Center for Broadcast	Gary Jones	9000 Sweet Valley Drive Valley View OH 44125	216-447-9117	0	No
Vabonline.com	Doug Easter	600 Peter Jefferson Hwy Suite 300 Charlottesville VA 22911	434-977-3716	0	No
Valleyradio.com	Scott Lowe	PO Box 752 Harrisonburg VA 22803	540-434-0331	0	No
Blue Ridge Community College	Elizabeth Hall	PO Box 80 Weyers Cave VA 24486	540-234-9261	0	No
JMU	Denise Meadows	studentjobs@jmu.edu	540-568-6211	0	No
Bridgewater College	Annette Williams	awilliams@bridgewater.edu	540-828-8000	0	No
Broadcast Institute of Maryland	Norm Brooks	7200 Harford Road Baltimore MD 21234	410-254-2770	0	No
American Broadcast School	Michelle Connell	712 North Watson Road Suite 200 Arlington TX 76011	888-677-5227	0	No
Working Women Forum	Ann Stephens	4645 Pleasant Valley Road Harrisonburg VA 22801	540-433-9165	0	No
Connecticut School of Broadcast	Ivan Davis	185 South Broad Street Suite 303 Pautuck CT 06379	800-887-2346	0	No
EMU Career Services	Nelson Hafzige	1200 Park Road Harrisonburg VA 22802	540-432-4000	0	No

5(b) Job Title: Sales Assistant**Referral Source(s) of Hiree: Radio Advertisement**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
EMU Career Services	Nelson Hafzige	1200 Park Road Harrisonburg VA 22802	540-432-4000	0	No
Blue Ridge Community College	Elizabeth Hall	PO Box 80 Weyers Cave VA 24486	540-234-9261	0	No
JMU	Denise Meadows	studentjobs@jmu.edu	540-568-6211	0	No
Working Women's Forum	Ann Stephens	4645 Pleasant Valley Road Harrisonburg VA 22801	540-433-9165	0	No

Stations WJDV(FM), WBHB-FM, WQPO(FM), WSVA(AM) and WHBG(AM) are Equal Opportunity Employers

Massanutten Technical Center	Judy West	325 Pleasant Valley Road Harrisonburg VA 22801	540-434-5961	0	No
Daily News Leader	Lori Miller	11 North Central Avenue Staunton VA 24401	540-885-7281	2	No
Daily News Record	Brenda Haas	231 South Liberty Street Harrisonburg VA 22801	540-574-6400	0	No
Valleyradio.com	Scott Lowe	PO Box 752 Harrisonburg VA 22803	540-434-0331	1	No
Vabonline.com	Doug Easter	600 Peter Jefferson Hwy Suite 300 Charlottesville VA 22911	434-977-3716	0	No
On air broadcast of radio advertisement on WJDV(FM), WBHB-FM, WQPO(FM), WSVB(AM) and WHBG(AM)	Frank Wilt	PO Box 752 Harrisonburg VA 22803	540-434-0331	2	No

5(c) Job Title: Sales Assistant

Referral Source(s) of Hire: Radio Advertisement

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
EMU Career Services	Nelson Hafzige	1200 Park Road Harrisonburg VA 22802	540-432-4000	0	No
Blue Ridge Community College	Elizabeth Hall	PO Box 80 Weyers Cave VA 24486	540-234-9261	0	No
JMU	Denise Meadows	studentjobs@jmu.edu	540-568-6211	0	No
Massanutten Technical Center	Judy West	325 Pleasant Valley Road Harrisonburg VA 22801	540-434-5961	0	No
Daily News Leader	Lori Miller	11 North Central Avenue Staunton VA 24401	540-885-7281	1	No
Daily News Record	Brenda Haas	231 South Liberty Street Harrisonburg VA 22801	540-574-6400	0	No
Bridgewater College	Annette Williams	awilliams@bridgewater.edu	540-828-8000	0	No
Valleyradio.com	Scott Lowe	PO Box 752 Harrisonburg VA 22803	540-434-0331	0	No
Vabonline.com	Doug Easter	600 Peter Jefferson Hwy Suite 300 Charlottesville VA 22911	434-977-3716	0	No
On air broadcast of radio advertisement on WJDV(FM), WBHB-FM, WQPO(FM), WSVB(AM) and WHBG(AM)	Frank Wilt	PO Box 752 Harrisonburg VA 22803	540-434-0331	2	No
Referral	Roger Aldhizer	312 Neff Avenue Harrisonburg VA 22801	540-438-9090	1	No

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5(d) Job Title: Sales Assistant**Referral Source(s) of Hiree: Newspaper - Daily News Leader**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
EMU Career Services	Nelson Hafzigh	1200 Park Road Harrisonburg VA 22802	540-432-4000	0	No
Blue Ridge Community College	Elizabeth Hall	PO Box 80 Weyers Cave VA 24486	540-234-9261	0	No
JMU	Denise Meadows	studentjobs@jmu.edu	540-568-6211	0	No
Massanutten Technical Center	Judy West	325 Pleasant Valley Road Harrisonburg VA 22801	540-434-5961	0	No
Daily News Leader	Lori Miller	11 North Central Avenue Staunton VA 24401	540-885-7281	1	No
Daily News Record	Brenda Haas	231 South Liberty Street Harrisonburg VA 22801	540-574-6400	0	No
Bridgewater College	Annette Williams	awilliams@bridgewater.edu	540-828-8000	0	No
Valleyradio.com	Scott Lowe	PO Box 752 Harrisonburg VA 22803	540-434-0331	0	No
Vabonline.com	Doug Easter	600 Peter Jefferson Hwy Suite 300 Charlottesville VA 22911	434-977-3716	0	No
On air broadcast of radio advertisement on WJDV(FM), WBHB-FM, WQPO(FM), WSVA(AM) and WHBG(AM)	Frank Wilt	PO Box 752 Harrisonburg VA 22803	540-434-0331	2	No
Referral	Roger Aldhizer	312 Neff Avenue Harrisonburg VA 22801	540-438-9090	1	No

5(e) Job Title: Sales Assistant**Referral Source(s) of Hiree: Radio Advertisement**

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
EMU Career Services	Nelson Hafzigh	1200 Park Road Harrisonburg VA 22802	540-432-4000	0	No
Blue Ridge Community College	Elizabeth Hall	PO Box 80 Weyers Cave VA 24486	540-234-9261	0	No
JMU	Denise Meadows	studentjobs@jmu.edu	540-568-6211	0	No
Massanutten Technical Center	Judy West	325 Pleasant Valley Road Harrisonburg VA 22801	540-434-5961	0	No
Daily News Leader	Lori Miller	11 North Central Avenue Staunton VA 24401	540-885-7281	1	No

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Daily News Record	Brenda Haas	231 South Liberty Street Harrisonburg VA 22801	540-574-6400	0	No
Bridgewater College	Annette Williams	awilliams@bridgewater.edu	540-828-8000	0	No
Valleyradio.com	Scott Lowe	PO Box 752 Harrisonburg VA 22803	540-434-0331	0	No
Vabonline.com	Doug Easter	600 Peter Jefferson Hwy Suite 300 Charlottesville VA 22911	434-977-3716	0	No
On air broadcast of radio advertisement on WJDV(FM), WBHB-FM, WQPO(FM), WSV(A)M and WHBG(AM)	Frank Wilt	PO Box 752 Harrisonburg VA 22803	540-434-0331	2	No
Referral	Roger Aldhizer	312 Neff Avenue Harrisonburg VA 22801	540-438-9090	1	No

5(f) Job Title: Sales Assistant

Referral Source(s) of Hire: Referral from Client

(i) Name of Organization Notified of Job Vacancy:	Contact Person	Address:	Telephone Number:	# of Interviewees Referred	Did Recruitment Source Request Notification? (Yes or No)
EMU Career Services	Nelson Hafzigh	1200 Park Road Harrisonburg VA 22802	540-432-4000	0	No
Blue Ridge Community College	Elizabeth Hall	PO Box 80 Weyers Cave VA 24486	540-234-9261	0	No
JMU	Denise Meadows	studentjobs@jmu.edu	540-568-6211	0	No
Massanutten Technical Center	Judy West	325 Pleasant Valley Road Harrisonburg VA 22801	540-434-5961	0	No
Daily News Leader	Lori Miller	11 North Central Avenue Staunton VA 24401	540-885-7281	1	No
Daily News Record	Brenda Haas	231 South Liberty Street Harrisonburg VA 22801	540-574-6400	0	No
Bridgewater College	Annette Williams	awilliams@bridgewater.edu	540-828-8000	0	No
Valleyradio.com	Scott Lowe	PO Box 752 Harrisonburg VA 22803	540-434-0331	0	No
Vabonline.com	Doug Easter	600 Peter Jefferson Hwy Suite 300 Charlottesville VA 22911	434-977-3716	0	No
On air broadcast of radio advertisement on WJDV(FM), WBHB-FM, WQPO(FM), WSV(A)M and WHBG(AM)	Frank Wilt	PO Box 752 Harrisonburg VA 22803	540-434-0331	2	No
Referral from Client	Roger Aldhizer	312 Neff Avenue Harrisonburg VA 22801	540-438-9090	1	No

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- 6) **Total # of Interviewees Referred:** For the period from May 23, 2007 through May 22, 2008, this Employment Unit interviewed 12 interviewees for full-time job vacancies. The number of interviewees referred, as reported for jobs 5(c), 5(d), 5(e) and 5(f), were obtained from the same advertising flight, and the interviewees reported for all four of those positions were the same.
- 7) **Supplemental Recruitment Initiatives.** List and briefly describe the Supplemental Recruitment Initiatives undertaken during the period covered by this Report.

(a) **Initiative: Job Fairs**

- 1) **9/24/07 James Madison University (“JMU”) Job Fair, for college juniors and seniors. Attended: General Manager, General Sales Manager, AM Program Director, FM Program Director, and News Director.**
- 2) **3/13/08 Chamber of Commerce Job Fair, sponsored by Harrisonburg-Rockingham Chamber and VerStandig Broadcasting for the community, and particularly the Spanish-speaking population. Attended: General Manager, Sales Manager, AM & FM Program Directors, and News Director**

(b) **Initiative: Internship Program**

The Employment Unit has an ongoing internship relationship with Rockingham Co. Schools, JMU, Eastern Mennonite University, and Bridgewater College. From May 23, 2007 - May 22, 2008, the Employment Unit had two interns. During their internships, the interns gain experience in each of the departments at the stations, helping the interns to acquire skills needed for broadcast employment. In addition, an intern indicates whether he or she has a special interest in a particular area of radio broadcasting for which he or she would like more extensive exposure. If so, the Employment Unit more extensively involves the intern in those areas in which he or she has indicated a special interest.

(c) **Initiative: Participation in Job Banks**

Virginia Association of Broadcasters offers continual and updated job banks that promote outreach generally, to which the Employment Unit contributes. In addition, the Employment Unit runs announcements on-air letting listeners know that they can visit the VAB website to learn about career opportunities in broadcasting in Virginia.

(d) **Initiative: Participation in Scholarship Program**

The Employment Unit promotes information regarding the scholarship programs offered by the Virginia Association of Broadcasters which are designed to assist students interested in pursuing a career in broadcasting. In addition, the Employment Unit runs announcements on its stations informing listeners of the VAB scholarships that are available and information regarding eligibility.

e) Initiative: Training Programs

The Employment Unit takes a number of steps designed to enable station personnel to acquire skills that could qualify them for higher level positions. The Employment Unit sends its employees to skills-related conventions, subscribes to educational industry publications, and provides access to skills-training consultants to enable its employees to acquire a broader range of skills and expertise that could qualify them for higher level positions. Conventions attended during this reporting period: Radio Advertising Management Convention VAB sales seminars – November 14, 2007, January 17, 2008 and March 19, 2008; AP News Convention April 2008.

f) Initiative: Career Days at Educational Institutions

An on-air personality from the Employment Unit's discussed career opportunities in broadcasting, and necessary steps to pursue a broadcasting career, with students on 10/4/07 and 11/14/07 in association with the Rockingham County Schools and the Harrisonburg Chamber of Commerce.

g) Initiative: Providing additional resources for candidates to receive vacancy information

The Employment Unit runs on-air announcements informing the public to contact the station to be informed of vacancies that become available at the Employment Unit. The Employment Unit also maintains similar information on its web sites.