

**EEO PUBLIC FILE REPORT**

This Report covers full-time vacancy recruitment data for the period of June 1st, 2020-May 31st 2021. Placed in the public file on June 1, 2021.

1) Employment name & Location: Charlottesville, Virginia. Stu-Comm Incorporated.

2) Call sign and community licenses: WNRN, Charlottesville

3) EEO Contact Information:

Mailing address: 2250 Old Ivy Road, Suite 2 Charlottesville, VA 22903

Telephone number: 434-971-4096

Contact Person: Ann Voss

Email Address: [avoss@wnrn.org](mailto:avoss@wnrn.org)

4) Full-time job vacancies filled in time period covered by report:

**Section 1:** Full time job openings filled during this period:

July 20, 2020 -September 1, 2020

Job Title Recruitment Source Referring Hire

Assistant Station Manager/Controller ConnectVA.org

Total number of people interviewed for this position: 10

**Section 2: Recruitment Sources**

June 2020 – May 2021

Recruitment source:	Total Number of Interviewees this source provided	Full time positions which this source was utilized
---------------------	---	--

1	Internal posting at WNRN/wnrn.org	3	Assistant Station Manager/ Controller
2	The CNE (Center for Non-Profit Excellence) 1701-A Allied Street Charlottesville, VA 22903 434-244-3330 main <a href="mailto:staff@thecne.org">staff@thecne.org</a> thecne.org	0	Assistant Station Manager/ Controller

3.	UVA Career Center Handshake.com	0	Assistant Station Manager/ Controller
4.	Community Foundation for a Greater Richmond Connectva.org	2	Assistant Station Manager/ Controller

5.	<p>Greater Public website  Greaterpublic.org  401 North 3rd Street, Suite 370  Minneapolis, MN 55401  1-888-454-2314</p>	0	Assistant Station Manager/ Controller
6.	<p>CPB Jobline  <a href="http://www.cpb.org/jobline">www.cpb.org/jobline</a>  Corporation for Public Broadcasting  401 Ninth Street, NW  Washington, DC 20004-2129  202-879-9600</p>	0	Assistant Station Manager/ Controller
7.	<p>Virginia Association of Broadcasters  <a href="http://www.vabonline.com">http://www.vabonline.com</a>  250 West Main Street • Suite 100 • Charlottesville, VA  22902  434-977-3716</p>	0	Assistant Station Manager/ Controller
8.	<p>Indeed  indeed.com  6433 Champion Grandview Way  Building 1  Austin, TX 78750</p>	4	Assistant Station Manager/ Controller
9.	<p>Linked In  Sunnyvale, CA  1-650-687-3600</p>	1	Assistant Station Manager/ Controller
10.	<p>Black Professional Network of Charlottesville</p>	0	Assistant Station Manager/ Controller

### **Section 3:**

#### **Community Outreach Efforts**

1) WNRN recruits and retains volunteers for on air shifts. The training of volunteers starts with voice tracking. This includes learning the contents and order of a break, and work towards a conversational style while going through the scripts and branding statements. Once well versed in voice tracking and has a command of break elements, volunteers are trained to do an on-air shift. All volunteers must understand the FCC requires of a transmitter operator.

Volunteers are critiqued by staff to improve their overall on-air performance.

2) Our on-going semester internship program welcomes students from area universities and colleges who are motivated and excited about learning and contributing to community radio. Their internship is endorsed, supported and monitored by the sponsoring university. Students receive course credit for their work with WNRN upon completion of each semester. WNRN offers internships for spring, summer and fall semesters. During this reporting period, WNRN has had four student interns. Two internships for the summer, and two internships for the fall. WNRN interns learn administrative and marketing skills, help manage our music and winner databases, create Facebook events, edit podcasts, and update the WNRN website.

3) WNRN encourages station employees to attend training conferences and events hosted by non-commercial radio trade or music organizations. Conferences were cancelled or held virtually this year due to the COVID-19 pandemic.