



WVLS - 89.7 FM PO Box 431 Monterey, VA 24465 540-468-1234 Fax 540-468-1233	<b>Main Office</b> WVMR - 1370 AM 9836 Browns Creek Road Dunmore, WV 24934 304-799-6004 Fax 304-799-7444	WCHG - 107.1 FM PO Drawer G Hot Springs, VA 24445 540-839-5400 Fax 540-839-5403	
WVMR-FM - 91.9 FM	WNMP - 88.5 FM	WDMT - 106.3 FM	W278AL - 103.5 FM

### Your Listener Supported Community Radio Stations

Annual EEO Report – Allegheny Mountain Radio

June 1, 2022- May 31, 2023

1) Full-time vacancies filled during the previous year, identified by job title:

There were two full-time vacancies filled during this period.

1. Office Service Specialist
2. WVMR Station Coordinator

2) Recruitment sources used to fill each vacancy:

- a) Advertisements in the Pocahontas Times, weekly local newspaper for Pocahontas County, WV
- b) Advertisements in The Recorder, weekly local newspaper for Bath and Highland Counties, VA
- c) Internal posting, posting on Allegheny Mountain Radio website and Facebook page, and Town Crier

3) Recruitment source that referred the hire for each full-time vacancy during the preceding year:

For Vacancy 1 – Office Service Specialist

- a) Recorder ad– Placed 07/26/2022, ran in 2 editions – David Cockerham, Recorder staff;
- b) Pocahontas Times ad – Placed 07/26/2022, ran in 2 editions – Cindy Johnston, Times staff
- c) Town Crier on air announcements
- d) Website – [www.alleghenymountainradio.org](http://www.alleghenymountainradio.org)
- e) Facebook – Allegheny Mountain Radio

For Vacancy 2 – WVMR Station Coordinator

- a) Recorder ad– Placed 11/03/2022, ran in 2 editions – David Cockerham, Recorder staff;
- b) Pocahontas Times ad – Placed 11/03/2022 ran in 2 editions – Cindy Johnston, Times staff
- c) Town Crier on air announcements
- d) Website – [www.alleghenymountainradio.org](http://www.alleghenymountainradio.org)
- e) Facebook – Allegheny Mountain Radio

One applicant applied and accepted the position, then rescinded that acceptance. After a period of canvassing by word of mouth and internal/external contacts, the position was re-advertised for two weeks.

- f) Recorder ad– Placed 02/22/2023, ran in 2 editions – David Cockerham, Recorder staff;
- g) Pocahontas Times ad – Placed 02/22/2023 ran in 2 editions – Cindy Johnston, Times staff
- h) Town Crier on air announcements
- i) Website – [www.alleghenymountainradio.org](http://www.alleghenymountainradio.org)
- j) Facebook – Allegheny Mountain Radio

- Note – all postings included mandatory EEO language



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- 4) Data reflecting the total number of persons interviewed for full-time vacancies during the preceding year:
- For Vacancy 1 – Office Service Specialist  
2 total responses – 1 candidate referred from on-air radio announcement, one from internal posting word-of-mouth.
  - For Vacancy 2 – WVMR Station Coordinator  
1<sup>st</sup> posting  
1 total response, from internal posting.  
2<sup>nd</sup> posting  
1 total response, from advertisement in Pocahontas Times.
- 5) Total number of interviewees referred by each recruitment source used in connection with such vacancies:
- For Vacancy 1 – Office Service Specialist  
2 total responses – Both candidates interviewed on 08/15/2023, by a combination of staff admin and Board of Director members. Candidate from on-air announcement removed themselves from consideration after interview – candidate from internal word-of-mouth hired.
  - For Vacancy 2 – WVMR Station Coordinator  
1<sup>st</sup> posting  
1 total response, from internal posting. Candidate interviewed 11/21/2023 and accepted the position – later reconsidered and declined position.  
2<sup>nd</sup> posting  
1 total response, from advertisement in Pocahontas Times. Candidate interviewed on 03/09/2023, by a combination of staff admin and Board of Director members, and was hired.



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- 6) A list and brief description of the Outreach Prong 3 menu options implemented during the preceding year:
- Staff members participated in two Career Fairs: At Bath County High School on 04/06/2023 and Pocahontas County High School on 05/04/2023.
  - Staff members showcased career opportunities at seven area fairs and festivals with on-air remotes and presence.
  - AMR has trained 3 high school age students who now have their own regular air shows.
  - The Highland Mid-Kids Radio Club, in Highland County, had 27 students from grades 6-8 (out of a school system with less than 200 total) which produced on-air news and segments and broadcast live.
  - The WVLS studio hosted a high school summer intern.
  - The WVLS studio participated in the local Youth Employment Program during the summer.

Opportunities for Prong 3 outreach are limited by AMR's rural location and sparse population.