

WDBJ-DT / WZBJ-DT / WZBJ-CD
EEO PUBLIC FILE REPORT
June 1, 2022 through May 31, 2023

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

	Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
1	Multimedia Journalist	3,4,5,6,7,8,14,16,22,23,24,25,26,27,28,29,30,31,33,34,37,40,41,42	37
2	Multimedia Journalist	3,4,5,6,7,8,14,16,22,23,24,25,26,27,28,29,30,31,33,34,37,40,41,42	42
3	TMP	4,5,6,7,8,14,16,22,23,24,25,28,29,30,31,32,34,40	40
4	Producer	4,5,6,7,8,14,16,23,24,25,26,28,31,34,40	34
5	Account Executive	3,5,6,7,8,14,16,22,23,24,25,26,27,28,29,31,33,34,40	34
6	Anchor-Primary	3,4,5,6,7,8,14,16,23,24,25,27,28,29,30,31,33,34,40	34
7	Meteorologist	3,4,5,6,7,8,14,16,22,23,24,25,27,28,29,30,31,34,40,41	41
8	Multimedia Journalist	3,4,5,6,7,8,14,16,22,23,24,25,26,27,28,29,30,31,33,34,37,40,41,42	41
9	Videographer/Editor	3,4,5,6,7,8,14,16,22,23,24,25,27,28,29,30,31,34,40	34
10	Videographer/Editor	3,4,5,6,7,8,14,16,22,23,24,25,27,28,29,30,31,34,40	34
11	Sports Director	22,28,29,34,35,40	35
12	Evening Anchor/Investigative Reporter	22,28,29,34,40,41	41
13	Videographer/Editor	3,4,5,6,7,8,14,16,22,23,24,25,27,28,29,31,34,40	34
14	Digital Producer	3,4,5,6,7,8,14,16,22,23,24,25,27,28,29,31,34,37,40	37
15	Sales Support/Front Desk	3,4,5,6,7,8,14,16,22,23,24,25,27,28,29,31,34,40	34
16	Multimedia Journalist	4,6,7,8,22,23,24,25,27,28,29,31,34,40	34
17	Digital Sales Manager	22,28,29,34,35,37,40	35
18	Weekend Meteorologist	22,28,29,33,34,40	33
19	News Director	22,28,29,33,34,35,37,40	35
20	Creative Services Director	21,22,28,29,33,34,35,37,40,41	41

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

Source #	Source Name	Website Info	Source Entitled to Vacancy Notification Yes or No	Date Posted & Copy	No. of Interviewees Referred by RS over 12-month period
1	AdWeek	adweek.com	No		
2	Broadcasting & Cable Magazine	zmajma@nbmedia.com	No		
3	Hampden-Sydney College	Handshake	No		
4	Hollins University	Handshake	No		
5	James Madison University	Handshake	No		
6	Liberty University	Handshake	No		
7	Longwood University	Handshake	No		
8	Mary Baldwin University	Handshake	No		
9	Media Bistro	Handshake	No		
10	Media Line	Handshake	No		
11	Mississippi State University	Handshake	No		
12	National Association of Black Journalists	ww.nabj.org	No		

13	Pennsylvania State University	Handshake	No		
14	Radford University (Hire a Highlander)	Handshake	No		
15	Rick Gevers	rick@rickgivers.com	No		
16	Roanoke College Maroon Net	Handshake	No		
17	Roanoke Times	David.Niven@roanoke.com	No		
18	RTNDA		No		
19	Society of Broadcast Engineers	Engineering only.	No		
20	SPOTS N DOTS	spotsndots.com	No		
21	TV News Check	media job center.com	No		
22	TVJOBS.COM	www.tvjobs.com	No		
23	University of Mary Washington	Handshake	No		
24	University of Missouri	Handshake	No		
25	University of NC at Ashville & Chapel Hill	Handshake	No		
26	Hampton University	Handshake	No		
27	University of VA	Handshake	No		
28	Veterans Admin/Dept of Vocational Rehab	Mary Wells-Garland mary.wells-garland@va.gov or Tariq Rashid tariq.rashad@va.gov	Yes		
29	Virginia Assoc. of Broadcasters	VABonline.com	No		

30	Virginia Radio Television (VARTV.com)	ads@VARTV.com	No		
31	Virginia Tech	Handshake	No		
32	Virginia Western Community College	collegecentral.com/viriniawestern	No		
33	Employee/Former Employee Referral		No		8
34	Gray Website/Indeed	jobs@gray.com	No		36
35	Internal Hire/Promotion		No		5
36	Job Fair		No		
37	Linked In		No		5
38	Non-employee referral		No		
39	Walk-ins		No		
40	WDBJ Website	wdbj7.com	No		2
41	Gray Recruiter		No		4
42	Internship		No		1

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III. RECRUITMENT INITIATIVES

<i>Type of Recruitment Initiative (Menu Selection)</i>	<i>Brief Description of Activity</i>
1 Participate in events sponsored by education institutions relating to career opportunities in broadcasting.	<ul style="list-style-type: none">1) October 14, 2022 - Assistant News Director participated in career recruiting efforts at a Virginia Tech Career Fair.2) December 2, 2022 – Journalist spoke to a class at Virginia Tech taught by David Carroll.3) March 20, 2023 - Journalist spoke to a class at Virginia Tech taught by Dr. Syrenthia Robinson.4) March 29, 2023 – Journalist spoke to a class at Virginia Tech taught by David Carroll.
2 EEO Training	On April 20,2023, our office manager participated in the FCC’s Equal Employment Opportunity Rules: A webinar for Gray Television stations presented by Joan Stewart of Wiley Rein, LLP to employees of Gray Television Licensee, LLC.
3 Training Program for Station Employees that Teaches Skills Needed for Promotion to a Higher-Level Position	<ul style="list-style-type: none">1) August 29-31, 2022 – Two producers attended producer training in Nashville, TN provided by Gray TV.2) January 11-12, 2023 – Journalist attended Investigative Reporter training in Richmond, VA provided by Gray TV.

3) February 1, 2023 – Journalist attended virtual Multimedia Journalist training provided by Gray TV.

4) February 15, 2023 – Journalist attended virtual Multimedia Journalist training provided by Gray TV.

4 Internship Program

On-going intern program during reporting year. We had 1 student from Virginia Tech (fall 2022) and 1 student from Liberty University and 1 student from Virginia Tech from February through April 2023. All our interns spend time in each department and were supervised by each department head with a concentration in News where they were supervised by News Director and Director of Internships.
