

EEO PUBLIC FILE REPORT FOR THE PERIOD 6/1/09 – 5/31/10

The purpose of this EEO Public File Report (“Report”) is to comply with Section 73.2080 (c)(6) of the FCC’s 2002 EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of WDBJ-TV, Roanoke, Virginia and is required to be placed in the public inspection file of this station and posted on the station’s website.

The information contained in this Report covers the time period beginning June 1, 2009 to and including May 31, 2010 (the “Applicable Period”).

The FCC’s 2002 Rule requires that this Report contain the following information:

1. A list of full-time vacancies filled by the station comprising the Station Employment Unit during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080 (c)(1)(ii) of the new EEO Rule, which should be separately identified by name, address, contact person and telephone number;)
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080 (c)(2) of the FCC rules

APPENDIX A – Positions filled for the Period 06/01/09 – 05/31/10

Job#	Position Filled	Total Number of Interviews	Recruitment Source of Hiree*	Recruitment Source for Interviews	Recruitment Sources
01	Executive Producer	1	3	3	1,2,3,6
02	Digital Account Executive	2	8	8,8	1,2,8
03	PT Production Assistant	4	3	1,3,3,3	1,2,3
04	Production Specialist	1	2	2	1,2,
05	Photojournalist	2	1	1,8	1,2,6,8,9,10,12
06	Admin Ass't - Sales	3	1	1,3,8	1,2,3,6,8,10
07	Copy Editor - Traffic	6	10	1,1,1,8,8,10	1,2,6,8,10
08	PT Production Assistant	2	1	1,1	1,2,6,10
09	PT Associate Producer	4	3	1,3,3,3	1,2,3,6
10	Broadcast Engineer	2	14	3,14	1,2,3,14

*Source number refers to those listed in Appendix B (below)

** Please note that a vacancy was deemed filled on the first day of employment.

APPENDIX B – Recruitment Sources

Source #	Name	Contact	Address
1	WDBJ7.com	Kelly Zuber	2807 Hershberger Rd, Roanoke, Va 24017
2	WDBJ Internal Posting	Monica Taylor	2807 Hershberger Rd, Roanoke, Va 24017
3	Employee or vendor referral, Walk-In applicant	Monica Taylor	2807 Hershberger Rd, Roanoke, Va 24017
3	MediaLine.com	Mark Shilstone	250 W. 57 th St., NY,NY 10019, www.medialine.com
5	Schurz Communications website	Duby Petit	225 W. Colfax Ave., South Bend, IN 46626, dpetit@ivypressonline.com
6	TV Jobs Employment Services (TVJobs.com)	Mark Holloway	P.O. Box 4116, Oceanside, CA 92052, markch@tvjobs.com
7	Internal Candidate	Monica Taylor	
8	Roanoke Times	540-981-3311	P O box 2491, Roanoke, Va 24506
9	National Assoc of Black Journalists	301-405-8500 301-405-8555 fax	3100 Taliaferro Hall, College Park, Md 20742
10	Virginia Association of Broadcasters (VABOnline)	804-977-3716 804-979-2439 fax	630 Country Green Lane, Charlottesville, VA 22902
11	Virginia Tech	Ken Garland 540-231-3435 540-231-2687 fax	11 Agnew Hall, Blacksburg, Va 24060
12	RTNDA		rtnda@rtnda.com
13	Spots n Dots		167 Oakdale Road, Johnson City, NY 13790, selltv@aol.com
14	Broadcast Engineering	Susan Schaefer	Journal of Broadcast Television sschaefer@prism26.com (484) 478-0154

APPENDIX C – Description of Outreach Initiatives Undertaken during this Reporting Period:

Number of Initiative	Type of Recruitment Initiative	Date	Brief Description of Activity
1	Intern Program	Ongoing	WDBJ-Television Inc. offers unpaid internships to college-level students majoring in broadcasting, communications or a related field. The station strives to give the student in depth practical experience in areas of interest, as well as an overview of the station in general. There were 13 internships completed during the period. In addition, WDBJ participated in the VAB internship program by hosting two VAB interns May – July 2009.

2	Event or Program sponsored by educational institutions relating to broadcasting careers.	Ongoing	WDBJ regularly participates in career days at surrounding schools and offers limited job shadowing opportunities.
3	Other Activity to further the goal of disseminating information about employment opportunities	Ongoing	<p>WDBJ periodically runs the following on-air announcement:</p> <p>Public Notice to Community:</p> <p>WDBJ Television is an Equal Opportunity Employer. In accordance with the FCC's EEO regulations, any organization that distributes information about employment opportunities to job seekers or refers job seekers to employers may request that it be provided notice of WDBJ Television's job vacancies as they occur. If your organization would like to be notified of such vacancies, please contact Monica Taylor at WDBJ Television, 2807 Hershberger Road, Roanoke, Virginia 24017 or email mtaylor@wdbj7.com. Each organization that wishes to be given notice of job vacancies must provide its name, contact name, mailing address, e-mail address (if applicable), telephone number and identify the category or categories of vacancies of which it requests notice. An organization may request notice of all vacancies during the period.</p>
4	Other Activity to further the goal of disseminating information about employment opportunities	12/10/09 and 03/08/10	WDBJ promoted the Career and Lifestyle Fair for the City of Roanoke.
5	Other Activity to further the goal of disseminating information about employment opportunities	monthly	WDBJ Television partnered with Blue Ridge PBS and the Roanoke Times to produce "JobQuest," a monthly program to help connect job seekers with available jobs and to educate viewers about the employment process.
6	Participate in scholarship programs directed at students desiring to pursue a career in broadcasting.	Ongoing	WDBJ Television is a member of the Virginia Association of Broadcasters. The VAB sponsors scholarships and intern programs to help educate future broadcasters on the intricacies of the industry.

End of report