

**WDBJ-DT / WZBJ-DT / WZBJ-CD
EEO PUBLIC FILE REPORT
June 1, 2023 through May 31, 2024**

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	Sales Assistant/Front Desk	3,4,5,6,7,8,14,16,22,23,24,25,27,28,29,31,33,34,40,43,44	33
2	Multimedia Consultant	22,28,29,34,37,40	37
3	Multimedia Consultant	22,28,29,34,38,40	38
4	Multimedia Journalist	3,4,5,6,7,8,14,16,23,24,25,27,28,29,31,34,43,44,45	34
5	Producer	3,4,5,6,7,8,14,17,22,23,24,25,27,28,29,31,34,40,43,44,46	46
6	Technical Media Producer (TMP)	3,4,5,6,7,8,14,16,22,23,24,25,27,28,29,31,34,40,42,43,44,45	42
7	Executive Producer	22,28,29,34,35,40	35
8	Editor/Photographer	3,4,5,6,7,8,14,16,22,23,24,25,27,28,29,31,33,34,40,44,45	33
9	Multimedia Journalist	3,4,5,6,7,8,14,16,23,24,25,27,28,29,31,35,43,44,45	35
10	Producer	3,4,5,6,7,8,14,17,22,23,24,25,27,28,29,31,33,34,40,43,44	33
11	Multimedia Consultant	22,28,29,33,34,40	33
12	Multimedia Journalist	3,4,5,6,7,8,14,16,23,24,25,27,28,29,31,42,43,44,45	42
13	Multimedia Journalist	3,4,5,6,7,8,14,16,23,24,25,27,28,29,31,34,43,44,45	34
14	Multimedia Journalist	3,4,5,6,7,8,14,16,23,24,25,27,28,29,31,34,43,44,45	34
15	Producer	3,4,5,6,7,8,14,17,22,23,24,25,27,28,29,31,34,37,40,43,44	37
16	Producer	3,4,5,6,7,8,14,17,22,23,24,25,27,28,29,31,34,35,40,43,44	35
17	Producer	3,4,5,6,7,8,14,17,22,23,24,25,27,28,29,31,34,40,43,44,46	46
18	Multimedia Consultant	22,28,29,34,40	34
19	Digital News Producer	3,4,5,6,7,8,14,16,22,23,24,25,27,28,29,31,34,40,43,44,45	34
20	Weekend Anchor/MMJ	22,28,29,34,35,40	35
21	Creative Services Producer	3,4,5,6,7,8,14,16,22,23,24,25,27,28,29,31,34,35,40,43,44	35

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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 Asheville	Handshake	No		
26	Hampton University	Handshake	No		
27	University of VA	Handshake	No		
28	Veterans Admin/Dept of Vocational Rehab <i>Unentitled as of June 1, 2023</i>	Virginia Workforce Connection https://vawc.virginia.gov	No		
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	collececentral.com/virginiawestern	No		
33	Employee/Former Employee Referral		No		4
34	Gray Website/Indeed/Career Builder	jobs@gray.com	No		5
35	Internal Hire/Promotion		No		5
36	Job Fair		No		
37	Linked In		No		2
38	Non-employee referral		No		1
39	Walk-ins		No		
40	WDBJ Website	wdbj7.com	No		
41	Gray Recruiter		No		
42	Internship		No		2
43	Patrick Henry Community College	Handshake	No		
44	UNC Chapel Hill	Handshake	No		
45	University of Kentucky	Handshake	No		
46	Other	Did not specify	No		2

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III. RECRUITMENT INITIATIVES

<i>Type of Recruitment Initiative (Menu Selection)</i>	<i>Brief Description of Activity</i>
<p>1 Participate in events sponsored by education institutions relating to career opportunities in broadcasting.</p>	<p>1) 9/26/23 – News Director attended a career fair at Virginia Tech. 2) 10/18/23 – MMJ spoke to a class at Sam Houston State University about changes in the broadcast industry. 3) 11/10/23 – Anchor and Meteorologist visited a middle school class. 4) 1/30/24 – News Director spoke to a class and conducted interviews at High Point University. 5) March-May 2024 – Instituted a job shadow program with a local high school’s AVID class for the spring semester where students shadowed various departments twice a month. 6) 3/20/24 – News Directory attended “Resume and Reels” event at The University of North Carolina at Chapel Hill.</p>
<p>2 EEO Training</p>	<p>On April 18,2024, 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.</p>
<p>3 Training Program for Station Employees that Teaches Skills Needed for Promotion to a Higher-Level Position</p>	<p>1) Sent 2 MMJs to Investigative Reporters and Editors training in June 2023 2) Sent MMC to New AE training in September 2023</p>

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Internship Program

On-going intern program during reporting year. We had 2 students from Virginia Tech (fall 2023) and 1 student from a local high school (winter 2023-2024). 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 the corresponding Department Head Manager.
