

## **ANNUAL EEO PUBLIC FILE REPORT FOR THE PERIOD: May 26, 2012 – May 31, 2013**

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080 (c)(6) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): WDBJ Television, Inc. and is required to be placed in the public inspection file of these stations and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning **May 26, 2012 to and including May 31, 2013** (the "Applicable Period").

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

1. A list of full-time vacancies filled by the Station(s) 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 EEO Rule, which should be separately identified), 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.

Appendices 1, 2, and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of full-time jobs listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person or over the telephone.

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## Appendix 1

Covering the Period from June 1, 2011 to May 25, 2012

Station(s) Comprising Station Employment Unit: WDBJ Television, Inc.

### Section 1: Vacancy Information

Job #	Position	Number of Interviews	Recruitment Source of Hiree	Recruitment Source of Interviews	Recruitment Source
1	Multimedia Journalist	1	7	7	1,2,14
2	News Photographer	1	7	7	1,2,13,20,29,33
3	News Anchor/Reporter	5	37	2,2,37,37,37	1,2,4,13,14,16,28,29
4	A/R Administrator	3	1	1,37, 24	1,2,13,20,24,29,
5	News Producer (2)	3	1,2	1,1,2	1,2,13,14,19,20,23,28, 29,30,32,33
6	News Reporter (2)	3	1,7	1,7,7	1,2,13,14,19,20,23,28, 29,30,32,33
8	Associate Producer	1	1	1	1,2,13,14,19,20,23,28, 29,30,32,33
9	Account Executive (3)	7	1,1,24	1,1,1,24,24,24,24,24	1,2,13,14,19,20,23,28, 29,30,32,33
10					
11					
12					
13					

Source number refers to those listed in Appendix 2

## Appendix 2

Covering the Period from May 26, 2012 to May 31, 2013

Station(s) Comprising Station Employment Unit: WDBJ Television, Inc.

### Section 2: Recruitment Source Information

Source	Source Name	Contact	Address	City	ST	Zip	Phone	Fax	Email /website
1	WDBJ Website								Wdbj7.com
2	WDBJ Bulletin Board (internal posting)								
3	WDBJ -On Air Announcement								
4	Schurz Communications, Inc.								<a href="mailto:delliott@schurz.com">delliott@schurz.com</a>
5	ADWEEK								adweek.com
6	Broadcasting & Cable Magazine	Classified Department					212-378-0400 ext. 517		<a href="mailto:zmajma@nbmedia.com">zmajma@nbmedia.com</a>

7	Employee / Former Employee Referral								
8	Hampton University	Leonard Jones	114 Wigwam Bldg.	Hampton	VA	23668	804-727-5331	804-727-5935	
9	Howard University	Ms. Dudley	2222 4 <sup>th</sup> St, NW	Washington	DC	20059	202-806-5806	202-462-4267 (job posting)	
10	Howard University	Mr. Olaniyi Areke	2222 4 <sup>th</sup> St, NW	Washington	DC	20059	202-806-3037		
11	James Madison University – School of Media Arts & Design	Brad Jenkins		Harrisonburg	VA	22807	540-568-7073	540-568-3330	jenkinbd@jmu.edu
12	Liberty University		Career Center DeMoss Hall 164 Box 20000	Lynchburg	VA	24506-8001	804-582-2352	804-582-2017	<a href="http://www.liberty.edu">www.liberty.edu</a>
13	Mayra Stump								<a href="mailto:Mayra.Stump@va.gov">Mayra.Stump@va.gov</a>
14	MediaLine		P.O. Box 51909	Pacific Grove	CA	93950-6909	408-648-5200	408-648-5204	<a href="http://www.medialine.com">www.medialine.com</a>
15	NAB Job Clearinghouse	Michael McKinley	1771 N Street NW	Washington	DC	20036	202-429-5497		Nab.org
16	National Association of Black Journalists		3100 Taliaferro Hall	College Park	MD	20742-7717	301-405-8500	301-405-8555	<a href="http://www.nabi.org">www.nabi.org</a>
17	Norfolk State University	Benjamin Ellis, Jr.	2401 Corprew Ave.	Norfolk	VA	23504	804-683-8462	804-683-9558	
18	North Carolina A & T State University	Office of Career Services	101 Murphy Hall	Greensboro	NC	27411	336-334-7500		
19	Radford University	Dr. Joe Flickinger		Radford	VA	24142	540-831-5531	540-831-5883	<a href="mailto:jflickin@radford.edu">jflickin@radford.edu</a>
20	Radford University (Hire a Highlander)								<a href="https://www.myinterfas.com/radford/employer/">https://www.myinterfas.com/radford/employer/</a>
21	Rick Gevers								<a href="mailto:rick@rickgevers.com">rick@rickgevers.com</a>
22	Roanoke College	Toni McLawhorn	Office of Career Services	Salem	VA	24153	540-375-2303	540-375-2092	<a href="mailto:careers@roanoke.com">careers@roanoke.com</a>
23	Roanoke College Maroon Net								<a href="https://www.myinterfas.com/roanoke/employer/">https://www.myinterfas.com/roanoke/employer/</a>
24	Roanoke Times	David Niven	201 W Campbell Ave.	Roanoke	VA	24011	540-981-3108	540-981-3415	<a href="mailto:David.Niven@roanoke.com">David.Niven@roanoke.com</a>
25	RTNDA								<a href="mailto:rtnda@rtnda.org">rtnda@rtnda.org</a>
26	Society of Broadcast Engineers								<a href="http://www.sbe.org">www.sbe.org</a>
27	SPOTS N DOTS						888-884-2630	607-729-7331	<a href="mailto:Selltv@aol.com">Selltv@aol.com</a> (email posting)
28	TVJOBS.COM								<a href="http://www.tvjobs.com">www.tvjobs.com</a>
29	Virginia Assoc. of Broadcasters		250 West Main St. Suite 100	Charlottesville	VA	22902	434-977-3716	434-979-2439	<a href="http://www.vabonline.com">www.vabonline.com</a>
30	Virginia Radio Television (VARTV.com)								<a href="http://classifieds.vartv.com/">http://classifieds.vartv.com/</a>
31	Virginia State University	Ms. Durrell Griffin	Box 9410	Petersburg	VA	23806	804-524-5000	804-524-5212	
32	Virginia Tech	Dr. Buddy Howell	121 Shanks Hall	Blacksburg	VA	24061	540-231-7136	540-231-9817	<a href="mailto:Hbuddy4@vt.edu">Hbuddy4@vt.edu</a> (email posting)
33	Virginia Tech (Hire a Hokie)								<a href="https://www.myinterfas.com/vt/employer/home.aspx">https://www.myinterfas.com/vt/employer/home.aspx</a>
34	Virginia Union University	Joseph Lowe	1500 N. Lombardy Street	Richmond	VA	23220	804-257-5656	804-257-5818	
35	Virginia Western Community College	Rhonda Perdue	Student Center, Room 202	Roanoke	VA		540-857-7298	540-857-6050	<a href="mailto:careercenter@virginiawestern.edu">careercenter@virginiawestern.edu</a>
36	Winston-Salem State	Director of	601 Martin Luther	Winston-Salem	NC	27110	336-750-		

	University	Personnel	King Drive				3240		
37	Other (agent, friend, etc.)								

**Appendix 3 – Description of Outreach Initiatives Undertaken during this Reporting Period:  
May 26, 2012 – May 31, 2013**

<b>Number of Initiative</b>	<b>Type of Recruitment Initiative</b>	<b>Date</b>	<b>Brief Description of Activity</b>
1	Internship Program	Ongoing	WDBJ 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 eight interns during this period.
2	Event or Program sponsored by educational institutions relating to broadcasting careers	Ongoing	WDBJ managers, anchors and reporters regularly participates in career days at surrounding schools, job shadowing, and station tours for area schools and community groups.
3	Event or Program sponsored by educational institutions relating to broadcasting careers	October 26, 2012 March 26, 2013	WDBJ's community relations manager spoke with broadcasting students at Pulaski County High School and Radford High School about broadcasting careers and viewed student produced PSA's.
4	Career Fair	March 12, 2013	WDBJ's community relations manager and bureau chief attended career day at New River Community College for area high school students.
5	Career Fair	January	WDBJ was a sponsor of the Holiday Career & Lifestyles Fair at the Roanoke Civic Center.
6	Career Fair	May 16, 2013	WDBJ was a sponsor of the Spring Career & Lifestyle Fair at the Roanoke Civic Center. The human resources manager attended the event.
7	Career Fair	March 6, 2013	WDBJ news director attended communications career fair at Virginia Tech.

8	Other Activity to further the goal of disseminating information about employment opportunities.	Ongoing	WDBJ periodically runs on-air announcements requesting organizations to contact the human resources manager if they want to receive notices of all vacancies.
9	Training	Ongoing	WDBJ has implemented online compliance training courses for managers and supervisors. Course topics include harassment and equal employment opportunity & discrimination.
10	Training	Ongoing	WDBJ has an online training program for all employees to refresh and acquire new skills for career advancement.
11	Participate in scholarship programs directed at students desiring to pursue a career in broadcasting	Ongoing	WDBJ is a member of the Virginia Association of Broadcasters. The VAB supports an annual scholarship program. WDBJ is an active participant with the VAB sponsored internship program.