

## **ANNUAL EEO PUBLIC FILE REPORT FOR THE PERIOD: June 1, 2005 – May 31, 2006**

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 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 **June 1, 2005 to and including May 31, 2006** (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 new 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, 2005 to May 31, 2006

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

### Section 1: Vacancy Information

Job #	Position	Number of Interviews	Recruitment Source of Hire	Recruitment Source of Interviews	Recruitment Source
1	Account Executives(2)	7	57	1,57,	1,2,3,16,17,52,53,54,55,57,58
2	Accounting Associate	6	1	1,2,57	1,2,3,16,17,36,54,55,58
3	Accounting Associate	3	1	1	1,2,3,16,17,36,54,55,58
4	Associate Producer	3	55	55,58	1,2,16,17,51,52,54,58
5	Accounting Associate	1	1	57	1,2,3,16,17,36,54,55,58
6	Associate Producer	4	55	55, 57	1,2,3,16,17,28,34,35,54,55,57,60
7	Production Assistant(2)	7	58,55	1,55,57	1,2,3,16,17,28,34,35,54,55,56,57,58,60
8	Production Assistant	3	55	1,2,55	1,2,3,16,17,54,55,58
9	Videotape Editor/Photographer	3	55	55,57,58	1,2,5,8,16,17,21,28,51,52,54,55,57,58
10	Videotape Editor(pt)	1	58	58	1,2,16,17,28,34,35,54,55,58,60
11	Associate Producer	1	35	35	1,2,3,16,17,28,34,35,54,55,57,60
12	Transmitter/Maintenance Engineer	3	55	55,57	1,2,5,16,17,28,54,55,57
13	Reporter/Photographer	3	52	52,58	1,2,16,17,21,28,51,52,54,55,58
14	News Anchor	4	52	51,52	1,2,16,17,21,28,51,52,54,55,58
15	Receptionist	3	57	1,57	1,3,16,17,55,58
16	Morning Reporter/Wx Backup	2	52	52	1,2,16,17,28,51,52,54,55,58
17	Photographer/Editor	3	35	35	1,2,16,17,28,34,35,40,54,55,58
18	Editor/Photographer	Still open			1,2,16,17,28,34,35,40,54,55,58
19	Production Assistant	Still open			1,2,16,17,28,34,35,54,55,58

Source number refers to those listed in Appendix 2

## Appendix 2

Covering the Period from June 1, 2005 to May 31, 2006

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

### Section 2: Recruitment Source Information

Source #	Source Name	Contact	Addr	City	ST	Zip	Phone	Fax	Email
1	Roanoke Times		P.O. Box 2491	Roanoke	VA	24010	981-3311	981-3415	
2	Lynchburg Advance		101 Wyndale Drive	Lynchburg	VA	24506	804-385-6646	804-385-5511	
3	Roanoke Tribune		P.O. Box 6021	Roanoke	VA	24017	343-0326		
4	Greensboro News &		P.O. Box 20848	Greensboro	NC	27420	336-274-	336-373-	



	Record						5710	7043	
5	Richmond Times Dispatch	Linda Jackson	333 E. Grace St.	Richmond	VA	23219	804-643-4414	804-775-8046	
6	Norfolk Virginian Pilot Newspaper		150 W. Brambleton Avenue	Norfolk	VA	23510	757-622-1455	757-446-2130	
7	The Charlotte Observer		600 Tryon Street	Charlotte	NC	28202	800-532-5348	704-358-5340	
8	Charlottesville Daily Progress		P.O. Box 9030	Charlottesville	VA	22906	804-978-7202	804-978-7223	
9	Danville Register		P.O. Box 331	Danville	VA	24543	804-793-2311	804-797-2299	
10	Harrisonburg Daily News Record		P.O. Box 193	Harrisonburg	VA	22801	540-574-6200	540-433-9112	
11	Charleston Newspaper		1001 Virginia Street East	Charleston	WV	24301	304-348-5140	304-348-5133	
12	Bristol Herald Carrier		320 Morrison Blvd.	Bristol	VA	24201	540-669-2181	540-645-2527	
13	Winston-Salem Journal		418 N. Marshall St.	Winston-Salem	NC	27102	336-727-7211	336-727-4094	
14	Beckley Newspaper, Inc.		P.O. Box R	Beckley	WV	25801	304-255-4400	304-255-4427	
15	Princeton Times		P.O. Box 1199	Princeton	VA	24740-1199	304-425-8191	304-487-1632	
16	NAACP	Brenda Hale	P.O. Box 12362	Roanoke	VA	24025	989-2164		
17	Southeast Rural Community Assistance Project	Nancy Harper					345-1184 ext. 29		nharper@sercap.org
18	Virginia Employment Commission	Virgil Thompson	5060 Valley View Blvd.	Roanoke	VA	24012	561-7477		
19	Total Action Against Poverty	Tara Hawkins	P.O. Box 2868	Roanoke	VA	24001	345-6781	345-4461	
20	National Black Media Coalition	Employment Resource Center	38 New York Ave., NE	Washington	DC	20002	202-387-8155		
21	National Association of Black Journalists		3100 Taliaferro Hall	College Park	MD	20742-7717	301-405-8500	301-405-8555	
22	National Society for Black Engineers		1454 Duke St.	Alexandria	VA	22314	703-549-2207	703-683-5312	
23	American Women in Radio & Television		1650 Tysons Blvd., Suite 200	McLean	VA	22102	703-506-3290	703-920-5555	
24	Women in Communications (National Job Bank)	Margaret Jenkins	3717 Columbia Pike, Suite 310	Arlington	VA	22204-4255	703-506-3266		
25	Department of Minority Business	Daisy Williams	200-202 9 <sup>th</sup> Street 11 <sup>th</sup> Floor	Richmond	VA	23219	804-786-5560		
26	Richmond Urban League	Daniel Glenn	101 East Clay Street	Richmond	VA	23219	804-649-8407		
27	NAB Job Clearinghouse	Michael McKinley	1771 N Street NW	Washington	DC	20036	202-429-5497		
28	Virginia Assoc. of Broadcasters		630 Country Green Lane	Charlottesville	VA	22902	804-977-3716	804-979-2439	<a href="http://www.vabonline.com">www.vabonline.com</a>
29	Professional Secretaries International	Priscilla Stewart	7702 Plantation Road	Roanoke	VA	24019	362-3311		
30	Roanoke Business & Professional Women's Association	Helen Watson	3207 Maplelawn Ave., NW	Roanoke	VA	24012	344-5196 (w)	362-0027 (h)	
31	Broadcast Designers Association	Lynn Myers	Resume Referral Service 251 Kearny Street, Suite 611	San Francisco	CA	94108	415-788-2324	415-788-7622	
32	American Sportscasters Association		5 Beekman Street	New York	NY	10038	212-227-8080		
33	NATPE Job Bank	Christina Andrews					310-453-4440	310-453-5258	

34	Virginia Tech	Ken Garland	11 Agnew Hall	Blacksburg	VA	24060	540-231-3435	540-231-2687	
35	Radford University	Dr. Clay Waite	Box 6932	Radford	VA	24142	540-831-5531	540-831-5883	
36	Virginia Western Community College	Chirl Williams (secretarial Jobs)	P.O. Box 14007	Roanoke	VA	24038	857-7298	857-7544	
38	Roanoke College	Toni McLawhorn	Office of Career Planning 7 Placement	Salem	VA	24153	375-2303	375-2092	
39	Liberty University		Career Center DeMoss Hall 164 Box 20000	Lynchburg	VA	24506-8001	804-582-2352	804-582-2017	
40	North Carolina A & T State University	Office of Career Services	101 Murphy Hall	Greensboro	NC	27411	336-334-7500		
41	Winston-Salem State University	Director of Personnel	601 Martin Luther King Drive	Winston-Salem	NC	27110	336-750-3240		
42	Howard University	Ms. Dudley	2222 4 <sup>th</sup> St., NW	Washington	DC	20059	202-806-5806	202-462-4267 (job posting)	
43	Howard University	Mr. Olaniyi Areke	2222 4 <sup>th</sup> St., NW	Washington	DC	20059	202-806-3037		
44	Virginia Union University	Joseph Lowe	1500 N. Lombardy Street	Richmond	VA	23220	804-257-5656	804-257-5818	
45	Hampton University	Leonard Jones	114 Wigwam Bldg.	Hampton	VA	23668	804-727-5331	804-727-5935	
46	Norfolk State University	Benjamin Ellis, Jr.	2401 Corprew Ave.	Norfolk	VA	23504	804-683-8462	804-683-9558	
47	Virginia State University	Ms. Durrell Griffin	Box 9410	Petersburg	VA	23806	804-524-5000	804-524-5212	
48	James Madison University	Mailou Johnson, PhD	MSC 2105	Harrisonburg	VA	22807	540-568-7073	540-568-3330	
49	Broadcasting Magazine	Classified Department	1705 DeSales Street	Washington	DC	20036	212-337-7073	212-206-8327	
50	ADWEEK	Karen Sharkey	Southeast Region	Washington	DC	20036	800-723-9335	212-536-5315	<a href="mailto:Ksharkey@adweek.com">Ksharkey@adweek.com</a>
51	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>
52	TVJOBS.COM								<a href="http://www.tvjobs.com">www.tvjobs.com</a>
53	SPOTS N DOTS						888-884-2630	607-729-7331	<a href="mailto:Selltv@aol.com">Selltv@aol.com</a>
54	Schurz Communications, Inc.								<a href="mailto:lwiney@schurz.com">lwiney@schurz.com</a>
55	WDBJ-TV								<a href="http://www.wdbj7.com">www.wdbj7.com</a>
56	Walk-in								
57	Employee Referral								
58	WDBJ Bulletin Board (Internal posting)								
59	Martinsville Bulletin		P.O. Box 3711	Martinsville	VA	24115	576-638-8801		
60	STRIDES, Inc	Christina Hall	2516 Springhill Drive	Roanoke	VA	24017			

- Bold print represents sources that requested notification

## **Appendix 3**

**Covering the Period from June 1, 2005 to May 31, 2006**

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

### **Section 3: Supplemental (Non-Vacancy Specific) Recruitment Undertaken by WDBJ Television, Inc.**

- 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.

WDBJ Television, Inc. requires that the student be a junior or senior with an overall grade point average of "B." The station also requires a written request from the student, a recommendation from either the department head or guidance counselor at the college, and a personal interview with the student.

The following internships were completed during the reporting period: News Department – 5, Operations Department – 1, Sports – 3, Weather – 2, Technical - 1

- WDBJ Television, Inc. is member of the Virginia Association of Broadcasters. The VAB supports an annual scholarship program. WDBJ Television, Inc. is an active participant with the VAB sponsored internship program.
- WDBJ Television, Inc. regularly participates in career days at surrounding schools, job shadowing, and station tours for area schools and community groups.
- WDBJ ran on-air announcements requesting organizations to contact the station if they would like to receive announcements in regards to job vacancies.