

**WDBJ**  
**EEO PUBLIC FILE REPORT**  
**June 1, 2017 thru May 31, 2018**

**I. VACANCY LIST**

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

	<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
1	MMJ/investigative reporter	1-2-7-10-11-12-13-18-20-25-26-27-29-34-35-36-40-41-42-43	7
2	Associate Producer	1-12-13-25-26-27-34-35-36-43	1
3	Account Executive	1-7-12-13-24-25-26-27-34-35-36-43	7
4	MMJ	1-4-7-12-13-25-26-27-34-35-36-43-44	4
5	Producer Digital News	1-10-11-12-13-18-25-26-27-29-34-35-36-43	43
6	Meteorologist-Weekend	1-12-13-25-26-27-34-35-36-43	25
7	News Editor	1-7-12-13-25-26-27-34-35-36-43	7
8	MMJ-Lynchburg Bureau	1-10-11-12-13-25-26-29-34-35-36-43	1
9	Graphic Artist	1-2-10-11-12-13-18-25-26-27-29-34-35-36-43-46	43
10	Account Executive	1-7-34-35-36-43-12	7
11	Producer Creative Services	1-12-13-25-26-27-34-43-44-45	44
12	Associate Producer	1-7-10-11-12-18-25-29-34-35-36-42-43-47	7
13	Technical Media Producer (2)	1-2-7-10-11-12-13-18-25-26-27-29-34-35-36-43	26
14	Technical Media Producer	1-2-7-10-11-12-13-18-25-26-27-29-34-35-36-43	7
15	Technical Media Producer	1-2-7-10-11-12-13-18-25-26-27-29-34-35-36-43	7
16	Sports Anchor-Reporter-MMJ	1-2-7-12-13-25-26-27-34-35-36-43	7
17	Producer	1-7-10-11-12-13-18-25-26-27-29-34-35-36-42-43-47-49-50-51	7
18	Multimedia Journalist-Bureau	1-2-7-11-12-13-18-25-26-27-29-34-35-36-42-43-44-47	44
19	Multimedia Journalist-Bureau	1-2-7-11-12-13-18-25-26-27-29-34-35-36-42-43-47	7
20			
21			
23			
24			

## II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

[illegible]

Source #	Source Name	Contact	Address	City	ST	Zip	Phone	Source Entitled to Vacancy Notification Yes or No	
14	NAB Job Clearinghouse	Michael McKinley	1771 N Street NW	Washington	DC	20036	202-429-5497	No	
15	National Association of Black Journalists		3100 Taliaferro Hall	College Park	M D	20742-7717	301-405-8500 No	No	
16	Norfolk State University	Benjamin Ellis, Jr.	2401 Corprew Ave.	Norfolk	VA	23504	804-683-8462	No	
17	North Carolina A & T State University	Office of Career Services	101 Murphy Hall	Greensboro	NC	27411	336-334-7500	No	
18	Radford University (Hire a Highlander)		<a href="http://www.radford.edu">www.radford.edu</a>	Radford	va			No	
19	Rick Gevers		<a href="mailto:rick@rickgevers.com">rick@rickgevers.com</a>					No	
20	Roanoke College Maroon Net		Office of Career Services	Salem	VA	24153	540-375-2303	No	
21	Roanoke Times		201 W Campbell Ave.	Roanoke	VA	24011	540-981-3108	No	
22	RTNDA		<a href="mailto:rtnda@rtnda.org">rtnda@rtnda.org</a>					No	
23	Society of Broadcast Engineers		<a href="http://www.sbe.org">www.sbe.org</a>					No	
24	SPOTS N DOTS		<a href="http://spotsndots.com">spotsndots.com</a>				888-884-2630	No	
25	TVJOBS.COM	Mark Holloway	<a href="http://tvjobs.com">tvjobs.com</a>					No	8
26	Virginia Assoc. of Broadcasters		630 Country Green Lane	Charlottesville	VA	22902	434-977-3716	No	
27	Virginia Radio Television (VARTV.com)	Robert F. Corbin	<a href="http://vartv.com">vartv.com</a>					No	

Source #	Source Name	Contact	Address	City	ST	Zip	Phone	Source Entitled to Vacancy Notification Yes or No	No of Interviewees Referred by RS over 12-month period
28	Virginia State University	Ms. Durrell Griffin	Box 9410	Petersburg	VA	23806	804-524-5000	No	
29	Virginia Tech (Hire a Hokie)		800 Drillfield Drive	Blacksburg	VA	24061	540-231-6000	No	
30	Virginia Union University	Joseph Lowe	1500 N. Lombardy Street	Richmond	VA	23220	804-257-5656	No	
31	Virginia Western Community College	Rhonda Perdue	Student Center, Room 202	Roanoke	VA		540-857-7298	No	
32	Winston-Salem State University	Director of Personnel	601 Martin Luther King Drive	Winston-Salem	NC	27110	336-750-3240	No	
33	TV News Check		TVNewscheck.com					No	
34	Gray Television	Dottie Bourdreau	Gray Television In-house postings					No	1
35	WHSV TV3	Tina Wood	50 North Main Street	Harrisonburg	VA	22802	540-433-9191	No	
36	WCAV	Alex Friedman	999 2nd Street	Charlottesville	VA	22902	434-242-1919	No	
37	Walk-ins							No	
38	Internships							No	1
39	Job Fairs							No	
40	Mississippi State University	career.msstate.edu	Lee Boulevard	Starkville	MS	39762	662-325-2323	No	
41	Pennsylvania State University	studentaffairs.psu.edu/career/employers/	201 Old Main	University Park	PA	16802	814-865-4700	No	
42	University of NC at Asheville	<a href="http://www.myinterfase.com/uncas/employe">www.myinterfase.com/uncas/employe</a>	One University Heights	Asheville	NC	28804	828-251-6600	No	
43	People Matter – includes Indeed	<a href="mailto:HR@Gray.tv">HR@Gray.tv</a>							6

Source #	Source Name	Contact	Address	City	ST	Zip	Phone	Source Entitled to Vacancy Notification Yes or No	No of Interviewees Referred by RS over 12-month period
44	Internal Hire/Promotion								2
45	Full Sail University	Dan Severson	3300 University Blvd	Winter Park	FL	32792	866-807-3140	No	
46	Media Bistro		825 Eighth Avenue, 29 <sup>th</sup> Floor	New York	NY	10019	800-205-7792	No	
47	Longwood University		201 High Street	Farmville	VA	23909	434-395-2000	No	
48	LinkedIn							No	
49	University of Mary Washington		1301 College Avenue	Fredericksburg	VA	22401	540-654-1000	No	
50	Mary Baldwin University		101 E Frederick St	Staunton	VA	24401	540-887-7019	No	
51	Hampden-Sydney College		80 College Road	Hampden Sydney	VA	23943	434-223-6000	No	

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**III. RECRUITMENT INITIATIVES**

	<b>Type Of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>
<b>1</b>	Participate in events sponsored by education institutions relating to career opportunities in broadcasting.	1) February 5, 2018, our reporter spoke to journalism class at Radford University 2) March 20, 2018, our reporter spoke to a multimedia journalism class at Virginia Tech 3) Throughout the year, the station offers tours to students interested in learning about broadcast careers. During this reporting year, the station hosted the following groups: (i) March 6, 2018, Burton Center for Arts & Technology students interested in careers in many fields of communication toured the station (ii) February 23, 2018, Virginia Tech meteorology departments toured station and observed weather set operation (iii) October 24, 2017, Radford University students toured studio and observed jobs behind the camera (iv) June 14, 2017, Governor's School from Wytheville Community College journalism and broadcast class toured station and met with reporter and watched newscast
<b>2</b>	Job fairs	1) October 20, 2017, we promoted on-air a job fair for Averett University in Danville VA and our reporter staffed a booth at the fair 2) November 10, 2017, News Director participated in job fair at Virginia Tech for multimedia journalism majors

3	Internship Program	<p>During reporting year, the station had four interns in the news department that were supervised by the news director. They were exposed to all aspects of news.</p> <ol style="list-style-type: none"> <li>1) Virginia Tech – 1 intern</li> <li>2) Radford University – 2 interns</li> <li>3) University of VA – 1 intern</li> </ol>
4	Job Shadowing Program	<p>During reporting year, the station had four high school students who participated in our job shadowing program. They had the opportunity to shadow various members of our news and meteorological team to learn about all aspects of that job. They were from the following high schools in our viewing area:</p> <ol style="list-style-type: none"> <li>1) Va. Tech – 1 student</li> <li>2) Northside High School – 1 student in news</li> <li>3) Carroll County High School – 1 student in production</li> <li>4) Salem High School – 2 students in news and meteorology</li> </ol> <p>The station participated in the Roanoke County Insight Program where a student jobs shadowed for 50 hours during a semester and earned 0.5 credits.</p> <ol style="list-style-type: none"> <li>1) Cave Spring School – 1 student in meteorology</li> <li>2) Hidden Valley High School – 1 student in sports</li> </ol>