

**WHSV-TV and WSVF-CD  
EEO PUBLIC FILE REPORT  
06/01/2016 - 05/31/2017**

**1. VACANCY LIST**

See **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>
Associate Producer	1 2 3 5 7 8 9 10 11 12 13 14 16 17 18 20 21 22 24 29 35 37 38 39 43 45 49 51 52	7
Editor/Photojournalist	1 2 3 5 7 8 9 10 11 12 13 14 16 17 18 20 21 22 24 35 37 38 39 43 45 49 50 51 52	10
Account Executive	1 2 3 5 6 7 8 9 10 11 12 13 14 16 17 18 20 21 22 24 25 26 29 35 37 38 39 43 45 47 49 50 51 52 55	26
Account Executive	1 2 3 5 6 7 8 9 10 11 12 13 14 16 17 18 20 21 22 24 25 26 29 35 37 38 39 43 45 47 49 50 51 52 55	26
Daybreak Reporter	1 2 3 5 7 8 9 10 11 12 13 14 16 17 18 20 21 22 25 35 37 38 39 43 45 49 50 51 52	25
Creative Services Producer	1 2 3 5 7 8 9 10 11 12 13 14 16 17 18 20 21 22 35 37 38 39 43 45 49 51 52 56	7
Weekend Anchor	1 2 3 5 7 8 9 10 11 12 13 14 16 17 18 20 21 22 24 25 35 37 38 39 43 45 49 51 52	7
Reporter	1 2 3 5 7 8 9 10 11 12 13 14 16 17 18 20 21 22 35 37 38 39 43 45 49 51 52	13
5pm Anchor/Producer	1 2 3 5 7 8 9 10 11 12 13 14 16 17 18 20 21 22 35 37 38 39 43 45 49 51 52	7
Reporter	1 2 3 5 7 8 9 10 11 12 13 14 16 17 18 20 21 22 35 37 38 39 43 45 49 51 52	51
Media Manager	1 2 3 5 7 8 9 10 11 12 13 14 16 17 18 20 21 22 24 35 37 38 39 43 45 49 50 51 52	24
Evening Producer/Anchor	1 2 3 5 7 8 9 10 11 12 13 14 16 17 18 20 21 22 35 37 38 39 43 45 49 51 52	7
Reporter	1 2 3 5 7 8 9 10 11 12 13 14 16 17 18 20 21 22 35 37 38 39 43 45 49 50 51 52 56	13
Account Executive	1 2 3 7 8 10 11 12 13 14 16 17 20 24 35 37 38 45 47 49 51 52	24
Account Executive	1 2 3 7 8 10 11 12 13 14 16 17 20 24 35 37 38 45 47 49 51 52	7

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information 6/1/12 - 5/31/17</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12- month period</b>
1	Media Line – email: <a href="mailto:Mark@medialine.com">Mark@medialine.com</a> , web: <a href="http://www.medialine.com">www.medialine.com</a>	No	0
2	Broadcasting Institute of Maryland – email: <a href="mailto:nb@bim.org">nb@bim.org</a> , 7200 Harford Rd., Baltimore, MD 21234; 434-254-2770	No	0
3	VA Association of Broadcasters – <a href="http://www.vabonline.com">www.vabonline.com</a> 630 Country Green Ln., Charlottesville, VA 22902, Contact- Doug Easter 434-977-3716	No	0
4	National Association of Broadcasters - 1771 N Street NW, Washington, DC ( <a href="http://www.nab.org">www.nab.org</a> ) Contact- Karen Hunter, 202-429-5498	No	0
5	TV Jobs, <a href="http://www.tvjobs.com">www.tvjobs.com</a> Contact- Mark Holloway	No	0
6	Virginia Employment Commission 1909A East Market St., Harrisonburg, VA 22801 540-434-2513 <a href="http://www.vawc.virginia.gov">www.vawc.virginia.gov</a>	No	0
7	WHSV TV3, 50 North Main St., Harrisonburg, VA 22802 540-433-9191, Contact- Tina Wood email: <a href="mailto:twood@whsv.com">twood@whsv.com</a> , web: <a href="http://www.whsv.com">www.whsv.com</a>	No	23
8	National College, 1515 Country Club Road Harrisonburg, VA 22802, Contact- Stephanie Bell email: <a href="mailto:sbell@national-college.edu">sbell@national-college.edu</a> 540-432-0943	Yes	0
9	James Madison University, Harrisonburg, VA 22807, Contact- David Chase website: <a href="http://jmu-csm.symplicity.com/employers">http://jmu-csm.symplicity.com/employers</a> 540-568-6229	No	1
10	Bridgewater College, Office of Career Services, Bridgewater, VA 22812 email: <a href="mailto:stalbott@bridgewater.edu">stalbott@bridgewater.edu</a> 540-828-5369	No	1
11	Blue Ridge Community College - email; <a href="mailto:careers@brcc.edu">careers@brcc.edu</a> , Contact- Elizabeth Hall, Student Services Coordinator, Weyers Cave, VA 24486 540-234-9261	No	0
12	Eastern Mennonite University, Career Services 1200 Park Rd., Harrisonburg, VA 22802, Contact- Helen Nafzier email: <a href="mailto:nafzigh@emu.edu">nafzigh@emu.edu</a> 540-432-4000	No	0
13	Gray Television, Inc. In-House Postings, Contact- Dottie Boudreau, email: <a href="mailto:Dottie.Boudreau@gray.tv">Dottie.Boudreau@gray.tv</a>	No	6

14	Coppin State College, 2500 West North Ave., Baltimore, MD 21216, Contact- Linda Bowie email: <a href="mailto:careerdev@coppin.edu">careerdev@coppin.edu</a> / <a href="mailto:lbowie@coppin.edu">lbowie@coppin.edu</a> 410-951-3915	No	0
15	Mary Baldwin College, Staunton, VA 24401 email: <a href="mailto:sena@mbc.edu">sena@mbc.edu</a> 540-887-7221	No	0
16	Norfolk State University, Mass Comm., 700 Park Ave., Norfolk, VA 23504 email: <a href="mailto:careerservices@nsu.edu">careerservices@nsu.edu</a> 757-823-8330	No	0
17	Old Dominion University, Career Mgmt., 2202 Webb Center, Norfolk, VA 23529 Contact- Andrea Harrell email: <a href="mailto:aharrell@odu.edu">aharrell@odu.edu</a>	No	0
18	Virginia Tech, Blacksburg, VA Contact- Vickie, <a href="mailto:vickie7@vt.edu">vickie7@vt.edu</a>	No	0
19	Production Hub <a href="http://www.productionhub.com">www.productionhub.com</a>	No	0
20	Esther Nizer email: <a href="mailto:nizerem@aol.com">nizerem@aol.com</a> Jennifer Litwiller email: <a href="mailto:jennifer.litwiller@emu.edu">jennifer.litwiller@emu.edu</a> web: <a href="http://www.enizer.org">www.enizer.org</a>	Yes	0
21	Media Match, <a href="http://www.media-match.com">www.media-match.com</a> , 714 North LaBrea, Hollywood, CA 90038 323-932-7885	No	0
22	Mass VO Tech email: <a href="mailto:smongold@rockingham.k12.va.us">smongold@rockingham.k12.va.us</a> 325 Pleasant Valley Rd., Harrisonburg, VA 22801 540-434-5961	No	0
23	Spots N Dots email: <a href="mailto:ads@spotsndots.com">ads@spotsndots.com</a> web: <a href="http://www.spotsndots.com/joblistings.asp">http://www.spotsndots.com/joblistings.asp</a>	No	0
24	Station Employee Referral	No	8
25	Non-Employee Referral	No	4
26	TV3 On-Air Commercial Advertising	No	2
27	Walk-Ins	No	0
28	Internship Program	No	0
29	Job Fair	No	3
30	Daily News Record, P.O. Box 193, Harrisonburg, VA 22802, web: <a href="http://www.dnronline.com">http://www.dnronline.com</a>	No	0
31	TV Technology web: <a href="http://www.tvtechnology.com">www.tvtechnology.com</a>	No	0
32	Monster web: <a href="http://www.monster.com">www.monster.com</a>	No	0
33	Reserved	No	0
34	Winchester Star, 2 N. Kent St. Winchester, Va. 22601, <a href="http://www.winchesterstar.com">www.winchesterstar.com</a>	No	0

35	Shenandoah University, 1460 University Drive, Winchester, VA 22601, 800-432-2266, 540-665-4500, Rick Ours email: <a href="mailto:rours@su.edu">rours@su.edu</a>	No	0
36	Harrisonburg Help Wanted.com	No	0
37	UNC-Chapel Hill, Dr. Charlie Tuggle, School of Journalism, <a href="mailto:catuggle@unc.edu">catuggle@unc.edu</a> and <a href="mailto:dcupp@email.unc.edu">dcupp@email.unc.edu</a> 919-843-7813	No	0
38	Elon University Ross Wade, Assistant Director of Career Services 336-278-5869, <a href="mailto:rwade2@elon.edu">rwade2@elon.edu</a>	No	0
39	VARTV.com Robert F. Corbin <a href="mailto:editor@VARTV.com">editor@VARTV.com</a> <a href="http://classifieds.VARTV.com">http://classifieds.VARTV.com</a>	No	0
40	SBE.org Society of Broadcast Engineers	No	0
41	Broadcast and Cable <a href="http://www.broadcastingcable.com/job">www.broadcastingcable.com/job</a>	No	0
42	Newscheck Media <a href="mailto:pkirk@newscheckmedia.com">pkirk@newscheckmedia.com</a>	No	0
43	Creative Jobs Central <a href="http://www.creativejobscentral.com">www.creativejobscentral.com</a>	No	0
44	Craigs List <a href="http://harrisonburg.craigslis.org">http://harrisonburg.craigslis.org</a>	No	0
45	Northeast Neighborhood Association <a href="mailto:taya_va@yahoo.com">taya_va@yahoo.com</a>	Yes	0
46	Linked In	No	0
47	Facebook	No	2
48	TVNewsCheck.com	No	0
49	WCAV, 999 2 <sup>nd</sup> Street, Charlottesville, VA 22902 434-242-1919, Contact Alex Friedman <a href="http://www.newsplex.com">www.newsplex.com</a>	No	0
50	VA Job Connections <a href="http://www.vajobconnections.com">http://www.vajobconnections.com</a>	No	3
51	Virginia Commonwealth University P.O. Box 842034, Richmond, VA 23284 804-828-4203 Tim Bajkiewicz-Broadcast Journalism Coordinator	No	2
52	Mutual Target Associates, Inc. Technical Staff Augmentation Services 281-845-4194 <a href="mailto:ben@mutualtargetinc.com">ben@mutualtargetinc.com</a> 12/29/14	Yes	0
53	Backpage.com 4/1/15	No	0
54	The Broadcast Image Group 3/1/15	No	0

55	Indeed.com	No	1
56	People Matters	No	0
57	Get TV Jobs gettvjobs.com	No	0
Total Number of Interviewees			54

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Host Job Fair	On May 17, 2017, the station hosted the WHSV Career Fair. WHSV TV3's Operation Manager, General Manager, Creative Services Director, Production Manager, General Sales Manager and News Director attended and spoke with job applicants about opportunities for careers in broadcasting and job opportunities at our station.
<b>2</b>	Provide EEO Training to Management Level Personnel	On March 23, 2017, our Operations Manager and General Manager participated in a webinar hosted by Wiley Rein, LLP where the FCC's EEO rules and regulations were explained.
<b>3</b>	Activities Designed to Disseminate Information about Broadcasting Careers	The station participates in and advertises the Virginia Association of Broadcaster Job Bank. A schedule airing on WHSV TV3 informs the public about posting resumes and reviewing jobs on the Virginia Association of Broadcasters website. Promotion of this website airs daily, Monday – Sunday.