

**WCVE-FM, WCVE-TV, WCVW(TV)**  
**EEO PUBLIC FILE REPORT**  
June 1, 2011-May 31, 2012<sup>1</sup>

**I. 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>
Administrative Assistant	1-4, 12, 20, 26-27, 29	4
Membership Services Coordinator	1-4, 12, 20, 26-27	26
Science Matters Manager	1-5, 12, 20, 26-27	1
Commonwealth Circle Manager	1-6, 12, 20, 26-27, 29	26
TV Production Sales Executive	1-5, 12, 20, 26-27	1
Administrative Assistant	1-4, 12, 20, 26-27	26

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<sup>1</sup> This Report covers the period of May 23, 2011 – May 21, 2012.

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

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	<b>Richmond Times Dispatch</b> Michelle Gillison PO Box 27775 Richmond, VA 23261-7775 (804) 649-6597	N	11
2	<b>Richmond Times Dispatch Online</b> <a href="http://www.timesdispatch.com">www.timesdispatch.com</a>	N	0
3	<b>Station Website</b> <a href="http://ideastations.org/">http://ideastations.org/</a>	N	1
4	<b>Internal Posting</b>	N	2
5	<b>Station Employee Referral</b>	N	4
6	<b>Non-Employee Referral</b>	N	1
7	<b>Virginia State University</b> Dr. Rob Turner Box 9410 Petersburg, VA 23806 (804) 524-5211	N	0
8	<b>Virginia Union University</b> Joseph Lowe 1500 North Lombardy Richmond, VA 23220 (804) 257-5656	N	0
9	<b>Virginia Commonwealth University</b> Career Center 907 Floyd Ave. Richmond, VA 23284-9026 (804) 828-1645	N	0
10	<b>Virginia Association of Broadcasters</b> Newsletter Publisher 630 Country Green Lane Charlottesville, VA 22902 (434) 977-3716.	N	0
11	<b>AARP</b> Carolyn Creighton 1806 Chantilly St. Suite 100 Richmond, VA 23230 (804) 355-3842	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
12	<b>CPB Jobline</b> <a href="http://stations.cpb.org/jobline">http://stations.cpb.org/jobline</a> Serena Wyckoff Corporation for Public Broadcasting 401 Ninth St., NW Washington, DC 20004 (202) 879-9764	N	0
13	<b>Charlottesville Weekly</b> 106 E Main St. Charlottesville, VA 22902 (434) 817-2749	N	0
14	<b>Daily Progress</b> Dana Hubbard 685 Rio Road W. Charlottesville, VA 22901 (434) 978-7297	N	0
15	<b>The Hook</b> 100 2nd St. NW Charlottesville, VA 22902 (434) 295-8700	N	0
16	<b>Virginia Employment Commission</b> William Walton, Office Manager 5211 West Broad St. Richmond, VA 23230 (804) 662-9614	N	0
17	<b>Walk-in/Self-Referral</b>	N	0
18	<b>NAACP</b> Executive Director 214 E. Clay St., #302 Richmond, VA 21219 (804) 643-9207	N	0
19	<b>Urban League of Greater Richmond</b> Daniel Glenn 101 East Clay St. Richmond, VA 23219 (804) 643-5724	N	0
20	<b>PBS Connect Forums</b> <i>(intranet for PBS stations)</i>	N	0
21	<b>Diversity Inc.</b> <a href="http://www.diversityinc.com">www.diversityinc.com</a>	N	0
22	<b>TV Jerry</b> <a href="http://www.tvjerry.com">www.tvjerry.com</a>	N	0
23	<b>America's Job Bank and Virginia's Job Bank</b> <a href="http://www.careerconnect.state.va">www.careerconnect.state.va</a>	N	0
24	<b>Virginia Association of Fund Raising Exec., Inc. (VAFRE)</b> PO Box 29235 Richmond, VA 23242-0235	N	0
25	<b>AM/FM TV Online</b> <a href="http://www.amfmontvonline.com">www.amfmontvonline.com</a> Barbara Baker (804) 648-0311	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
26	<b>Connect Network</b> <a href="http://www.connectnetwork.org/richmond/">www.connectnetwork.org/richmond/</a> Nancy Stutts, PhD 205 West Franklin St. Richmond, VA 23220 (804) 827-2164	N	11
27	<b>Craigslist</b> <a href="http://Craigslist.org">Craigslist.org</a>	N	0
28	<b>Yahoo Hot Jobs</b> <a href="http://www.hotjobs.com">www.hotjobs.com</a>	N	0
29	<b>Indeed</b> <a href="http://www.indeed.com">www.indeed.com</a>	N	3*
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			33

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\* Although the SEU did not provide this source with any vacancy notices during the reporting period, three interviewees claimed to have been referred by this source.

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**III. RECRUITMENT INITIATIVES**

	<b>TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)</b>	<b>BRIEF DESCRIPTION OF ACTIVITY</b>
<b>1</b>	Host Internship Program	During the Spring 2012 semester, the SEU's General Manager recruited several students from area institutions to assist with coverage of the Spring 2012 session of the Virginia legislature. While at the SEU, the student interns were provided opportunities to learn about the operations of public broadcasting stations and to assist the SEU's journalists in their coverage of the legislative session.
<b>2</b>	Participate in events sponsored for or by educational institutions related to careers in broadcasting	On July 29, 2011, our VP of Broadcasting gave a station tour to a student studying broadcasting at Baylor University. Our VP of Broadcasting answered questions about public broadcasting and careers in the broadcast industry.
<b>3</b>	Participate in events sponsored for or by educational institutions related to careers in broadcasting	On February 29, 2012, our Broadcasting Manager gave a station tour to students from the Steward School, a co-educational K-12 private school serving the Richmond area.
<b>4</b>	Participate in events sponsored by or for community organizations related to careers in broadcasting (8)	<p>During the reporting period, the following SEU personnel gave station tours to groups from local community organizations. During each of these tours, SEU personnel answered questions about public broadcasting and careers in the broadcast industry.</p> <p>On September 23, 2011, our Broadcasting Manager gave a station tour to 10 girl scouts from Girl Scout Troup #323 and their parents.</p> <p>On October 26, 2011, and November 18, 2011, our Administrative Programming Coordinator gave a station tour to local girl scouts and their parents.</p> <p>On January 5, 2012, our Broadcasting Manager gave a tour of the SEU's studios to a group of</p>

10 cub scouts and 10 adults from Pack #1845.

On January 12, 2012, our Broadcasting Manager gave a tour of the SEU's studios to a group of 8 boys and 8 adults from a local cub scout pack.

On January 23, 2012, our Administrative Programming Coordinator gave a station tour to boy and cub scouts from Goochland County Den and Pack #1811 and their parents.

On February 25, 2012, our VP/CFO gave a station tour to 10 cub scouts and their parents from Amelia.

On March 14, 2012, our Broadcasting Manager gave a station tour to 12 cub scouts from Pack #2842 and their parents.