

WVPT(TV)
EEO PUBLIC FILE REPORT
January 31, 2018-May 31, 2018¹

I. VACANCY LIST

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

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.		

¹ On January 31, 2018, the licensee consummated its acquisition of WVPT(TV), Staunton, VA (Fac ID #60111) and, as a result, the reporting period covered herein is abbreviated. (See FCC File No. BALEDT-20171117AAS).

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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 Reporting Period
AS NOTED IN SECTION I, NO JOB OPENINGS WERE POSTED AND FILLED DURING THIS REPORTING PERIOD.			

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III. RECRUITMENT INITIATIVES

	Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1	Internship Program	During this reporting period, our SEU hosted a student from James Madison University for an internship. Under the supervision of our Community Engagement Coordinator, the student was exposed to information on broadcasting careers and community engagement and assisted with community events.
2	Training Program	During this reporting period, members of our engineering and production staff cross-trained one another in their respective departments, providing instruction in master control operations and taped/live studio productions. This cross-training initiative allows staff to increase job knowledge and promotion potential. It is supervised by the SEU's Special Projects Manager on behalf of the Society of Broadcast Engineers with the Chief Engineer and Production Manager overseeing the hands-on instructional activities. This is an ongoing initiative.
3	Miscellaneous Program	This SEU assists Goodwill Industries Goodwill Program, an unaffiliated non-profit organization interested in local employment opportunities. We train and enable participants to better refer candidates for our broadcast positions. Throughout this reporting period, our Administrative Assistant trained a Receptionist from Goodwill for 20 hours per week. Job training includes instruction on computer and phone systems as well as customer service skills. This is an ongoing initiative.



WVPT-DT, Staunton, Virginia
WVPY-DT, Front Royal, Virginia

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Positions filled and recruitment sources used as part of the process:

Position	Sources Sent To	Hiree Source
Major Donor Officer Hired 8/21/17	1, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44	43

Total interviewees for all full time positions: 4

RECRUITMENT SOURCES

#	Recruitment Source	Contact	Address	Phone
1	Daily News Record (circulation app 33,000)	www.dnronline.com	P.O. Box 193 231 Liberty Street Harrisonburg VA 2280	540/574-6210
2	The News Virginian (circulation app 9,000)	Marsha Grim	544 W. Main Street Waynesboro VA 22980	540/886-3400 540/932-3553
3	The News Leader (circulation app 19,000)	www.newsleader.com	POB 59 Staunton VA 24402	540/885-7387 540/213-9143 f-540/885-8779
4	The Daily Progress (circulation app 32,000)	Lisa Green	POB 9030 Charlottesville VA 22902	434/978-7202
5	The Washington Post	Contact assigned on placement	1150 15 th St NW Washington DC 20001	202/334-4100
6	USA Today	Contact assigned on placement	7950 Jones Branch Drive McLean VA 22108	703/854-3400
7	Winchester Evening	Stacy Hartley	2 N. Kent Street	540/667-3200

	Star		Winchester VA 22601	ext-248
8	Northern Virginia Daily	Susan O'Connor	North Holiday Street Strasburg VA 22657	800/296-5137 ext-173
9	Richmond Newspapers	Classified Dept	20 Franklin St Petersburg, VA 23803	804/524-9723
10	The Roanoke Times	Gloria McAllister	201-209 Campbell Ave Roanoke VA 24016	540/981-3211 540/981-3411 f-540/981-3365
11	Current	Danielle Mungin	1612 K. St NW suite 704 Washington DC 20006	202/463-7055 ext- 36
12	Broadcasting and Cable Magazine	Classified Dept	1627 K St NW Washington, DC 20006	202/293-5361
13	PBS	JobPostings		
14	CPB Jobline	JobPosting	901 E. Street NW Washington DC 20004	202/393-1045
15	VA Association of Broadcasters	Peter Easter www.vabonline.com	630 Country Green Ln. Charlottesville, VA 22902	434-977-3716
16	National Association of Broadcasters -	Karen Hunter www.nab.org	1771 N Street NW Washington, DC	202-429-5498
17	Virginia Employment Commission	www.valleywork.com	1909A East Market St. Harrisonburg, VA 22801	540/434-2513
18	*Working Women's Forum	President	Rt 2 Box 44 New Market VA 22844	
19	*John Mann U. Methodist Church	Lorenzo Hill	119 E. Cork Street Winchester VA 22601	540/667-7774
20	*Howard University	Career Development Dept	2400 6 th Street NW Washington DC 20059	202/806-7513 f- 202/462-4267
21	James Madison University	Denise Meadows http://www.formsite.com/jmufinaid/jld_posting/	Harrisonburg VA 22807	540/568-6555
22	*James Madison University	David Chase www.jmu.edu/aacd/inter viewing/employers/postaj ob.htm	Harrisonburg, VA 22807	540-568-6229
23	*James Madison University	Sylvia Whitney sylvia@bbbshr.org	Hispanic Services Council Harrisonburg, VA 22807	
24	Blue Ridge Community College	Elizabeth Hall, Student Services Coordinator careers@brcc.edu	POB 80 Weyers Cave 24486	540-234-9261
25	Mary Baldwin College	sena@mbc.edu	New & Frederick Street Staunton VA 24401	540-887-7221
26	Eastern Mennonite	Hellen Nafziger	1200 Park Rd	540/432-4000

	University	nafzige@emu.edu	Harrisonburg VA 22802	540/432-4131
27	Bridgewater College	ocs@bridgewater.edu	Office of Career Services 402 East College St. Bridgewater, VA 22812	540-8285371
28	Radford University	Kathy Jordan	East Main St. Radford, Va. 24142	540/831-5000 540/831-5373 f-540/831-5374
29	Lord Fairfax Community College	Paula Cooper	173 Skirmisher Lane Middletown, VA 22645	1-800-906- 5322 Ext-7160
30	Virginia Commonwealth University	Broadcast Media Placement Nicole Footen fax: 804-828-2660	910 W Franklin St. Richmond, VA 23284	804/828-1645 804/828-7299
31	Washington & Lee University (NAACP office)	barnesk@WLU.edu	W&L University POB 5122 Lexington VA 24450	540/458-8730
32	National College of Business & Technology	Barbara Carson- Campbell bcarson- campbell@ncbt.edu	51B Burgess Rd. Harrisonburg, VA 22801	540-432-0943
33	George Washington University	www.gwired.gwu.edu/ca reer	Career Center 1922 F St. NW Washington, DC 20052	202-994-6495
34	Norfolk State University	careerservices@nsu.edu	Mass Comm. 700 Park Ave. Norfolk, VA 23504	757-823-8330
35	Old Dominion University	Andrea Harrell aharrell@odu.edu	Career Mgt 2202 Webb Center Norfolk, VA 23529	757-683-4388
36	Virginia Tech	Betsy McCoy betsy.mccoy@vt.edu	Blacksburg, VA	540-231-8089
37	Mass VO Tech	jwest@rockingham.K12. va.us	325 Pleasant Valley Rd Harrisonburg, VA 22801	540-434-5961
38	West Virginia University	http://simpleforms.scripts .wvu.edu/journals/postajo b/	School of Journalism, PO Box 6201 Morgantown WV 26506	
39	Broadcasting Institute of Maryland	nb@bim.org	7200 Harford Rd. Baltimore MD 21234	434-254-2770
40	TVjobs	Mark Holloway www.tvjobs.com		
41	WHSV TV3	Tina Wood www.whsv.com	50 North Main St. Harrisonburg, VA 22802	540-433-9191

42	*CSB School of Broadcasting	David M. Churchwell, Campus Coordinator jobs@gocsb.com	2170 Crystal Plaza Arcade #28 Arlington VA 22202	703/415-7600
43	WVPT.net	Donna Meyerhoeffer	847 MLK Jr Way Harrisonburg VA 22801	540/434-5391
44	WVPT internal posting	Donna Meyerhoeffer	847 MLK Jr Way Harrisonburg VA 22801	540/434-5391

WVPT/WVPY broadcasts, periodically, 15-second announcements notifying the public that organizations that recruit job seekers may request the station include them on its outreach referral list. In the above list of recruitment sources, we have placed an asterisk (*) next to any source that has requested notifications.

Supplemental Outreach Initiatives:

In addition, the WVPT employment unit engages in outreach activities that help provide information about opportunities in broadcasting not related to specific job openings.

Category/Description	Contacts/Time Period/WVPT Contact
<p>Intern Program</p> <p>Information flyer for year-round program.</p> <p>Interns gain hands-on experience in many of the facets of broadcast operations, such as production of taped and live shows, marketing and development and corporate communications</p> <p>Two students from James Madison University worked in the Outreach Dept.</p>	<p>Distributed to: James Madison University, Harrisonburg, VA; University of Virginia, Charlottesville, VA; Eastern Mennonite University, Harrisonburg, VA; Mary Baldwin College, Staunton, VA; Bridgewater College, Bridgewater, VA; Blue Ridge Community College, Weyers Cave, VA,</p> <p>Email contact with schools before the semesters.</p> <p>Supervised by the Creative Services Manager</p>
<p>Federal Work Study Program</p> <p>1 student from JMU</p>	<p>Supervised by the Outreach Coordinator</p>
<p>Community Tours</p> <p>Individuals toured the studio and technical operations and broadcast operations centers</p> <p>Offered volunteer and intern information to all who toured.</p>	<p>Provided by various staff members</p>
<p>WVPT staff engineer/production development</p>	<p>Year-round Supervised by: Tony Mancari, WVPT General Manager on behalf of The Society of Broadcast</p>

<p>Engineering staff/production staff cross train in aspects of master control and taped/live studio productions Training allows staff to increase job knowledge and be promoted from within</p>	<p>Engineers Direct hands on Managers: Austin Wright, Engineering Manager Amy Roscher, Corporate Creative Services Manager</p>
<p>Goodwill Industries Goodwill Program WVPT provides assistance to this unaffiliated non-profit organization interested in broadcast employment opportunities. We train and enable them to better refer candidates for broadcast positions</p>	<p>1 individual trained at 20 hours per week. Supervised by Donna Meyerhoeffer, AA/GM</p>
<p>Other Regional Chamber Non Profit Fair titled Business after Hours (BAH) held January 19, 2017 at Miller-Coors</p>	<p>Attended by Jo Sites and Tina Wood, Administration Department</p>