

WVPT(DT), WHTJ(DT), WNVC(DT), WVPY(DT)¹
EEO PUBLIC FILE REPORT
June 1, 2018 – May 31, 2019

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
Producer/Director	1-3, 5-10, 13	2
Community Engagement Coordinator	1-3, 5, 9, 10, 12, 14-18	9
Producer/Director VA Farming	1-3, 5, 6, 8-10, 12, 13	5
Producer/Director Untamed	1-3, 6, 9, 10, 12, 13, 19-21	2
Corporate Support Representative	1-3, 5, 9, 10, 12, 13, 17, 18, 22, 23	9

¹ Due to new station acquisitions and channel sharing arrangements, Commonwealth Public Broadcasting Corporation (“CPBC”), the licensee of the above-referenced stations, elected to re-organize the structure of its Station Employment Units (“SEUs”) beginning with the 2019 reporting period. As a result, WVPT(DT), which was acquired by CPBC on January 31, 2018, and WVPY(DT), which was acquired on June 8, 2018 and which shares a channel with WVPT(DT), will be reported together on the same EEO Public File Report. WNVC(DT), which had previously been considered part of another SEU, will now be reported on the same EEO Public File Report as its channel sharing partner, WHTJ(DT).

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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	Internal posting	N	0
2	Station Employee Referral	N	3
3	Non-Employee Referral	N	0
4	Walk-in/Self-referral	N	0
5	Idealist www.idealist.org	N	2
6	Craig’s List - Harrisonburg www.harrisonburg.craigslist.org/	N	0
7	Current Career Center https://jobs.current.org	N	0
8	Daily News Record www.dnronline.com/classifieds/	N	0
9	Indeed www.indeed.com	N	3
10	Corp. for Public Broadcasting Job Line www.cpb.org/jobline	N	0
11	WVPT Facebook www.facebook.com/WVPTpublicmedia/	N	0
12	WCVE Facebook www.facebook.com/WCVE.VA/	N	1
13	Community Idea Stations website www.ideastations.org	N	1
14	Piedmont Virginia Community College Gigi Davis, M.Ed. Job & Internship Coordinator Piedmont Virginia Community College 501 College Drive, Room M129 Charlottesville, VA 22902-7589	N	1

15	Center for Non Profit Excellence 1701-A Allied Street Charlottesville, VA 22903 www.thecne.org	N	0
16	C-VILLE Weekly 308 E. Main Street Charlottesville, VA 22902 www.c-ville.com	N	0
17	The Daily Progress 685 West Rio Road Charlottesville, VA 22901 www.charlottesvillejobnetwork.com	N	0
18	Craig's List – Charlottesville https://charlottesville.craigslist.org/	N	0
19	TV Jobs www.tvjobs.com	N	0
20	JMU Career Services https://app.joinhandshake.com/	N	0
21	Virginia Association of Broadcasters www.vabonline.com/careers	N	0
22	Linked In https://www.linkedin.com/jobs/	N	0
23	Connect Virginia https://www.connectva.org/jobs/	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			11

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1.	Internship Programs	<p>In the fall of 2018, our Community Engagement Coordinator supervised an intern from JMU. The intern worked on event management and community outreach activities.</p> <p>In the spring of 2019, our Community Engagement Coordinator supervised an intern from JMU. The intern worked on event management and community outreach activities.</p> <p>In the Fall of 2018, our Production Manager supervised an intern from JMU. The intern assisted the production department by conducting research, assisting with field and studio shoots, and editing.</p> <p>In the Spring of 2019, our Production Manager supervised an intern from JMU. The intern assisted the production department by conducting research, assisting with field and studio shoots, and editing.</p> <p>In the Spring of 2019, our Digital Media Specialist hosted an intern from JMU. The intern worked on social media campaigns and digital strategy.</p>
2.	Participate in job fairs	<p>On September 5, 2018, our Charlottesville Inside Out Host attended a job fair for Veterans at Piedmont Virginia Community College. WHTJ(DT) was a sponsor of the event.</p> <p>On January 17, 2019, our Community Engagement Coordinator and an intern attended the Regional Chamber Non Profit Fair in Harrisonburg, VA.</p> <p>On March 27, 2019, our Community</p>

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
		Engagement Coordinator and an intern attended a Career and Volunteer Fair at Bridgewater College.
3.	Provide training to management level personnel to ensure EEO and prevent discrimination.	<p>On August 28, 2019, our Corporate Human Resources Director participated in the Virginia Association of Broadcasters EEO Webinar about FCC and EEO non-discrimination and equal opportunity requirements.</p> <p>SEU employees and interns participated in online Harassment Training in September 2018.</p> <p>On November 12, 2018, SEU employees participated in Diversity and Inclusion training provided by Virginia Centers for Inclusive Communities.</p>
4.	Participate in an event/program related to methods of ensuring equal employment opportunity and preventing discrimination	<p>In September and October of 2018, our Corporate Human Resources Director participated in an Equitable Human Resources course provided by the Community Foundation for a greater Richmond.</p> <p>On January 31, 2019, our Corporate Human Resources Director participated in a Richmond Society for Human Resource Management seminar on Resolving Conflict and Seeing Different Perspectives.</p> <p>On February 28, 2019, our Corporate Human Resources Director attended a Richmond SHRM Diversity Roundtable discussion on Unconscious Bias.</p> <p>On March 21, 2019, our Corporate Human Resources Director participated in the Richmond SHRM Diversity & Inclusion Symposium.</p> <p>From September of 2018 to June of 2019, our Corporate Director of Corporate Support participated in Leadership Metro Richmond. Her final project focused on diversity, inclusion, and institutional bias.</p>

