

WVPT(DT), WHTJ(DT), WNVC(DT), WVPY(DT)
EEO PUBLIC FILE REPORT
June 1, 2019 – May 31, 2020

I. VACANCY LIST

See Master Recruitment Source List (MRSL) for recruitment source data

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Director of Business Operations	3-5, 12, 25, 26	5
Community Engagement Coordinator	1, 3-5, 9, 18, 26-28	3
Donor Relations Officer	24	24

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification?	No. of Interviewees Referred by RS over 12-month
1	Internal posting	N	0
2	Station Employee Referral	N	0
3	Non-Employee Referral	N	1
4	Walk-in/Self-referral	N	2
5	Idealist www.idealist.org	N	1
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 http://www.dnronline.com/	N	0
9	Indeed www.indeed.com	N	0
10	Corp. for Public Broadcasting Job Line https://www.cpb.org/jobline	N	0
11	WVPT Facebook https://www.facebook.com/	N	0
12	WCVE Facebook https://www.facebook.com/WCVE.VA/	N	0
13	Community Idea Stations website www.ideastations.org	N	0
14	PVCC Gigi Davis, M.Ed. <i>Job & Internship Coordinator</i> Piedmont Virginia Community College 501 College Drive, Room M129 Charlottesville, VA 22902-7589 434-961-5336, gdavis@pvcc.edu	N	0
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
24	Warren Whitney (<i>management consulting firm that broadly disseminates job vacancy notices</i>) Janet Duncan 7231 Forest Ave, Ste 203 Richmond, VA 23226	N	5
25	LinkedIn www.linkedin.com	N	0
26	James Madison University joinhandshake.com	N	0
27	Commonwealth Public Broadcasting Corporation/CIS Website www.ideastations.org	N	2
28	Ziprecruiter ziprecruiter.com	N	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD:			11

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1,	Internship Program	Our Digital Department hosted one intern from James Madison University in each of the following time periods: Spring 2019, Summer 2019, Fall 2019, and Spring 2020. The interns were supervised by our Digital Media Specialist and provided support for social media and digital content creation and distribution.
2.	Participate in event/program sponsored by or on behalf of an educational institution relating to broadcast careers	Our Community Engagement Coordinator participated in two events hosted by Bridgewater College on October 21, 2019 and James Madison University on October 25, 2019. At each event, a professor invited local broadcast/media organizations to come talk to students about careers in broadcasting, volunteering at the station, and upcoming events and internship opportunities.
3.	Provide training to management level personnel to ensure EEO and prevent discrimination.	In October 2019, all SEU employees and interns participated in an online training focused on harassment in the workplace. Topics included what constitutes harassment and how to avoid it.