

June 1, 2017 - May 31, 2018
PRONG 3 LONGER-TERM RECRUITMENT INITIATIVES IMPLEMENTED DURING PREVIOUS YEAR

No.	Initiative	Date	Description	Scope of Involvement	Personnel Involved
1.	Intern Program at WWTF	June, July, August 2017	WWTF offers intern opportunities to students at Educational Institutions in the area. Also, WWTF participates in the Virginia association of Broadcasters (VAB) summer intern program.	WWTF solicited for applicants to the VAB Intern Program via on-air and VAB notices to area colleges and universities. We placed one (1) intern June 1, 2017-August 31, 2017.	WWTF STAFF: General Manager, Program Director, News Director— INTERN: One student from Virginia Tech.
2.	Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	June 1, 2017-May 31, 2018	WWTF encourages employees to enhance their workplace skills through training sessions and workshops that may qualify them for advanced positions should they become available. (a) Virginia Tech offers programs to enhance business and managerial skills and these programs are available for WWTF employees. These training opportunities help personnel achieve skills needed to apply for higher level positions if they become available. (b) Public Radio professional organizations hold annual conferences and meetings that offer programs and workshops to advance employee skill levels.	WWTF encouraged employees to participate in training and job advancement programs.	a) Chief Engineer, Assistant Engineer— Public Radio Engineering Conference & NAB Conference, April 2018. (b) Director of Development—Public Radio Marketing and Development Conference, July 2017. c) Office/Business Manager—Graduate Program at Virginia Tech: Management of Accounting and Information Systems
3.	WWTF listed upper-level and full-time job openings in job banks and newsletters read by women and minorities.	Spring 2017	WWTF listed upper-level and job openings in job banks and newsletters read by women and minorities. Included trade groups whose membership includes substantial participation of women and minorities.	The station hired two (2) full-time staff members during the period June 1, 2017-May 31, 2018-- Hire Dates 6/1/2017 and 6/5/2017. See full listing of recruitment sources for these vacancies.	WWTF Staff: General Manager, News Director, Program Director
4.	WWTF provided training to its management level and subordinate personnel regarding the methods of ensuring equal employment opportunities and preventing discrimination at WWTF.	Summer 2017, Winter 2018	WWTF management personnel and other staff members who may serve on search committees for job openings at the station are given extensive training in EEO policies and procedures by expert trainers from Virginia Tech's Department of Human Resources.	Sessions Conducted this term: 1.) SEARCH CHARGE TRAINING 2/23/2018 2.) TITLE IX TRAINING 6/22/2017 3.) DIVERSITY TRAINING 2/20/2018	WWTF Staff: General Manager, News Director, Program Director, and Virginia Tech Department of Human Resources personnel. Hired: Reporter as Richmond VA Bureau Chief

FULL TIME VACANCY EEO INFORMATION

JOB TITLE OF VACANCY: MORNING EDITION HOST
 DATE VACANCY OPENED: 1/6/2017
 DATE VACANCY FILLED: 6/1/2017

Total Number of Persons Interviewed: 3

Recruitment Source that Referred Hiree: (1) "CPB" job posting

Recruitment Sources that Referred 2 Other Applicants Not Hired: (1) "CPB" job posting (2) "LinkedIn" posting
 No organizations asked to be notified of job openings.

Recruitment Sources Used to Fill Vacancy

Name

Address

- | | |
|--|--|
| <ol style="list-style-type: none"> 1 Roanoke Times Online 2 US.jobs 3 Higher Ed Jobs 4 DiverseJobs.net 5 Twitter 6 Facebook 7 Virginia Jobs 8 LinkedIn.com 9 Dice.com 10 Roanoke Blacksburg
Technology Council (RBTC) 11 Stack Overflow 12 The Black Collegian Online 13 The Black Perspective 14 DiversityWorking.com 15 IMDiversity 16 Hispanic Today 17 The North 40 Network 18 Teachers of Color 19 US.jobs Diversity | <ol style="list-style-type: none"> www.jobs.roanoke.com www.us.jobs www.higheredjobs.com www.diversejobs.net www.twitter.com/VaTechJobs www.facebook.com/virginiatech.recruiting www.jobs.virginia.gov (LinkedIn membership gives full access to job openings. VT HR) www.dice.com www.thetechnologycouncil.com www.stackoverflow.com http://jobsearch.blackcollegian.com www.blackperspective.com/index.php/career-opportunities/job-listings/career-search-engine www.diversityworking.com http://jobsearch.imdiversity.com www.hispanic-today.com/index.php/career-opportunities/job-listings/career-search-engine www.thenorth40network.com/job-search-links/job-board.aspx http://jobs.teachersofcolor.com http://diversity.jobs |
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20	Women for Hire	http://jobs.womenforhire.com
21	Women in Business and Industry	www.wib-i.com/index.php/career-opportunities/job-listings/career-search-engine
22	Agency for Persons with Disabilities (APD)	http://apd.myflorida.jobs/
23	Deaf To Work	http://deaftowork.jobs/
24	Land A Job	http://jobs.landajob.org
25	Think Beyond The Label	www.thinkbeyondthelabel.com/Job-Board/Job-Board.aspx
26	VetCentral-Disabled Veteran Outreach Program Rep. (DVOPS)	http://vetcentral.us.jobs/vet_index.asp?stype=moc
27	US Jobs Disability	http://disability.jobs
28	VetSuccess.gov-U.S.Dept. of Veterans Affairs	http://vetsuccess.gov/jobs
29	CASY/National Guard Employment Program	http://casy.msccn.org/Employers/DirectEmployers_Job_Board.html
30	Hero 2 Hired (H2H)	https://h2h.jobs/
31	Honor Guard Network	www.honorguardnetwork.org/Jobs/DirectJobsDatabase.aspx
32	Military Spouse Employment Program (MSEP)	https://msepijobs.militaryonesource.mil/job-map
33	Military Spouse Connections	http://militaryspouseconnection.jobs
34	Military Spouse Corporate Career Network (MSCCN)	www.msccn.org/Employers/DirectEmployers_Job_Board.html
35	My Next Move for Veterans	www.mynextmove.org/vets/find/browse?c=0
36	NYWorks Veterans (New York State Workforce)	http://nyworks-veterans.jobs/
37	RecruitMilitary	http://recruitmilitary.com/
38	Save Our Veterans	http://board.jobcentral.com/saveourveterans
39	SDWorks Veterans (South Dakota State Workforce)	http://sdworks-veterans.jobs/
40	USA Cares	http://jobs.usacares.org
41	US Jobs Veterans	http://veterans.jobs/
42	Veteran's Enterprise	www.veteransenterprise.com/index.php/career-opportunities
43	American Job Center (USDOL)	http://jobcenter.usa.gov/find-a-job
44	CareerOneStop (USDOL/ETA)	www.careeronestop.org/JobSearch/JobSearch.aspx

45	My Next Move (USDOL/ETA)	www.mynextmove.org
46	My Skills My Future (USDOL/ETA)	www.myskillsmyfuture.org
47	Virtual career Network Healthcare (USDOL/ETA)	www.vcn.org/healthcare/findwork
48	Adsdeck	www.adsdeck.com
49	Bright	www.bright.com
50	Career Bliss	www.careerbliss.com/jobs/
51	Facebook Social Jobs Partnership	www.facebook.com/socialjobs/app 417814418282098
52	Info.com	http://info.com
53	Jobalot	www.jobalot.com
54	Jobsearch.net	www.jobsearch.net
55	Juju	www.job-search-engine.com
56	The Ladders	www.TheLadders.com
57	Mitula	www.mitula.com
58	mybrightmountain.com	www.mybrightmountain.com/classified_jobs.aspx
59	Servant@ Heart Christian Business Directory	http://jobs.servantheart.org
60	SimplyHired	www.simplyhired.com
61	St. Christopher Parish	http://jobs.saintchristopherparish.org
62	TalentPlanet	http://talentplanet.com/recruiting/jobsearch.php
63	Trovit	http://job.trovit.com
64	Current Newspaper	http://jobs.current.org
65	WVTF Web Site	www.wvtf.org or www.radioiq.org
66	Corporation Public Broadcasting	www.cpb.org
67	Public Radio Program Directors	www.prpd.org
68	PRPD Facebook Page	https://www.facebook.com/groups/prpda/
69	Public Media Innovators Facebook	https://www.facebook.com/groups/publicmediainnovators/
70	Virginia Tech Web Site	www.jobs.vt.edu
71	RTDNA	www.rtdna.com (Radio Television Digital News Association)
72	WVTF Bulletin Board	3520 Kingsbury Lane, Roanoke, VA 24014

FULL TIME VACANCY EEO INFORMATION

JOB TITLE OF VACANCY: **Reporter/Producer- Richmond, VA**
DATE VACANCY OPENED: **4/7/2017**
DATE VACANCY FILLED: **6/5/2017**

Total Number of Persons Interviewed: 3

Recruitment Source that Referred Hiree: (1) WVTF Internal Memo/Word-of-Mouth & WVTF Web Site

Recruitment Sources that Referred 2 Other Applicants Not Hired: (1) "Current" posting; (2) "Current" posting
No organizations asked to be notified of job openings.

Recruitment Sources Used to Fill Vacancy

Name

- 1 Roanoke Times Online
- 2 US.jobs
- 3 Higher Ed Jobs
- 4 DiverseJobs.net
- 5 Twitter
- 6 Facebook
- 7 Virginia Jobs
- 8 LinkedIn.com
- 9 Dice.com
- 10 Roanoke Blacksburg
Technology Council (RBTC)
- 11 Stack Overflow
- 12 The Black Collegian Online
- 13 The Black Perspective
- 14 DiversityWorking.com
- 15 IMDiversity
- 16 Hispanic Today
- 17 The North 40 Network

Address

- www.jobs.roanoke.com
www.us.jobs
www.higheredjobs.com
www.diversejobs.net
www.twitter.com/VaTechJobs
www.facebook.com/virginiatech.recruiting
www.jobs.virginia.gov
(LinkedIn membership gives full access to job openings. VT HR)
www.dice.com
www.thetechnologycouncil.com
www.stackoverflow.com
<http://http://jobsearch.blackcollegian.com>
www.blackperspective.com/index.php/career-opportunities/job-listings/career-search-engine
www.diversityworking.com
<http://http://jobsearch.imdiversity.com>
www.hispanic-today.com/index.php/career-opportunities/job-listings/career-search-engine
www.thenorth40network.com/job-search-links/job-board.aspx

18	Teachers of Color	http://jobs.teachersofcolor.com
19	US Jobs Diversity	http://diversity.jobs
20	Women for Hire	http://jobs.womenforhire.com
21	Women in Business and Industry	www.wib-i.com/index.php/career-opportunities/job-listings/career-search-engine
22	Agency for Persons with Disabilities (APD)	http://apd.myflorida.jobs/
23	Deaf To Work	http://deaftowork.jobs/
24	Land A Job	http://jobs.landajob.org
25	Think Beyond The Label	www.thinkbeyondthelabel.com/Job-Board/Job-Board.aspx
26	VetCentral-Disabled Veteran Outreach Program Rep. (DVOPS)	http://vetcentral.us.jobs/vet_index.asp?type=moc
27	US Jobs Disability	http://disability.jobs
28	VetSuccess.gov-U.S. Dept. of Veterans Affairs	http://vetsuccess.gov/jobs
29	CASY/National Guard Employment Program	http://casy.mscn.org/Employers/DirectEmployers_Job_Board.html
30	Hero 2 Hired (H2H)	https://h2h.jobs/
31	Honor Guard Network	www.honorguardnetwork.org/Jobs/DirectJobsDatabase.aspx
32	Military Spouse Employment Program (MSEP)	https://msepijobs.militaryonesource.mil/job-map
33	Military Spouse Connections	http://militaryspouseconnection.jobs
34	Military Spouse Corporate Career Network (MSCCN)	www.mscn.org/Employers/DirectEmployers_Job_Board.html
35	My Next Move for Veterans	www.mynextmove.org/vets/find/browse?c=0
36	NYWorks Veterans (New York State Workforce)	http://nyworks-veterans.jobs/
37	RecruitMilitary	http://recruitmilitary.com/
38	Save Our Veterans	http://board.jobcentral.com/saveourveterans
39	SDWorks Veterans (South Dakota State Workforce)	http://sdworks-veterans.jobs/
40	USA Cares	http://jobs.usacares.org
41	US Jobs Veterans	http://veterans.jobs/
42	Veteran's Enterprise	www.veteransenterprise.com/index.php/career-opportunities

43	American Job Center (USDOL)	http://jobcenter.usa.gov/find-a-job
44	CareerOneStop (USDOL/ETA)	www.careeronestop.org/JobSearch/JobSearch.aspx
45	My Next Move (USDOL/ETA)	www.mynextmove.org
46	My Skills My Future (USDOL/ETA)	www.myskillsmyfuture.org
47	Virtual career Network Healthcare (USDOL/ETA)	www.vcn.org/healthcare/findwork
48	Adsdeck	www.adsdeck.com
49	Bright	www.bright.com
50	Career Bliss	www.careerbliss.com/jobs/
51	Facebook Social Jobs Partnership	www.facebook.com/socialjobs/app 417814418282098
52	Info.com	http://info.com
53	Jobalot	www.jobalot.com
54	Jobsearch.net	www.jobsearch.net
55	Juju	www.job-search-engine.com
56	The Ladders	www.TheLadders.com
57	Mitula	www.mitula.com
58	mybrightmountain.com	www.mybrightmountain.com/classified/jobs.aspx
59	Servant@ Heart Christian Business Directory	http://jobs.servantheart.org
60	SimplyHired	www.simplyhired.com
61	St. Christopher Parish	http://jobs.saintchristopherparish.org
62	TalentPlanet	http://talentplanet.com/recruiting/jobsearch.php
63	Trovit	http://job.trovit.com
64	Current Newspaper	http://jobs.current.org
65	WVTF Web Site	www.wvtf.org or www.radioiq.org
66	Corporation Public Broadcasting	www.cpb.org
70	Virginia Tech Web Site	www.jobs.vt.edu