

**WHSV-TV and WSVF-CD
EEO PUBLIC FILE REPORT
06/01/2019 - 05/31/2020**

1. VACANCY LIST

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

[illegible]

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information 06/1/19-05/31/20	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12- month period
1	Media Line	No	0
2	Broadcasting Institute of Maryland - 7200 Harford Rd., Baltimore, MD 21234	No	0
3	VA Association of Broadcasters - 630 Country Green Ln., Charlottesville, VA 22902	No	0
4	National Association of Broadcasters - 1771 N Street NW, Washington, DC	No	0
5	TV Jobs	No	0
6	Virginia Employment Commission 1909A East Market St., Harrisonburg, VA 22801	No	0
7	WHSV TV3, 50 North Main St., Harrisonburg, VA 22802	No	5
8	National College, 1515 Country Club Road Harrisonburg, VA 22802	Yes	0
9	James Madison University, Harrisonburg, VA 22807	No	0
10	Bridgewater College, Office of Career Services, Bridgewater, VA 22812	No	0
11	Blue Ridge Community College, Weyers Cave, VA 24486	No	0
12	Eastern Mennonite University, Career Services 1200 Park Rd., Harrisonburg, VA 22802	No	0
13	Gray Television, Inc. In-House Postings	No	3
14	Coppin State College, 2500 West North Ave., Baltimore, MD 21216	No	0

15	Mary Baldwin College, Staunton, VA 24401	No	0
16	Norfolk State University, Mass Comm., 700 Park Ave., Norfolk, VA 23504	No	0
17	Old Dominion University, Career Mgmt., 2202 Webb Center, Norfolk, VA 23529	No	0
18	Virginia Tech, Blacksburg, VA	No	0
19	Production Hub	No	0
20	Esther Nizer Jennifer Litwiller Eastern Mennonite University	Yes	0
21	Media Match, 714 North LaBrea, Hollywood, CA 90038	No	0
22	Mass VO Tech 325 Pleasant Valley Rd., Harrisonburg, VA 22801	No	0
23	Spots N Dots	No	0
24	Station Employee Referral	No	6
25	Non-Employee Referral	No	2
26	TV3 On-Air Commercial Advertising	No	0
27	Walk-Ins	No	0
28	Internship Program	No	0
29	Job Fair	No	0
30	Daily News Record, P.O. Box 193, Harrisonburg, VA 22802	No	0
31	TV Technology	No	0
32	Monster	No	0
33	Reserved	No	0
34	Winchester Star, 2 N. Kent St. Winchester, Va. 22601	No	0
35	Shenandoah University, 1460 University Drive, Winchester, VA 22601	No	0
36	Harrisonburg Help Wanted.com	No	0

37	UNC-Chapel Hill, School of Journalism	No	0
38	Elon University	No	0
39	VARTV.com	No	0
40	Society of Broadcast Engineers	No	0
41	Broadcast and Cable	No	0
42	Newscheck Media	No	0
43	Creative Jobs Central	No	0
44	Craigs List	No	0
45	Northeast Neighborhood Association	No	0
46	Linked In	No	3
47	Facebook	No	2
48	TVNewsCheck	No	0
49	Reserved	No	0
50	VA Job Connections	No	0
51	Virginia Commonwealth University P.O. Box 842034, Richmond, VA 23284	No	0
52	Mutual Target Associates, Inc. Technical Staff Augmentation Services	No	0
53	Backpage.com	No	0
54	The Broadcast Image Group	No	0
55	Indeed.com	No	13
56	People Matters/Snag	No	2
57	Get TV Jobs	No	0

Total Number of Interviewees	36
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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Program	<p>WHSV's internship program is available to college students whose major corresponds with the broadcasting industry. Each intern must also receive credit for the internship.</p> <p>During this reporting period, our News Department (managed by our News Director) had 3 interns.</p>
2	Activities Designed to Disseminate Information about Broadcasting Careers	The station participates in and advertises the Virginia Association of Broadcaster Job Bank. A schedule airing on WHSV TV3 informs the public about posting resumes and reviewing jobs on the Virginia Association of Broadcasters website. Promotion of this website airs daily, Monday – Sunday.
3	Participate in Job Fairs	On October 25 th , the station participated in the SMAD Day Job Fair. WHSV's News Director and 6pm Anchor attended and spoke with job applicants about opportunities for careers in broadcasting and job opportunities at our station.
4	Station Tours	<p>The station held 11 tours with various schools and community groups in our viewing area touring the station and discussing media careers.</p> <ul style="list-style-type: none"> • 6/24/19 Shenandoah County School Students • 9/18/19 Hawksbill Assisted Living • 10/24/19 Harrisonburg City School Students • 10/30/19 Harrisonburg City School Students • 12/6/19 College Students • 2/13/20 Girl Scout Troop • 2/21/20 Girl Scout Troop • 2/24/20 JMU Student • 2/27/20 Linville Edom Elementary • 3/5/20 Girl Scout Troup • 3/12/20 Lacey Spring Book Club
5	Job Shadow	<p>The station participated in job shadowing this report period:</p> <ul style="list-style-type: none"> • 6/28/19 High School Student shadowed the Chief Meteorologist. • 10/28/19 Faith High School Student shadowed

		<p>the Chief Meteorologist.</p> <ul style="list-style-type: none"> • 1/6/20 Shippensburg University student shadowed 10pm News Anchor. • 1/22/20 High School Student shadowed the Sports Director. • 2/16/20 James Madison University Student shadowed our 10pm News Anchor.
6	Provide EEO Training to Management Level Personnel	On June 20, 2019, our Operations Manager participated in a webinar hosted by Wiley Rein, LLP where the FCC's EEO rules and regulations were explained.