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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
1	Account Executive	1-2-7-12-25-34-35-36-43	7
2	Multi-Media Journalist	1-2-7-10-11-12-18-20-25-26-29-34-35-36-42-43-47-49-50-51	1
3	Multi-Media Journalist	1-2-7-10-11-12-18-20-25-26-29-34-35-36-42-43-47-49-50-51	7
4	Multi-Media Journalist	1-2-7-10-11-12-18-20-25-26-29-34-35-36-42-43-47-49-50-51	7
5	Anchor (SR) /Exec Producer	1-4-7-10-11-12-13-18-20-25-26-27-29-34-35-36-42-43-47-49-50-51	7
6	Anchor (SR) /Exec Producer	1-4-7-10-11-12-13-18-20-25-26-27-29-34-35-36-42-43-47-49-50-51	4
7	Producer (Assoc)	1-7-10-12-18-25-26-17-29-34-35-36-42-43-47-49-50-51	1 & 7
8	Producer (Assoc)	1-7-10-12-18-25-26-17-29-34-35-36-42-43-47-49-50-51	7
9	Supervisor-Digital News	1-10-12-13-18-25-26-27-29-34-35-36-42-43-47-4849-50-51-52	48
10	Technical Media Producer	1-10-11-12-13-18-20-25-26-27-29-31-34-35-36-42-43-47-49-50-51-52-53	1
11	Technical Media Producer	1-10-11-12-13-18-20-25-26-27-29-31-34-35-36-42-43-47-49-50-51-52-53	43
12	Multi-Media Journalist	1-10-11-12-13-18-25-26-29-34-35-36-42-43-44-47-49-50-51-52-53	25
13	Digital Web Producer/Anchor	1-10-11-12-13-18-20-25-26-17-29-34-35-36-42-43-47-49-50-51-52-53	25
14	Technical Media Producer	1-10-11-12-13-18-20-25-26-29-34-35-36-42-43-47-49-50-51-52	43
15	Anchor-Weekend	1-7-10-11-12-13-18-25-26-27-29-34-35-36-42-43-47-49-50-51-52-53	7
16	Producer	1-7-10-11-12-13-18-20-25-26-27-29-34-35-36-39-43-47-49-50-51-52	1
17	Producer	1-7-10-11-12-13-18-20-25-26-27-29-34-35-36-39-43-47-49-50-51-52	1

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

Source #	Source Name	Contact	Address	City	ST	Zip	Phone	Source Entitled to Vacancy Notification Yes or No	No. of Interviewees Referred by RS over 12-month period
1	WDBJ Website		2807 Hershberger Road	Roanoke	VA	24017	540-344-7000	No	12
2	WDBJ Bulletin Board (Internal posting)		2807 Hershberger Road	Roanoke	VA	24017	540-344-7000	No	
3	WDBJ –On Air Announcement		2807 Hershberger Road	Roanoke	VA	24017	540-344-7000	No	
4	Non-employee referral							No	5
5	ADWEEK		Adweek.com				1-800-205-7792	No	
6	Broadcasting & Cable Magazine	Classified Dept	www.broadcastingcable.com/job				212-378-0400 ext. 517	No	
7	Employee / Former Employee Referral							No	26
8	Hampton University	Leonard Jones	114 Wigwam Bldg.	Hampton	VA	23668	804-727-5331	No	
9	Howard University	Ms. Dudley	2222 4th St., NW	Washington	DC	20059	202-806-5806	No	
10	James Madison University	David Chase	800 S Main St (Handshake)	Harrisonburg	VA	22807	540-568-7073	No	
11	Liberty University		Career Center-DeMoss Hall 164-Box 20000 (Handshake)	Lynchburg	VA	24506 -8001	804-582-2352	No	

Source #	Source Name	Contact	Address	City	ST	Zip	Phone	Source Entitled to Vacancy Notification Yes or No	No. of Interviewees Referred by RS over 12-month period
12	Veterans Admin/Dept of Vocational Rehab	Mary E. Wells-Garland	VAMC 1970 Roanoke Blvd, 116B1	Salem	VA	24153	540-982-2463X3102	Yes	
13	Media Line		P.O. Box 51909	Pacific Grove	CA	93950 -6909-	408-648-5200	No	
14	NAB Job Clearinghouse	Michael McKinley	1771 N Street NW	Washington	DC	20036	202-429-5497	No	
15	National Association of Black Journalists		3100 Taliaferro Hall	College Park	MD	20742 -7717	301-405-8500 No	No	
16	Norfolk State University	Benjamin Ellis, Jr.	2401 Corprew Ave.	Norfolk	VA	23504	804-683-8462	No	
17	North Carolina A & T State University	Office of Career Services	101 Murphy Hall	Greensboro	NC	27411	336-334-7500	No	
18	Radford University (Hire a Highlander)		801 E Main Street (Handshake)	Radford	VA			No	
19	Rick Gevers		rick@rickgevers.com					No	
20	Roanoke College Maroon Net		221 College Lane Office of Career Services Handshake.com	Salem	VA	24153	540-375-2303	No	

Source #	Source Name	Contact	Address	City	ST	Zip	Phone	Source Entitled to Vacancy Notification Yes or No	No of Interviewees Referred by RS over 12-month period
21	Roanoke Times		201 W Campbell Ave.	Roanoke	VA	24011	540-981-3108	No	
22	RTNDA		rtnda@rtnda.org					No	
23	Society of Broadcast Engineers		www.sbe.org					No	
24	SPOTS N DOTS		spotsndots.com				888-884-2630	No	
25	TVJOBS.COM	Mark Holloway	tvjobs.com					No	9
26	Virginia Assoc. of Broadcasters		630 Country Green Lane	Charlottesville	VA	22902	434-977-3716	No	
27	Virginia Radio Television (VARTV.com)	Robert F. Corbin	vartv.com					No	
28	Virginia State University	Ms. Durrell Griffin	Box 9410	Petersburg	VA	23806	804-524-5000	No	
29	Virginia Tech		800 Drillfield Drive (Handshake)	Blacksburg	VA	24061	540-231-6000	No	
30	Virginia Union University	Joseph Lowe	1500 N. Lombardy Street	Richmond	VA	23220	804-257-5656	No	

Source #	Source Name	Contact	Address	City	ST	Zip	Phone	Source Entitled to Vacancy Notification Yes or No	No of Interviewees Referred by RS over 12-month period
31	Virginia Western Community College	Rhonda Perdue	Student Center, Room 202	Roanoke	VA		540-857-7298	No	
32	Winston-Salem State University	Director of Personnel	601 Martin Luther King Drive	Winston-Salem	NC	27110	336-750-3240	No	
33	TV News Check		TVNewscheck.com					No	
34	Gray Television-EEO		jobs@gray.tv.com					No	
35	WHSV TV3	Tina Wood	50 North Main Street	Harrisonburg	VA	22802	540-433-9191	No	
36	WCAV	Alex Friedman	999 2nd Street	Charlottesville	VA	22902	434-242-1919	No	
37	Walk-ins							No	
38	Internships							No	
39	Job Fairs							No	2
40	Mississippi State University	career.msstate.edu	Lee Boulevard	Starkville	MS	39762	662-325-2323	No	
41	Pennsylvania State University	studentaffairs.psu.edu/career/employers/	201 Old Main	University Park	PA	16802	814-865-4700	No	
42	University of NC at Ashville & Chapel Hill	www.myinterfase.com/unca/employe	One University Heights (Handshake)	Asheville	NC	28804	828-251-6600	No	

Source #	Source Name	Contact	Address	City	ST	Zip	Phone	Source Entitled to Vacancy Notification Yes or No	No of Interviewees Referred by RS over 12-month period
43	SNAG – includes Indeed		jobs@Gray.tv						5
44	Internal Hire/ Promotion								1
45	Full Sail University	Dan Severson	3300 University Blvd	Winter Park	FL	32792	866-807-3140	No	
46	Media Bistro		825 Eighth Avenue, 29th Floor	New York	NY	10019	800-205-7792	No	
47	Longwood University		201 High Street (Handshake)	Farmville	VA	23909	434-395-2000	No	
48	LinkedIn							No	1
49	University of Mary Washington		1301 College Avenue (Handshake)	Fredericksburg	VA	22401	540-654-1000	No	
50	Mary Baldwin University		101 E Frederick St (Handshake)	Staunton	VA	24401	540-887-7019	No	
51	Hampden-Sydney College		80 College Road (Handshake)	Hampden Sydney	VA	23943	434-223-6000	No	
52	Hollins University		7916 Williamson Road (Handshake)	Roanoke	VA	24019	800-456+9595	No	
53	University of VA		P.O. Box 400101 (Handshake)	Charlottesville	VA	22904	434-924-2048	No	

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III. RECRUITMENT INITIATIVES

Type Of Recruitment Initiative (Menu Selection)		*Brief Description Of Activity*
1	Participate in events sponsored by education institutions relating to career opportunities in broadcasting.	1) September 27, 2018, our VP spoke to a broadcast management class at Virginia Tech 2) October 3, 2018, our reporter spoke to a multimedia reporting class at Virginia Tech 3) October 4, 2018 our anchor/MMJ spoke to the broadcast performance class at Virginia Tech 4) October 11, 2018, our news director spoke to news management class at Virginia Tech 5) October 15, 2018, our MMJ spoke to a multimedia reporting class at Virginia Tech 6) October 18, 2018, our news director spoke to a broadcast management class at Virginia Tech 7) October 24, 2018, our assistant news director spoke to a multimedia reporting class at Virginia Tech 8) November 1, 2018 our MMJ spoke to the broadcast performance class at Virginia Tech 9) November 28, 2018 our reporter spoke with students in Media Services class at Radford University

		10) April 25, 2019, our anchor/reporter spoke to Radford University's media production class. 11) Throughout the year, the station offers tours to students interested in learning about broadcast careers. During this reporting year, the station hosted the following groups: (i) June 13, 2018 Appalachian Governor's School class (ii) November 14, 2018 Goodwill Careers & Technology Class (iii) March 6, 2019 Goodwill adult technology class (iv) March 18, 2019 Video production class from Radford University (v) March 19, 2019 tour from Radford University Media Production Class (vi) May 2, 2019 tour from Radford University's RAD AD advertising club for a tour focusing on broadcast sales and advertising in careers
2	Job fairs	1) October 12, 2018, we participated in the Virginia Tech Communications Departments Second Annual Multimedia Journalism Career & Internship Fair
3	Internship Program	On-going intern program with participants summer 2018 (3) & winter 2019 (1)
4	Job Shadowing Program	Twelve area high school students participated in job shadowing throughout the year