

2022 ANNUAL EEO PUBLIC FILE REPORT

Virginia Tech Foundation

Stations: WWVT-FM, Ferrum, VA
WWVT, Christiansburg, VA
WVTW, Charlottesville, VA
WVTF, Roanoke, VA
WVTR, Marion, V A
WVTU, Charlottesville, VA
WRIQ, Charles City, VA
WISE-FM, Wise, VA
WQIQ, Spotsylvania, VA
WIQR, Lexington, VA

Reporting Period: May 22, 2021 – May 21, 2022

Number of Full-time Employees: More than 10

Small Market Exemption: none claimed

The information required by FCC Rule 73.2080(c)(6) is provided in the charts that follow.

LIST OF POSITIONS FILLED

Date of Hire	Job Title	Recruitment Source Referring Hiree
12/01/21	Operations Assistant	WVTF website
12/01/21	Senior Producer	WVTF website
3/09/22	New River Valley Reporter	WVTF website
5/03/22	Chief Engineer	Radio World

INTERVIEWEE REFERRAL SOURCE SUMMARY

Recruitment Sources Referring Interviewees during Reporting Period	Number of Persons Interviewed that the Source Referred
WVTF website	7
PMJA (Public Media Journalism Association)	3
Virginia Tech Jobs	2
Radio World	1
Total Number of Persons Interviewed during the Reporting Period:	13

RECRUITING SOURCES USED

Job Title of Position: _Operations Assistant

Date of Hire: December 1, 2021

Referral Source	*	Location of Source	Contact Person	Web Address of Source
VA tech Jobs	Y	Blacksburg, VA	Job Board coord	jobs.vt.edu
CPB Jobline	N	Washington, DC	Job Board coord	cpb.org/jobline
Indeed	N	Austin, TX	Job Board coord	Indeed.com
Higher Ed Jobs	N	State College, PA	Job Board coord	Higheredjobs.com
Insight into Diversity	N	St. Louis, MO	Job Board coord	Insightintodiversity.com
Media Bistro	N	Norwalk, CT	Job Board coord	Mediabistro.com/jobs
Roanoke Times	N	Roanoke, VA	Job Board coord	Jobs.Roanoke.com
WVTF website	N	Roanoke, VA	Dave Seidel	wvtf.org/job-openings

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Senior Producer

Date of Hire: December 1, 2021

Referral Source	*	Location of Source	Contact Person	Web Address of Source
VA tech Jobs	Y	Blacksburg, VA	Job Board coord	jobs.vt.edu
CPB Jobline	N	Washington, DC	Job Board coord	cpb.org/jobline
Indeed	N	Austin, TX	Job Board coord	Indeed.com
Higher Ed Jobs	N	State College, PA	Job Board coord	Higheredjobs.com
Insight into Diversity	N	St. Louis, MO	Job Board coord	Insightintodiversity.com
Roanoke Times	N	Roanoke, VA	Job Board coord	Jobs.Roanoke.com
WVTF website	N	Roanoke, VA	Dave Seidel	wvtf.org/job-openings

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: _New River Valley Reporter

Date of Hire: March 9, 2022

Referral Source	*	Location of Source	Contact Person	Web Address of Source
VA tech Jobs	Y	Blacksburg, VA	Job Board coord	jobs.vt.edu
CPB Jobline	N	Washington, DC	Job Board coord	cpb.org/jobline
Indeed	N	Austin, TX	Job Board coord	Indeed.com
PubMedia Journ. Ass.	N	Sturgis, SD	Christine Diers	https://pmja.org/jobs/
Nat'l Assoc. of Black Journalists	N	Washington, D.C.	Job Board coord	https://nabjonline.org/careers-opportunities/
Asian-American Journalists	N	San Francisco, CA	Job Board coord	https://www.aajacareers.org/
Roanoke Times	N	Roanoke, VA	Job Board coord	Jobs.Roanoke.com
WVTF website	N	Roanoke, VA	Dave Seidel	wvtf.org/job-openings
Current	N	Washington, D.C.	Job Board coord	www.publicmediajobs.org
Nat'l Assoc. of Hispanic Journalists	N	Los Angeles, CA	Job Board coord	https://www.nahjcareers.org/
Radio TV Digital News	N	Washington, D.C.	Dan Shelley	https://rtdna.site-ym.com/networking

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

Job Title of Position: Chief Engineer

Date of Hire: May, 3, 2022

<u>Referral Source</u>	<u>*</u>	<u>Location of Source</u>	<u>Contact Person</u>	<u>Web Address of Source</u>
VA tech Jobs	Y	Blacksburg, VA	Job Board coord	jobs.vt.edu
CPB Jobline	N	Washington, DC	Job Board coord	cpb.org/jobline
Indeed	N	Austin, TX	Job Board coord	Indeed.com
Radio World	N	Washington, D.C.	John Casey	john.casey@futurenet.com
Insight into Diversity	N	St. Louis, MO	Job Board coord	Insightintodiversity.com
Society of Brdcst Engrns	N	Indianapolis, IN	Job Board coord	https://sbe.org/resources/jobs/
Roanoke Times	N	Roanoke, VA	Job Board coord	Jobs.Roanoke.com
WVTF website	N	Roanoke, VA	Dave Seidel	wvtf.org/job-openings
Current	N	Washington, D.C.	Job Board coord	www.publicmediajobs.org

* Indicate "Y" (yes) or "N" (no) if the organization requested that the station provide it with notice of all job vacancies.

INITIATIVES

The employment unit engaged in the following broad outreach initiatives in accordance with various elements of FCC Rule 73.2080(c)(2):

No.	Initiative	Date	Description	Scope of Involvement	Personnel Involved
1.	Intern Program at WVTF	June, July, August 2021	WVTF offers intern opportunities to students at educational institutions in the area. WVTF also participates in the Virginia Association of Broadcasters (VAB) summer intern program. One intern, from High Point College participated in the report period.	WVTF solicited for applicants to the VAB Intern Program via on-air and VAB notices to area colleges and universities. There was one Summer 2021 intern from High Point College.	WVTF STAFF: General Manager, Assoc. Program Director, News Director, Operations Director
2.	Training program designed to enable station personnel to acquire skills that could qualify them for higher level positions	July 1, 2021 – May 21, 2022	WVTF 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 WVTF 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. In 2021-2022 most offered online/virtually	WVTF encouraged employees to participate in training and job advancement programs. Summer of 2021 PMDMC sessions were all virtual due to ongoing pandemic concerns. CARS vehicle donations, Digital Advertising; Supporting Local Journalism by the Annual Giving Coordinator and Development Director. Grove training for website development (News Director, Annual Giving Coordinator)	A) PMDMC Annual Giving Coordinator and Development Director 7/21 – 9/21 B) General Manager ERPM Super Regional Meeting and DEI workshops 4/22
3.	Participated in at least 4 job fairs by station personnel who have substantial responsibility in making hiring decisions.	Ongoing 2021-2022	WVTF participates in the Virginia Association of Broadcasters Job Fairs.	WVTF participated in fall Job Fairs in Blacksburg October 15, 2021 (News Director) and in Lexington October 5, 2021 (Development Director).	WVTF Staff: News Director, Development Director
4..	Provided training to management level personnel on methods of ensuring equal employment opportunity and prevent discrimination.	Fall 2021 - Spring 2022	WVTF 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. Additionally, we have CPB and VT-mandated Title IX/Diversity training.	Sessions Conducted this term: 1.) SEARCH CHARGE TRAINING -4/21 and 4/25/2021 2.) TITLE IX TRAINING 9/20 – 10/20 3.) DIVERSITY TRAINING 9/21-10/21	WVTF Staff: General Manager, Annual Giving Coordinator, Development Director, Associate Program Director, Operations Director, Corporate Support Representative and Manager and Virginia Tech Department of Human Resources personnel. All full and part-time staff

