ANNUAL EEO PUBLIC FILE REPORT FOR THE PERIOD: June 1, 2011 – May 25, 2012

The purpose of this EEO Public File Report ("Report") is to comply with Section 73.2080 (c)(6) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following station(s): WDBJ Television, Inc. and is required to be placed in the public inspection file of these stations and posted on their websites, if they have websites.

The information contained in this Report covers the time period beginning **June 1, 2011 to and including May 25, 2012** (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of full-time vacancies filled by the Station(s) comprising the Station Employment Unit during the Applicable Period;

2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number;

3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;

4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and

5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules.

   Appendices 1, 2, and 3 which follow have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of full-time jobs listed on Appendix 1.

   For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person or over the telephone.

Appendix 1

Covering the Period from June 1, 2011 to May 25, 2012

Station(s) Comprising Station Employment Unit: WDBJ Television, Inc.

Section 1: Vacancy Information

Job #	Position	Number of Interviews	Recruitment Source of Hiree	Recruitment Source of Interviews	Recruitment Source
1	Sports Reporter/Anchor (2)	3	52,52	52,52,57	1,28, 51,52,54,55,58
2	Production Assistant (PT) (2)	5	55,55	55,55,57,57,unknown	1,35,55,57,58
3	Morning Anchor/Executive Producer	2	52	52,57	1,28,51,52,54,55,57, 58
4	Production Assistant (PT)	7	52	52,55,55,55,55,57,unknown	1, 28, 34, 35, 52,55, 58
5	Reporter (2)	4	58,52	58,52,52,56	1,21,28,51,52,54,55, 56,58
6	News Photographer	2	58	52,58	1,28,51,52,55,58
8	News Photographer	1	58	58	1,28,51,52,54,55,58,
9	Reporter	1	55	55	1,28,51,52,54,55,58
10	Associate Internet Producer	1	58	58	1,28,34,35,52,55,58, 66
11	Account Executive	6	57	55,56,57,57,66,unknown	1,28,34,35,52,54,55, 57,58,66
12	Digital Account Executive (2)	5	57,66	57,57,66,66,unknown	1,28,34,35,52,54,55, 57,58,66
13	Production Assistant (PT) (2)	4	55,55	55,55,55,55	1,28,34,35,55,58,66
14	Production Assistant (PT) (2)	4	55,66,	55,55,56	1,28,34,35,55,58,66

Source number refers to those listed in Appendix 2

Appendix 2

Covering the Period from June 1, 2011 to May 25, 2012

Station(s) Comprising Station Employment Unit: WDBJ Television, Inc.

Section 2: Recruitment Source Information

Source #	Source Name	Contact	Address	City	ST	Zip	Phone	Fax	Email
1	Roanoke Times		P.O. Box 2491	Roanoke	VA	24010	981-3311	981-3415	
2	Lynchburg Advance		101 Wyndale Drive	Lynchburg	VA	24506	804-385-6646	804-385-5511	
3	Roanoke Tribune		P.O. Box 6021	Roanoke	VA	24017	343-0326		
4	Greensboro News &		P.O. Box 20848	Greensboro	NC	27420	336-274-	336-373-	

	Record						5710	7043	
5	Richmond Times Dispatch	Linda Jackson	333 E. Grace St.	Richmond	VA	23219	804-643-4414	804-775-8046	
6	Norfolk Virginian Pilot Newspaper		150 W. Brambleton Avenue	Norfolk	VA	23510	757-622-1455	757-446-2130	
7	The Charlotte Observer		600 Tryon Street	Charlotte	NC	28202	800-532-5348	704-358-5340	
8	Charlottesville Daily Progress		P.O. Box 9030	Charlottesville	VA	22906	804-978-7202	804-978-7223	
9	Danville Register		P.O. Box 331	Danville	VA	24543	804-793-2311	804-797-2299	
10	Harrisonburg Daily News Record		P.O. Box 193	Harrisonburg	VA	22801	540-574-6200	540-433-9112	
11	Charleston Newspaper		1001 Virginia Street East	Charleston	WV	24301	304-348-5140	304-348-5133	
12	Bristol Herald Carrier		320 Morrison Blvd.	Bristol	VA	24201	540-669-2181	540-645-2527	
13	Winston-Salem Journal		418 N. Marshall St.	Winston-Salem	NC	27102	336-727-7211	336-727-4094	
14	Beckley Newspaper, Inc.		P.O. Box R	Beckley	WV	25801	304-255-4400	304-255-4427	
15	Princeton Times		P.O. Box 1199	Princeton	VA	24740-1199	304-425-8191	304-487-1632	
16	NAACP		P.O. Box 12362	Roanoke	VA	24025	989-2164		
17	Southeast Rural Community Assistance Project						345-1184 ext. 29		
18	Virginia Employment Commission		5060 Valley View Blvd.	Roanoke	VA	24012	561-7477		
19	Total Action Against Poverty	Tara Hawkins	P.O. Box 2868	Roanoke	VA	24001	345-6781	345-4461	
20	National Black Media Coalition	Employment Resource Center	38 New York Ave., NE	Washington	DC	20002	202-387-8155		
21	National Association of Black Journalists		3100 Taliaferro Hall	College Park	MD	20742-7717	301-405-8500	301-405-8555	
22	National Society for Black Engineers		1454 Duke St.	Alexandria	VA	22314	703-549-2207	703-683-5312	
23	American Women in Radio & Television		1650 Tysons Blvd., Suite 200	McLean	VA	22102	703-506-3290	703-920-5555	
24	Women in Communications (National Job Bank)	Margaret Jenkins	3717 Columbia Pike, Suite 310	Arlington	VA	22204-4255	703-506-3266		
25	Department of Minority Business	Daisy Williams	200-202 9th Street 11th Floor	Richmond	VA	23219	804-786-5560		
26	Richmond Urban League	Daniel Glenn	101 East Clay Street	Richmond	VA	23219	804-649-8407		
27	NAB Job Clearinghouse	Michael McKinley	1771 N Street NW	Washington	DC	20036	202-429-5497		
28	Virginia Assoc. of Broadcasters		630 Country Green Lane	Charlottesville	VA	22902	804-977-3716	804-979-2439	www.vabonline.com
29	Professional Secretaries International		7702 Plantation Road	Roanoke	VA	24019	362-3311		
30	Roanoke Business & Professional Women's Association		3207 Maplelawn Ave., NW	Roanoke	VA	24012	344-5196 (w)	362-0027 (h)	
31	Broadcast Designers Association	Lynn Myers	Resume Referral Service 251 Kearny Street, Suite 611	San Francisco	CA	94108	415-788-2324	415-788-7622	
32	American		5 Beekman Street	New York	NY	10038	212-227-		

	Sportscasters Association						8080		
33	NATPE Job Bank	Christina Andrews					310-453-4440	310-453-5258	
34	Virginia Tech	Ken Garland	11 Agnew Hall	Blacksburg	VA	24060	540-231-3435	540-231-2687	
35	Radford University	Dr. Clay Waite	Box 6932	Radford	VA	24142	540-831-5531	540-831-5883	
36	Virginia Western Community College	Chirl Williams (secretarial Jobs)	P.O. Box 14007	Roanoke	VA	24038	857-7298	857-7544	
38	Roanoke College	Toni McLawhorn	Office of Career Planning 7 Placement	Salem	VA	24153	375-2303	375-2092	
39	Liberty University		Career Center DeMoss Hall 164 Box 20000	Lynchburg	VA	24506-8001	804-582-2352	804-582-2017	
40	North Carolina A & T State University	Office of Career Services	101 Murphy Hall	Greensboro	NC	27411	336-334-7500		
41	Winston-Salem State University	Director of Personnel	601 Martin Luther King Drive	Winston-Salem	NC	27110	336-750-3240		
42	Howard University	Ms. Dudley	2222 4th St., NW	Washington	DC	20059	202-806-5806	202-462-4267 (job posting)	
43	Howard University	Mr. Olaniyi Areke	2222 4th St., NW	Washington	DC	20059	202-806-3037		
44	Virginia Union University	Joseph Lowe	1500 N. Lombardy Street	Richmond	VA	23220	804-257-5656	804-257-5818	
45	Hampton University	Leonard Jones	114 Wigwam Bldg.	Hampton	VA	23668	804-727-5331	804-727-5935	
46	Norfolk State University	Benjamin Ellis, Jr.	2401 Corprew Ave.	Norfolk	VA	23504	804-683-8462	804-683-9558	
47	Virginia State University	Ms. Durrell Griffin	Box 9410	Petersburg	VA	23806	804-524-5000	804-524-5212	
48	James Madison University	Mailou Johnson, PhD	MSC 2105	Harrisonburg	VA	22807	540-568-7073	540-568-3330	
49	Broadcasting Magazine	Classified Departmen t	1705 DeSales Street	Washington	DC	20036	212-337-7073	212-206-8327	
50	ADWEEK	Karen Sharkey	Southeast Region	Washington	DC	20036	800-723-9335	212-536-5315	Ksharkey@adweek.com
51	MediaLine		P.O. Box 51909	Pacific Grove	CA	93950-6909-	408-648-5200	408-648-5204	www.medialine,com
52	TVJOBS.COM								www.tvjobs.com
53	SPOTS N DOTS						888-884-2630	607-729-7331	Selltv@aol.com
54	Schurz Communications, Inc.								lwiney@schurz.com
55	WDBJ-TV								www.wdbj7.com
56	Walk-in / other								
57	Employee / Former Employee Referral								
58	WDBJ Bulletin Board (Internal posting)								
59	Martinsville Bulletin		P.O. Box 3711	Martinsville	VA	24115	576-638-8801		
60	STRIDES, Inc	Christina Hall	2516 Springhill Drive	Roanoke	VA	24017			

61	Jobz Cafe								
62	RTNDA								rtnda@rtnda.org
63	Society of Broadcast Engineers								www.sbe.org
64	BCFM								
65	Rick Gevers								rick@rickgevers.com
66	WDBJ –On Air Announcement								

Appendix 3 – Description of Outreach Initiatives Undertaken during this Reporting Period: June 1, 2011 – May 25, 2012

Number of Initiative	Type of Recruitment Initiative	Date	Brief Description of Activity
1	Internship Program	Ongoing	WDBJ offers unpaid internships to college-level students majoring in broadcasting, communications, or a related field. The station strives to give the student in-depth practical experience in areas of interest, as well as an overview of the station in general. There were 12 interns during this period.
2	Event or Program sponsored by educational institutions relating to broadcasting careers	Ongoing	WDBJ regularly participates in career days at surrounding schools, job shadowing, and station tours for area schools and community groups. WDBJ hosted three area high school interns during the summer of 2011.
3	Event or Program sponsored by educational institutions relating to broadcasting careers	September 14, 2011, September 20, 2011, October 10, 2011	WDBJ's chief meteorologist was a guest lecturer/instructor at Virginia Tech and National College.
4	Career Fairs	November 2, 2011	WDBJ's general manager and human resources manager attended the Minority Job Fair at the University of Virginia and worked the Virginia Association of Broadcaster's booth.
5	Career Fairs	December 28, 2011	WDBJ was a sponsor of the Holiday Career & Lifestyles Fair at the Roanoke Civic Center. The human resources

			manager attended the event.
6	Career Fairs	April 18, 2012	WDBJ was a sponsor of the Career & Lifestyle Fair at the Roanoke Civic Center. The human resources manager attended the event.
7	Other Activity to further the goal of disseminating information about employment opportunities.	Ongoing	WDBJ periodically runs on-air announcements requesting organizations to contact the human resources manager if they want to receive notices of all vacancies.
8	Training	Ongoing	WDBJ has implemented online compliance training courses for managers and supervisors. Course topics include harassment and equal employment opportunity & discrimination.
9	Training	Ongoing	WDBJ has an online training program for all employees to refresh and acquire new skills for career advancement.
10	Participate in scholarship programs directed at students desiring to pursue a career in broadcasting	Ongoing	WDBJ is a member of the Virginia Association of Broadcasters. The VAB supports an annual scholarship program. WDBJ is an active participant with the VAB sponsored internship program.